

LMCSD School Board Minutes
April 10, 2023

100: Call to Order and Determination of a Quorum

The Linn-Mar Board of Directors meeting was called to order at 5:00 PM in the boardroom of the Learning Resource Center (2999 N 10th St, Marion). Roll was taken to determine a quorum. Present: Buchholz, Morey, Nelson, Rollinger, Walker, Wall, and Weaver. Administration present: Bisgard, Breitfelder, Christian, Ramos, and Read. Administration absent: Nicholson and Wear.

200: Adoption of the Agenda *Motion 183-04-10*

MOTION by Wall to adopt the agenda as presented. Second by Nelson. Voice vote, all ayes. Motion carried.

300: Special Recognition

Linn-Mar High School Associate Principal Kim Buelt shared a special recognition honoring the accomplishments of the Robotics and eSports teams.

400: Public Hearing

A public hearing was held regarding the updated HVAC plans/specs for the new administration building. No comments were received.

500: Informational Reports, Discussions, and Presentations

501: Elementary-Level Student Services and Teaching & Learning Report – Exhibit 401.1

Michaela O'Connell, Director of Early Childhood, Melissa Tandy, Associate Director of Student Services, and Karla Ries, Director of Elementary Teaching & Learning, reported on the elementary learning programs. Information included enrollment numbers, curriculum goals, student services offered, and an update on High Reliability Schools.

502: Marion State of the City

Board members reported that a lot of great information was shared regarding the City during the March 8th Marion State of the City Address.

503: Marion City Council

Wall, Nelson, and Buchholz reported that during the March 9th, March 23rd, and April 6th Marion City Council meetings no information was shared pertaining directly to the district. Buchholz reported that during the April 6th meeting a new city council member was appointed and there was discussion on the use of a mobile traffic camera for deterring vehicle violations at busy intersections.

504: Diversity/Equity/Inclusion Committee

Wall reported that during the March 20th DEI Committee meeting high school students shared an update on their anti-bullying work. The committee also reviewed feedback from the parent/student focus groups that were conducted in February/March. Wall also reported that consultants are working on providing the committee with a document that will include its goals and priorities which will align with the district's current and future strategic plan.

505: Board Visits

Board members reported they enjoyed seeing the students and staff engaged in learning and excited to show off their buildings during their visits to Echo Hill (Mar 23rd) and Bowman Woods (Apr 6th).

506: Policy Committee

Morey reported that during the April 7th Policy Committee meeting the full 400 series [Staff/Personnel] was reviewed for procedural updates, as well as a few recommendations presented from the Iowa Association of School Boards.

507: Legislative Report

Morey and Bisgard reported on the current legislative session regarding some of the bills that passed the second funnel and provided the board with an updated handout.

508: Strategic Plan Update

Superintendent Bisgard provided the board with a handout from Collective Clarity that summarized the work of the Cabinet on the Strategic Plan. Several members of the board shared they did not want to approve the Strategic Plan without specific action steps and goals included. Bisgard clarified that no exact date had been set for the board to officially approve the new Strategic Plan, so additional work could be done to address the concerns.

509: Budget Update

Superintendent Bisgard shared a handout with the board on the proposed budget cuts for the 2023-24 and 2024-25 school years and summarized some of the recommendations. Bisgard reported that the targeted total cuts for 2023-24 amount to \$2,250,000 and \$1,500,000 for 2024-25. The total budget reductions over the two years amounts to \$3,750,000. Several board members stated they did not support the recommendation to cut \$70,000 from the Communications budget. The proposed 2023-24 budget will be presented to the board during the April 24th meeting for approval.

510: Superintendent's Update – Exhibit 510.1

Superintendent Bisgard shared updates on the current construction projects (new admin building, tennis courts, and HS parking lot), extended a welcome to Amy Kortemeyer who will begin serving as Superintendent of Schools beginning July 1st, provided a handout to the board regarding his 100-day exit plan, and congratulated the Colton Jazz Ensemble and 10th Street Edition Show Choir on their recent accomplishments.

600: Unfinished Business

700: New Business

701: Designation of Additional Depository Bank ***Motion 184-04-10***

MOTION by Wall to approve Central State Bank with an authorized limit of \$5,000,000 as an additional depository for the district. Second by Nelson. Voice vote, all ayes. Motion carried.

702: First Reading of Policy Recommendations – Exhibit 702.1 ***Motion 185-04-10***

MOTION by Buchholz to approve the first reading of the policy recommendations as presented. Second by Weaver. Rollinger presented questions and concerns about the wording in Policy 504. Morey clarified the policy is mandatory and based on Senate File 2080.

Morey called for the vote with the motion amended to approve the first reading with the change of “Emergency” to “Emergent” in the first line of paragraph three in Policy 504. Ayes: Buchholz, Morey, Nelson, Walker, Wall, and Weaver. Nay: Rollinger. Motion carried.

The full 400 series [Staff/Personnel] was reviewed, as well as several recommendations received from the Iowa Association of School Boards.

Policy #	Title
401.1	Code of Professional Conduct and Ethics
401.7	Licensed Personnel Resignation
402.1	Definition of Classified Personnel
402.2	Assignment and Transfer of Classified Personnel
402.6	Reduction in Workforce of Classified Personnel
403.4-E	Notice to Employees Regarding Substance-Free Workplace
403.11	Hazardous Chemical Disclosure
403.17-E	Employee Conflict of Interest Disclosure Form
403.21	Employee Relations, Appearance, and Conduct
403.27-R	Regulations Regarding Pay Deductions
403.31	Workers Compensation Injury/Illness on the Job
403.34	Employee Termination Voluntary/Involuntary
403.36	Safety Accountabilities and Responsibilities
504	Student Health Services
504.32	Stock Prescription Medication Supply
604.1	Guidance and Counseling
902.2-R	Radon Mitigation Administrative Regulations

703: Open Enrollment Requests Motion 186-04-10

MOTION by Buchholz to approve the open enrollment requests as presented. Second by Wall. Voice vote, all ayes. Motion carried.

APPROVED IN

Name	Grade	Resident District
Gaur, Tejasv	K	Cedar Rapids CSD

DENIED IN

Name	Grade	Resident District	Reason
Brooks, Brooklyn	9 th	Cedar Rapids CSD	Insufficient space

800: Consent Agenda Motion 187-04-10

MOTION by Wall to approve the consent agenda with the exclusion of item 807.7 (Newsela agreement). Second by Buchholz. Walker requested additional information on the Mercy Family Counseling agreement and Rollinger requested additional information on the Xello agreement. Voice vote, all ayes. Motion carried.

Rollinger presented concerns about the Newsela agreement regarding legislators and the use of divisive concepts. It was clarified that Newsela is part of the social studies curriculum relating to current events and will only be utilized by 7th/8th graders in 2023-24. **MOTION** by Wall to approve Item 807.7 (Newsela agreement) as presented. Second by Walker. Voice vote. Ayes: Buchholz, Morey, Nelson, Walker, Wall, and Weaver. Nay: Rollinger. **Motion 188-04-10**

801: Personnel

Certified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Hammann, Kyle	HP: Art Teacher	8/14/23	BA, Step 10
March, Kate	OR: School Counselor	8/1/23	MA, Step 5
Meeks, Austin	From GW Induction Coach to EX 7 th Gr Math Teacher	8/14/23	Same
Von Lehmden, Ellie	IC: PE Teacher	8/14/23	BA, Step 1

Certified Staff: Extended Leave of Absence

Name	Assignment	Dept Action	Reason
McDonald, Alix	IC: 3 rd Gr Teacher	2023-24 school year	Childcare

Certified Staff: Resignation

Name	Assignment	Dept Action	Reason
Baranowski, Bri	District ELL Teacher	6/1/23	Personal
Dierks, Ky	EX: 7 th Gr Math Teacher	6/1/23	Relocation
Hutchinson, Andrea	HP: 5 th Gr Teacher	6/1/23	Other employment
Jameson, Ann	HS: Science Teacher	6/1/23	Other employment
Rachel Sillman, Skylah	OR: Orchestra Teacher	6/1/23	Personal
Wanda, Victoria	OR: School Counselor	6/9/23	Personal
Williams, Billi	OR: .5 Spanish Teacher	6/1/23	Personal

Classified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Altmaier, Shirryl	NS: HS General Help from 4 to 7 hours/day	3/20/23	SEIU A, Step 1
Behrens, Blake	AC: Aquatic Instructor	3/29/23	\$12.00/hour
Derby, Richard	BP: Student Support Associate	4/4/23	LMSEAA II, Step 1
Elliott, Jasmine	AC: Aquatic Instructor	3/20/23	\$11.00/hour
Fireman, Tom	AC: Aquatic Instructor	3/20/23	\$11.00/hour
Fisher, Cheyenne	LG: Student Support Associate	4/4/23	LMSEAA II, Step 1
Gannon, Casey	AC: Aquatic Instructor	3/20/23	\$12.00/hour
Girard, Maren	AC: Aquatic Instructor	3/20/23	\$11.00/hour
Hayes, Beth	District ESY Coordinator	3/7/23	\$5,000
Hoover-Grindle, Ian	AC: Aquatic Instructor	3/27/23	\$12.00/hour
Krecioch, Mandy	LG: From Custodian to Lead Custodian	3/20/23	SEIU C +.50, Step 2
Pio, Lauren	AC: Swim Lesson Coordinator	3/21/23	\$15.00/hour
Sandhanam, Latha	EH: Student Support Associate from 5.5 to 7 hours/day	3/20/23	Same
Shelton, Lilianna	AC: Aquatic Instructor	3/20/23	\$11.00/hour
Sieren, Rylee	AC: Aquatic Instructor	3/20/23	\$11.00/hour
Steffen, Ian	AC: Aquatic Instructor	3/20/23	\$12.00/hour
Thomasson, Regina	AC: Swim Lesson Coordinator	3/20/23	\$15.00/hour
Thomasson, Robert	AC: Swim Lesson Coordinator	3/20/23	\$15.00/hour
Whitmore, Haley	HS: Student Support Associate	3/20/23	LMSEAA II, Step 1

Classified Staff: Resignation

Name	Assignment	Dept Action	Reason
Ampey, Anthony	NS: HS General Help	3/10/23	Other employment
Harless, Roni	OR: Counselors Secretary	4/18/23	Other employment
Korapadi, Archana	EH: Student Support Associate	3/20/23	Personal
McGowan, Julie	NS: WF General Help/Cashier	3/31/23	Relocation
Saddoris, John	NS: WE General Help	3/8/23	Termination
Schmit, Xandra	EX: Student Support Associate	3/24/23	Relocation

Co/Extra-Curricular Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Barker, Caleb	HS: Assistant 9 th Gr Football Coach	3/24/23	\$3,396
Eivins, Ryan	HS: Assistant Varsity Football Coach	3/24/23	\$3,396
Frazier, Katie	HS: From Assistant to Head Poms Coach	8/1/23	\$3,396
Harksen, Erich	EX: Head 8 th Gr Football Coach	8/15/23	\$3,396
Kelley, Tyler	EX: Assistant 7 th /8 th Gr Girls Track Coach	3/21/23	\$3,018
Tovey, Reed	HS: Assistant Boys Soccer Coach	3/13/23	\$2,153

Co/Extra-Curricular Staff: Resignation

Name	Assignment	Dept Action	Reason
Abbott, Megan	EX: Head 8 th Gr Volleyball Coach	3/24/23	Personal
Belin, Tom	HS: Head Varsity Boys Swim Coach	3/8/23	Personal
Fritts, Jack	HS: Assistant Varsity Boys Swim Coach	3/29/23	Personal
Montgomery, Brittany	HS: Head JV Poms Coach	3/23/23	Personal
Pierson, Travis	EX: Head 8 th Gr Football Coach	3/7/23	Personal

802: Approval of March 6th Minutes – Exhibit 802.1

803: Approval of March 10th Special Session Minutes – Exhibit 803.1

804: Approval of March 22nd Special Session Minutes – Exhibit 804.1

805: Approval of March 27th Special Session Minutes – Exhibit 805.1

806: Approval of Bills/Warrants – Exhibit 806.1

807: Approval of Contracts – Exhibits 807.1-9

1. Mercy Family Counseling amendment to agreement to extend services
2. Mt Mercy University student teaching/field experience program
3. Coe College student teaching program
4. City of Marion use/maintenance/repair/upkeep of sports and recreation facilities
5. Ability Physical Therapy strength and conditioning services agreement
6. Xello subscription renewal
7. Newsela customer agreement
8. Ann Osborne independent contractor agreement
9. Erik Rohde independent contractor agreement
10. Agreements for Special Education student services with College CSD (1) and To the Rescue
(1). *For student confidentiality, exhibits are not provided.*

808: Informational Financial Reports – Exhibits 808.1-2

1. School Finance and Cash Balance Reports as of February 28, 2022
2. School Finance and Cash Balance Reports as of February 28, 2023

900: Board Communications, Calendar, and Committees

901: Board Communications

Buchholz shared there is a Venture Academics Advisory meeting on April 27th at 4:00 PM. Weaver shared a story celebrating the 10th Street Show Choir students, and Morey reminded the board that if they would like to attend the IASB Student Summit to RSVP to Gayla.

902: Board Calendar

Date	Time	Event	Location
Apr 17	5:00 PM	Diversity/Equity/Inclusion Committee	Boardroom
Apr 20	7:30 AM	Finance/Audit Committee	LRC Room 203
<i>Apr 20</i>		<i>LM Foundation Dine Out for Schools Day</i>	
Apr 20	11:30 AM	Board Visit	Indian Creek
Apr 20	5:30 PM	Marion City Council	City Hall
Apr 24	5:00 PM	Board Meeting	Boardroom
Date	Time	Event	Location
<i>May 3</i>	<i>11:30 AM</i>	<i>MEDCO Annual Luncheon</i>	<i>Twenty40 Building Concepts</i>
May 3	5:00 PM	LIONS & Volunteer Awards	Boardroom
May 4	11:30 AM	Board Visit	Linn Grove Elementary
May 4	5:30 PM	Marion City Council	City Hall
May 8	5:00 PM	Board Meeting	Boardroom
<i>May 8</i>	<i>7:00 PM</i>	<i>Senior Recognition Night</i>	<i>HS Auditorium</i>
May 15	5:00 PM	Diversity/Equity/Inclusion Committee	Boardroom
May 18	7:30 AM	Finance/Audit Committee	LRC Room 203
May 18	4:00 PM	School Improvement Advisory Committee	Boardroom
May 18	5:30 PM	Marion City Council	City Hall
May 22	5:00 PM	Board Meeting	Boardroom
<i>May 23</i>	<i>Noon</i>	<i>100-Hour Volunteer Luncheon</i>	<i>Hills Bank-Marion</i>
May 28	1:00 PM	LMHS Commencement Ceremony	Alliant Energy Powerhouse
Date	Time	Event	Location
June 8	5:30 PM	Marion City Council	City Hall
June 12	5:00 PM	Board Meeting	Boardroom
June 22	5:30 PM	Marion City Council	City Hall

903: Committees/Advisories

Committee	2022-23 Representatives
Finance/Audit Committee	Buchholz, Morey, and Weaver
Policy Committee	Morey, Nelson, and Wall
Career & Technical Education Advisory (CTE)	Nelson, Rollinger, and Walker
School Improvement Advisory Committee (SIAC)	Rollinger, Walker, and Wall

1000: Audience Communications

1. James Thatcher, Resident, Board actions regarding Policy 504
2. Tiffany DeBow, Parent, Board actions regarding communication and policy
3. Amanda Rink, Parent, Appreciation of staff
4. Katie Lowe Lancaster, Citizen, Appreciation of LM education and inclusion
5. Vanessa Renaud, Parent, Appreciation of Linn-Mar education and staff
6. Circe Stumbo, Citizen, Appreciation of LM and inclusion of marginalized students
7. Derek Jensen, Parent, Appreciation of Show Choir program
8. Geralyn Jones, Resident, Concerns on Newsela agreement and lack of email follow up

1100: Adjournment Motion 189-04-10

MOTION by Wall to adjourn the meeting at 8:17 PM. Second by Nelson. Voice vote, all ayes. Motion carried.

Brittania Morey, Board President

David Nicholson, Board Secretary/Treasurer