

**BOARD OF DIRECTORS MEETING
JULY 7, 2025**

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100: CALL TO ORDER & DETERMINATION OF A QUORUM

The meeting of the Linn-Mar Board of Directors was called to order at 5:00 PM in the boardroom of the Educational Leadership Center (3556 Winslow Rd, Marion). Roll was taken to determine a quorum. Present: Buchholz, Mansoor, Morey, Thomas, Walker, and Lowe Lancaster. Absent: Foss. Administration present: Kortemeyer, Galbraith, Ramos, Christian, and Faber. Absent: Wear and Nelson.

200: ADOPTION OF AGENDA

– **Motion 001-07-25**

MOTION by Morey to approve the agenda as presented. Second by Buchholz. Voice vote, all ayes. Motion carried.

300: PUBLIC HEARING – Refer to Exhibit 702.1

There were no comments received during the public hearing on the plans and specifications for the Linn-Mar Performance Venue Orchestra Shell Project.

(SPG #1-Community Engagement)

400: AUDIENCE COMMUNICATIONS

(SPG #1-Community Engagement)

1. Jerry Oakland, Resident, Policy recommendations
2. Vanessa Renaud, Parent, Policy recommendations
3. Iris Strong, Resident, Policy recommendations
4. Marissa Grace, Resident, Policy Recommendations
5. Ana Clymer, Parent, Policy Recommendations
6. Marie Krebs, Parent, Policy Recommendations

500: INFORMATIONAL REPORTS**501: Strategic Plan Update – Exhibit 501.1**

(BG #1.a-Visionary Team)

Superintendent Kortemeyer shared an update on the district's 2024-25 Strategic Plan short-term goals.

502: Policy Committee Report

(BG #1.c-Visionary Team)

Director Walker reported that during the June 10th Policy Committee meeting the policies carried over from the June 9th board meeting were reviewed and discussed.

503: Marion City Council Report (SPG #1-Community Engagement / BG #3.d-District Culture)

Director Mansoor reported that during the June 19th Marion City Council meeting the following items were approved: an amendment to the SRO agreement, an update to the traffic signal at Tower Terrace Road and Irish Drive, and a three-month extension on the moratorium regarding the construction of gas stations along Tower Terrace Road.

504: Facilities Advisory Committee Report (SPG #1-Community Engagement / BG #3.c-District Culture)

Director Morey reported that during the June 26th Facilities Advisory Committee meeting the following items were reviewed: the committee's purpose and priorities, the performance venue design elements, fundraising for a grand piano for the performance venue, the status of the proposed indoor activities center, the 10-year facilities plan, and the need for additional space at Oak Ridge for fine arts.

505: Superintendent's Report – Exhibit 505.1 (SPG #1-Community Engagement)

Superintendent Kortemeyer shared some district honors and highlights, reviewed ongoing facilities projects, welcomed the district's new administrators, and highlighted upcoming events.

600: UNFINISHED BUSINESS

601: Second Reading of Policy Recommendations – Exhibit 601.1

MOTION by Walker to approve the second reading of the policy recommendations as presented in Exhibit 601.1. Second by Morey. Voice vote, all ayes. Motion carried.

(BG #1.c-Visionary Team)

– **Motion 002-07-25**

602: Second Reading of Policy Recommendations – Exhibit 602.1

MOTION by Buchholz to approve the second reading of policies 505.7, 505.11, 805.2, and 1003.3, as presented in Exhibit 602.1. Second by Thomas. Director Morey thanked the Policy Committee for their work on Policy 805.2. Voice vote, all ayes. Motion carried.

(BG #1.c-Visionary Team)

– **Motion 003-07-25**

700: NEW BUSINESS

701: Approval of Open Enrollment Requests (SPG #2-Learning Excellence & 3-Learner Experience)

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

– **Motion 004-07-25**

Approved IN	Student Name	Grade	Resident District
	Klinge, Rextyn	JrK	Central City
	Mantilla, Analicia	9 th	East Marshall
	Moroney, Eoin	JrK	Marion Independent
	Scranton, Tristan	JrK	Marion Independent
	Shoaib, Mohamed	K	Cedar Rapids
	Stacy, Cristian	12 th	Marion Independent
	Vennie, Asher	JrK	Cedar Rapids
	Wright, Amira	K	Cedar Rapids

Denied IN	Student Name	Grade	Resident District	Reason
	Olver, Jayden	9 th	Cedar Rapids	Insufficient space

Approved OUT	Student Name	Grade	Requested District	Reason
	Espinosa, Sophie	6 th	Alburnett	Good cause
	Preston, Anna	6 th	Cedar Rapids	Good cause

Denied OUT	Student Name	Grade	Requested District	Reason
	McDonnell, Clair	1 st	Marion Independent	Late, no good cause
	Sasek, Ariya	1 st	Marion Independent	Late, no good cause

702: Approval of Plans/Specifications – Exhibit 702.1 – Motion 005-07-25

MOTION by Morey to approve the plans and specifications for the Linn-Mar Performance Venue Orchestra Shell Project as presented in Exhibit 702.1. Second by Mansoor. Voice vote, all ayes. Motion carried. (SPG #5-Resource Management/BG #3.a-District Culture)

703: Approval of Bus Driver Sign-On Bonus

(SPG #4-People & Culture / BG #3.c-District Culture)

MOTION by Buchholz to approve the distribution of a sign-on bonus of \$500 to new bus drivers without a CDL, \$1000 to new bus drivers who hold a valid Class A or B CDL, and \$2000 to new bus drivers who hold a valid Class A or B CDL with passenger and school bus endorsements. Second by Morey. A clarification was made that the sign-on bonus was for new bus drivers only and that a potential retention bonus for current bus drivers is under discussion. Voice vote, all ayes. Motion carried. – **Motion 006-07-25**

704: Approval of Resolution – Exhibit 704.1

(SPG #5-Resource Management / BG #3.a-District Culture)

MOTION by Morey to approve the resolution to consider continued participation in the Instructional Support Levy Program. Second by Mansoor. CFO/COO Jon Galbraith clarified that the ISL is funded by property taxes, used for general fund expenses, and this is the required 5-year renewal process. Voice vote, all ayes. Motion carried.

– **Motion 007-07-25**

705: Legislative Priorities Discussion – Exhibits 705.1-2

(BG #1.a-Visionary Team)

President Lowe Lancaster asked the board members to review the IASB 2025-26 legislative priorities platform and come prepared to present their top five for discussion and approval during the August 4th board meeting.

706: First Reading of Policy Recommendations – Exhibit 706.1

MOTION by Thomas to approve the first reading of the policy recommendations as presented in Exhibit 706.1. Second by Buchholz. Director Morey requested that policies 400.1-E and 403.33 be pulled for separate consideration. (BG #1.c-Visionary Team)

AMENDED MOTION by Thomas to approve the first reading of the policy recommendations as presented in Exhibit 706.1, with the exception of policies 400.1-E and 403.33, to be considered separately. Second by Buchholz. Directors Morey, Walker, Thomas, and Mansoor shared thoughts on the proposed policy recommendations.

AMENDED MOTION by Thomas to approve the first reading of the policy recommendations with the exception of policies 400.1-E and 403.33, limited only to the changes regarding the job titles for equity officers. Second by Morey. Voice vote, all ayes. Motion carried.
– Motion 008-07-25

MOTION by Morey to approve the first reading of policies 400.1-E and 403.33 as presented. Second by Buchholz. Director Morey clarified that she had no additional comments on the two policies as the suggested edits were only pertaining to the equity officer titles. Voice vote, all ayes. Motion carried.
– Motion 009-07-25

800: CONSENT AGENDA *(SPG #4-People/Culture & #5-Resource Mngmt / BG #3.a, c, d-District Culture)*

MOTION by Mansoor to approve the consent agenda as presented. Second by Thomas. President Lowe Lancaster thanked the HR staff on the rehiring of three staff members that were released last year on RIF. Director Morey requested additional information on Exhibit 804.2 (Kirkwood Workplace Learning Connection) regarding the additional services they provide. Voice vote, all ayes. Motion carried.

– Motion 010-07-25

801: Personnel

Certified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Burnell, Brandi	LMHS: Computer Science Teacher (.5 FTE)	8/18/25	MA, Step 6
Dalton, Michelle	WE: Reading Teacher-From 1.0 to .5 FTE	8/18/25	Same
Hubler, Olivia	EH: 1 st Gr Teacher (Recall from RIF)	8/18/25	Same
Loftsgard, Darci	HP: 6 th Gr Teacher (Recall from RIF)	8/18/25	Same
Lynch, Greg	From 1.0 English Teacher to .5 English Teacher/.5 Performing Arts Center Coordinator	7/1/25	BA+24, Step 15 / \$42,300/year
Smith, Hillary	NE: 4 th Gr Teacher (Recall from RIF)	8/18/25	Same
Steffen, Maddie	WE: 4 th Gr Teacher	8/13/25	BA, Step 1

Certified Staff: Resignations

Name	Assignment	Dept Action	Reason
Feilmeier-Marzen, Melissa	LMHS: Social Studies Teacher	6/24/25	Other employment
Lappe, Shanon	EH: 2 nd Gr Teacher	6/30/25	Personal
Patterson, Danielle	LMHS: Academic Assistance Counselor	6/30/25	Personal
Stanner, Laura	EX: 8 th Gr Language Arts Teacher	6/30/25	Personal

Classified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Bantz, Alyssa	EH: Student Support Associate	8/19/25	LMSEAA A, Step 1
Burton, Wilson	AC: From Instructor o Swim Lesson Coordinator	6/25/25	\$15.00/hour
Christian, Jonah	TR: Seasonal Help	6/16/25	\$15.00/hour
Garrison, Billy	From NE to BW/Success Center Custodian	6/16/25	Same
Governatori, Alex	AC: Aquatic Instructor	6/26/25	\$12.00/hour
Kimmel, Hayley	AC: From Instructor to Swim Lesson Coordinator	6/25/25	\$15.00/hour
Paulsen, Garrett	AC: Aquatic Instructor	6/26/25	\$12.00/hour
Plang, Diana	EH: Student Support Associate	8/19/25	LMSEAA A, Step 1
Ramalingam, Kruthika	From NE to LG Student Support Associate	8/19/25	Same

Stark, Thomas	O&M: Seasonal Help	6/16/25	\$15.00/hour
Thompson, Karla	HP: Student Support Associate	8/19/25	LMSEAA A, Step 1
Vrbicek, Kim	HP: Student Support Associate	8/19/25	LMSEAA A, Step 1
Witt, Jessica	NE: Student Support Associate	8/19/25	LMSEAA A, Step 1
Zhang, Yiqi	AC: Aquatic Instructor	6/26/25	\$12.00/hour

Classified Staff: Resignations

Name	Assignment	Dept Action	Reason
Bryant, Judy	WE: Student Support Associate	6/11/25	Personal
Gregorich, Rebecca	NS: EX Production Manager	6/5/25	Other employment
Hora, Sarah	EH: Student Support Associate	6/10/25	Personal
Keating-Vrasprier, Jane	EX: Student Support Associate	6/16/25	Relocation
Wetrich, Thomas	LMHS: Student Support Associate	6/25/25	Personal
Williams, Michelle	LG: Student Support Associate	6/5/25	Relocation
Wullner, Amber	LG: Student Support Associate	6/5/25	Relocation

Co/Extra-Curricular Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Anderson, David	BP: Summer Band Camp & Lessons (June)	6/6/25	\$1,967.40
Anderson, David	BP: Summer Band Camp & Lessons (July)	7/1/25	\$4,590.60
Anderson, Jacob	LMHS: Track Camp	6/9/25	\$500.00
Armstrong, Tim	LMHS: Track Camp	6/9/25	\$500.00
Barker, Caleb	LMHS: Track Camp	6/9/25	\$300.00
Barker, Caleb	LMHS: Football Camp	6/23/25	\$120.00
Barry, Debra	Cognitive Coaching Trainer	6/11/25	\$1,805.63
Becker, Kristin	LMHS: Girls Basketball Camp	6/23/25	\$100.00
Colbert, Marcus	LMHS: Boys Basketball Camp	6/23/25	\$1,000.00
Dupree, Brett	OR: Summer Band Program (June)	6/9/25	\$3,058.31
Dupree, Brett	OR: Summer Band Camp	6/9/25	\$428.85
Dupree, Brett	OR: Summer Band Program (July)	6/9/25	\$1,183.86
Frangella, Nate	LMHS: Football Camp	6/23/25	\$120.00
Gasper, Matt	EX: Head Boys Tennis Coach	8/1/25	\$3,523.00
Hackett, Gordon	LMHS: Track Camp	6/9/25	\$500.00
Harsen, Erich	EX: Assistant 7 th Gr Football Coach	8/1/25	\$3,132.00
Hill, Austin	LMHS: Football Camp	6/23/25	\$120.00
Hill, Austin	LMHS: Track Camp	6/9/25	\$500.00
Hoffman, Kyle	LMHS: Track Camp	6/9/25	\$2,000.00
Kraeplin, Amy	BP: Summer Band Camp & Lessons (June)	6/6/25	\$4,554.35
Kraeplin, Amy	BP: Summer Band Lessons (July)	7/1/25	\$807.10
Lippert, Jordan	LMHS: Girls Basketball Camp	6/23/25	\$400.00
Martens, Nick	LMHS: Football Camp	6/23/25	\$120.00
McCauley, Kevin	LMHS: Football Camp	6/23/25	\$40.00
McConahay, Gina	BP: Choir Accompanist	6/5/25	\$600.00
Merritt, Stephanie	LMHS: Girls Basketball Camp	6/23/25	\$400.00
Nelson, Scott	LMHS: Boys Basketball Camp	6/23/25	\$1,000.00
Nielsen, Nick	OR: Assistant 8 th Gr Football Coach	8/4/25	\$3,132.00
Orr, Duane	LMHS: Football Camp	6/23/25	\$120.00
Pierson, Travis	EX: Assistant 8 th Gr Football Coach	8/1/25	\$3,132.00
Printy, Jordan	LMHS: Boys Basketball Camp	6/23/25	\$2,000.00
Rowland, Nikki	LMHS: Girls Basketball Camp	6/23/25	\$400.00
Schamberger, Kristine	HP: Summer Orchestra Lessons	6/6/25	\$3,459.00
Starmer, Matt	LMHS: Football Camp	6/23/25	\$60.00
Thomas, Josie	LMHS: Girls Basketball Camp	6/23/25	\$400.00

*SPG = Strategic Plan Goal/ BG = Board Goal

Thompson, Jaxon	LMHS: Track Camp	6/9/25	\$300.00
Thorp, Nic	LMHS: Boys Basketball Camp	6/23/25	\$1,600.00
Tompkins Chad	LMHS: Girls Basketball Camp	6/23/25	\$400.00
Young, Jacob	LMHS: Football Camp	6/23/25	\$90.00

Co/Extra-Curricular Staff: Resignations

Name	Assignment	Dept Action	Reason
Jensen, Derek	LMHS: Tech Director	6/25/25	Other
Lynch, Greg	LMHS: Auditorium/Little Theater Manager	6/25/25	Other
Lynch, Greg	LMHS: Prep Show Choir	6/25/25	Other
Kratzer, Jonathan	LMHS: Auditorium/Little Theater Manager	6/25/25	Other
Smith, Marcia	LMHS: Spring Musical Director	6/25/25	Personal

802: Approval of June 9th Board Minutes – Exhibit 802.1

803: Approval of Bills/Warrants – Exhibit 803.1

804: Approval of Contracts/Agreements – Exhibits 804.1-6

1. GWAEA PowerSchool software and support agreement (Amended version)
2. Kirkwood Workplace Learning Connection agreement
3. Kirkwood-Linn County Regional Center Program agreement
4. Kirkwood Shared Personnel agreement
5. McComas-Lacina Construction change order #9-new performance venue
6. Non-commercial licensing agreement with LM 12U Platinum Baseball Team
7. Special Education instructional services agreements from Cedar Rapids CSD (2), College CSD (2), Grant Wood AEA (1), and Kirkwood 4+ Transitional Services (2). *For student confidentiality, exhibits are not provided.*

805: Overnight Trip Request – Exhibit 805.1

1. FFA to attend officer retreat in Bennett, Iowa July 20-22, 2025

806: Fundraising Request – Exhibit 806.1

1. LMHS Mental Health Matters to host 3rd Annual Suicide Prevention Night

900: BOARD CALENDAR & COMMUNICATIONS

901: Board Calendar & Communications

Date	Time	Event	Location
July 17	5:30 PM	Marion City Council Meeting (<i>Mansoor</i>)	City Hall
July 29	2:00 PM	Policy Committee Meeting	Boardroom
July 30	4:00 PM	Board Retreat	Boardroom
Date	Time	Event	Location
August 4	5:00 PM	LMCSD Board of Directors Meeting	Boardroom
August 7	5:30 PM	Marion City Council Meeting (<i>Thomas</i>)	City Hall
<i>August 13</i>	--	<i>New Teacher Orientation</i>	--
<i>August 14</i>	--	<i>New Teacher Orientation</i>	--
<i>August 18</i>	--	<i>Teacher Workday</i>	--
August 18	5:00 PM	LMCSD Board of Directors Meeting	Boardroom
<i>August 19</i>	--	<i>Professional Day</i>	--

<i>August 20</i>	--	<i>Professional Day</i>	--
<i>August 21</i>	--	<i>Teacher Workday</i>	--
August 21	5:30 PM	Marion City Council Meeting (<i>Morey</i>)	City Hall
<i>August 22</i>	--	<i>Professional Day</i>	--
<i>August 25</i>	--	<i>First Day of School K-9th Grades</i>	--
<i>August 26</i>	--	<i>First Day of School 10th-12th Grades</i>	--
Date	Time	Event	Location
<i>September 1</i>	--	<i>No School (Labor Day)</i>	--
<i>September 2</i>	--	<i>First Day of School Pre-K</i>	--
September 4	5:30 PM	Marion City Council Meeting	City Hall
September 8	5:00 PM	LMCSD Board of Directors Meeting	Boardroom
September 11	8:30 AM	Board Visit	Oak Ridge
September 18	8:30 AM	Finance/Audit Committee Meeting	Boardroom
<i>September 18</i>	--	<i>High School Conferences</i>	--
September 18	5:30 PM	Marion City Council Meeting	City Hall
September 22	5:00 PM	LMCSD Board of Directors Meeting	Boardroom
September 25	11:30 AM	Board Visit	Boulder Peak
<i>September 29</i>	--	<i>No School (Professional Day)</i>	--

902: Board Committees/Advisories

Required Board Committees/Advisories

Committee/Advisory	Board Representatives
Finance/Audit Committee (F/AC)	Buchholz, Foss, Morey
Policy Committee	Lowe Lancaster, Thomas, Walker
Career & Technical Education Advisory (CTE)	Mansoor, Morey, Thomas
School Improvement Advisory Committee (SIAC)	Lowe Lancaster, Mansoor, Morey

Additional District Committees/Advisories

Committee/Advisory	Board Representatives
Facilities Advisory Committee	Foss, Mansoor, Morey
Venture Academics Advisory (VAA)	Morey, Walker
LMHS School Counselors Advisory	Mansoor, Walker
MEDCO Community Promise Advisory	Buchholz
Linn County Conference Board	Buchholz
Legislative Liaisons	Foss, Thomas

1000: ADJOURNMENT

– **Motion 011-07-25**

MOTION by Walker to adjourn the meeting at 6:57 PM. Second by Mansoor. Voice vote, all ayes. Motion carried.

Katie Lowe Lancaster, Board President

Jonathan Galbraith, Board Secretary