

**BOARD OF DIRECTORS MINUTES
JANUARY 12, 2026**

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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, Foss, Langston, Mansoor, Morey, Thomas, and Lowe Lancaster. Administration present: Kortemeyer, Galbraith, Wear, Christian, Faber, and Nelson. Absent: Ramos.

200: ADOPTION OF AGENDA

– **Motion 103-01-12**

MOTION by Morey to approve the agenda with updated Item #1001-Personnel Report. Second by Langston. Voice vote, all ayes. Motion carried.

300: SPECIAL RECOGNITION

(SPG #4-People & Culture)

Natalie Hahn-Mauck, Grant Wood Area Education Agency Regional Administrator, recognized the district's preschool staff for their work with IDEA Differentiated Accountability.

400: PUBLIC HEARING – Refer to Exhibits 901.1a-b *(SPG #1-Community Engagement)*

A public hearing was held regarding updates to the 2026-27 school year calendar and the proposed 2027-28 school year calendar. No comments were received.

500: DISTRICT HIGHLIGHT MOMENT

A video was shared highlighting students sharing their favorite parts of the school day.

600: AUDIENCE COMMUNICATIONS

(SPG #1-Community Engagement)

1. Jessica Hora, parent, need for bus stop at 35th Street and McGowan Boulevard
2. John Hora, student, need for bus stop at 35th Street and McGowan Boulevard
3. Michael Bowling, parent, support for Grundmeyer Leader Services
4. Elizabeth Estling, parent, Martin Luther King Day
5. Ana Clymer, parent, Support of all students

700: INFORMATIONAL REPORTS**701: Nutrition Services, Transportation, and Facilities Report – Exhibit 701.1**

Stacy Fish (Nutrition Services Manager), Brian Cruise (Transportation Manager), and Andy Parke (Operations & Maintenance Manager) provided department updates that

included information on meal planning and a review of the Nutrition funds, information on Transportation staffing and an overview of the bus fleet and bus routes, and an overview of the Operations & Maintenance department specialties.

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

702: Human Resources Report – Exhibit 702.1

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

Karla Christian, Chief Human Resources Officer, provided a department update that included information on employee engagement/experience, retention, and compliance.

703: LMHS School Counselors Advisory Report

(SPG #3-Learner Experience / BG #2.b-Student Learning)

Director Langston reported that during the December 10th LMHS School Counselors Advisory meeting the discussion included a review of the Multi-Tiered System of Supports (MTSS) program.

704: Marion City Council Report

(SPG #1-Community Engagement / BG #3.d-District Culture)

Director Thomas reported that during the December 16th Marion City Council meeting the acceptance of completion of the Wilkins/Taube Park playground was approved. Director Morey reported that during the January 8th meeting several items related to the Alburnett Road extension project were approved.

705: Facilities Advisory Committee Report

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

Director Thomas reported that during the January 6th Facilities Advisory Committee meeting discussion included an in-depth review of the 2026 summer facilities projects.

706: Finance/Audit Committee Report

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

Director Buchholz reported that during the January 8th Finance/Audit Committee meeting discussion included an in-depth review of the 2026 summer facilities projects.

707: Legislative Report

Directors Morey and Thomas shared information on the timeline of the current legislative session and potential educational topics.

708: Superintendent's Report – Exhibit 708.1

(SPG #1-Community Engagement)

Superintendent Kortemeyer shared several district honors and highlights, thanked everyone for their support during her tenure at Linn-Mar, reviewed current facilities projects, shared information on the expansion of the Hand in Hand wrap daycare program to Echo Hill for the 2026-27 school year, and invited everyone to attend the ribbon cutting and open house for the new performance hall on February 4th at 4:30 PM.

800: UNFINISHED BUSINESS

801: Approval of Substantial Completion – Exhibit 801.1 – Motion 104-01-12

MOTION by Buchholz to approve the substantial completion of the Linn-Mar High School extension renovation project and issue final payment to Unzeitag Construction for a total of \$100,000.00. Second by Mansoor. Voice vote, all ayes. Motion carried.

802: Approval of Board Operations Manual – Exhibit 802.1 (BG #1a-Visionary Team)

MOTION by Buchholz to approve the Board Operations Manual as presented in Exhibit 802.1. Second by Thomas. Director Morey requested the item numbers listed on page 6 be removed and that a description of the role of the Facilities Advisory Committee be added. Several comments were shared in support of the removal of the item numbers. Superintendent Kortemeyer clarified that the Facilities Advisory Committee is considered a district committee.

AMENDED MOTION by Buchholz to approve the Board Operations Manual with the removal of the item numbers regarding the agenda on page six as discussed. Second by Thomas. Voice vote, all ayes. Motion carried. – **Motion 105-01-12**

900: NEW BUSINESS

901: Approval of School Year Calendars – Exhibits 901.1a-b

Nathan Wear, Associate Superintendent, provided information on the updated 2026-27 and proposed 2027-28 school year calendars.

MOTION by Buchholz to approve the updated 2026-27 school year calendar and the proposed 2027-28 school year calendar as presented in Exhibits 901.1a-b. Second by Mansoor. Directors Morey and Thomas voiced concerns about the shortened winter break in the 2027-28 calendar. Voice vote. Ayes: Buchholz, Foss, Langston, Mansoor, Thomas, and Lowe Lancaster. Nays: Morey. Motion carried. – **Motion 106-01-12**

902: Approval of the At-Risk/Dropout Plan – Exhibit 902.1

Anne Faber, Executive Director of Student Services, provided a summary of the At-Risk/Dropout Plan for the 2026-2027 school year. (SPG #2-Learning Excellence / BG #2.c-Student Learning)

MOTION by Langston to approve the At-Risk/Dropout Plan for the 2026-2027 school year as presented in Exhibit 902.1. Second by Morey. Voice vote, all ayes. Motion carried. – **Motion 107-01-12**

903: Approval of Request to SBRC for At-Risk/Dropout Program – Exhibit 903.1

MOTION by Thomas to approve the request to the School Budget Review Committee (SBRC) for a Modified Supplemental Amount (MSA) in the amount of \$1,487,505.00, for the 2026-2027 At-Risk/Dropout Plan. Second by Langston. Voice vote, all ayes. Motion carried. (SPG #5-Resource Management / BG #3.c-District Culture) – **Motion 108-01-12**

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

MOTION by Thomas to approve the open enrollment requests as presented. Second by Buchholz. Voice vote, all ayes. Motion carried. – **Motion 109-01-12**

Approved IN	Student Name	Grade	Resident District
	Mourvy, Muthineni	1 st	Cedar Rapids CSD

905: Approval of Early Graduation Requests – Exhibit 905.1

MOTION by Mansoor to approve the early graduation requests as presented. Second by Thomas. Congratulations were shared with the graduates. Voice vote, all ayes.

Motion carried. (SPG #2-Learning Excellence & BG #2.c-Student Learning)

– **Motion 110-01-12**

Adams, Eboni	Glaspie, Savanah	Meadows, Hannah	Satterlee, Trenton
Cibrian, Julian	Grundy, Kaysen	Reddoor, Sydney	
Colburn, Wyatt	Lindsay, Christopher	Reed, Ellis	
Evers, Tyler	Mason, Logan	Robinson, Zander	

906: Approval of Superintendent Search Firm – Exhibit 906.1

President Lowe Lancaster provided a summary of the process regarding the superintendent search.

MOTION by Mansoor to approve hiring Grundmeyer Leader Services to conduct the superintendent search for a total of \$19,455.74. Second by Morey. Director Thomas shared words of support in hiring GLS. Voice vote, all ayes. Motion carried.

– **Motion 111-01-12**

907: Approval of 2026 Summer Facilities Projects – Exhibit 907.1

MOTION by Thomas to approve the 2026 summer facilities project listing as presented in Exhibit 907.1. Second by Morey. Directors Mansoor and Thomas shared information on the process of approval and the funds that will be used to cover the projects. Voice vote, all ayes. Motion carried.

(SPG #5-Resource Management & BG #3.c-District Culture)

– **Motion 112-01-12**

908: Approval of Oak Ridge Band Room Addition – Exhibit 908.1

MOTION by Morey to approve OPN Architects to provide professional design services for the band room addition at Oak Ridge Middle School as presented in Exhibit 908.1.

Second by Thomas. Voice vote, all ayes. Motion carried.

– **Motion 113-01-12**

1000: CONSENT AGENDA (SPG #4-People/Culture & #5-Resource Mngmt / BG #3.a, c, d-District Culture)

MOTION by Mansoor to approve the consent agenda with updated Item #1001-

Classified Staff Resignations. Second by Buchholz. Voice vote, all ayes. Motion carried.

– **Motion 114-01-12**

1001: Personnel

Classified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Akili, Nadine	IC: Student Support Associate	1/5/26	LMSEAA A, Step 1
Blum, Dave	From BP Paraprofessional to EX SSA	1/5/26	LMSEAA A, Step 7
Dutta, Snigdha	NS: BW General Help	12/8/25	PTNS, Step 1
Johnson, Marga	O&M: From EH Custodian to Sub Custodian	1/12/26	Same
McDonald, Trey	LG: Health Assistant	12/15/25	LMSEAA A, Step 1
Mikkelson, Robert	LMHS: Student Support Associate	12/9/25	LMSEAA A, Step 1
Nuehring, Michelle	District: Behavior Consultant (Part-Time)	1/5/26-End of School Year	\$30,602.25

Pearson, Shannon	From BW to LG Student Support Assoc	1/12/26	Same
Rouse, Allen	TR: From Regular Sub to Bus Driver	12/15/25	Same
Schmidt, Becky	BW: Student Support Associate	1/6/26	LMSEAA A, Step 1
Wedeking, Brett	From LG to BP Student Support Assoc	1/5/26	Same
Wenger, Sara	TR: From Regular Sub to Bus Driver	12/9/25	Same
Williams, Melissa	AC: Aquatic Instructor	12/8/25	\$14.00/hour

Classified Staff: Resignations

Name	Assignment	Dept Action	Reason
Copeland, Nicole	LMHS: Student Support Associate	12/17/25	Relocation
Kimm, Lisa	O&M: BP Custodian	12/19/25	Termination
O'Brien, Donna	NE: Student Support Associate	12/11/25	Personal
Steffen, Jayden	OR: Student Support Associate	12/19/25	Personal
Teff, Matthew	TR: Certified Maintenance	1/2/26	Other Employment
Toll, Wendy	TR: Operations & Safety Specialist	1/2/26	Personal

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

Name	Assignment	Dept Action	Salary Placement
Armstrong, Tim	LMHS: Assistant Varsity Track Coach	12/4/25	\$3,523
Cain, Tarah	LMHS: Assistant JV Softball Coach	5/1/25	\$4,698
Elliott, Reann	LMHS: Assistant Varsity Girls Wrestling	12/29/25	\$4,698
Gustafson, Nicole	OR: Assistant Boys Track Coach	1/7/26	\$3,132
Hill, Austin	LMHS: Assistant Varsity Track Coach	12/4/25	\$4,698
Pulis, Madisen	OR/EX: Assistant Girls Wrestling Coach	1/20/26	\$3,132
Thompson, Jaxon	LMHS: Assistant Varsity Track Coach	12/4/25	\$3,523
Waddell, Micah	LMHS: Assistant Varsity Track Coach	12/4/25	\$4,698

Co/Extra-Curricular Non-Schedule H Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Frangella, Nate	OR/EX: Assistant Boys Swim Coach	12/12/25	\$2,161.08

Co/Extra-Curricular Staff: Resignations

Name	Assignment	Dept Action	Reason
Brennecke, Audra	OR: Assistant Boys Track Coach	12/4/25	Personal
Steffen, Jayden	LMHS: Head Varsity Girls Swim Coach	12/4/25	Personal
Williams, Melissa	LMHS: Assistant Varsity Girls Swim Coach	12/4/25	Personal

1002: Approval of December 8th Board Meeting Minutes – Exhibit 1002.1

1003: Approval of December 18th Board Special Session Minutes – Exhibit 1003.1

1004: Approval of January 7th Board Work Session Minutes – Exhibit 1004.1

1005: Approval of Bills/Warrants – Exhibit 1005.1

1006: Approval of Contracts/Agreements – Exhibits 1006.1-8

1. SchoolAI, Inc: AI-powered educational software platform
2. PowerSchool: Subscription renewal for hosting of SIS and Test Beds
3. University of Iowa: Clinical experience for nursing students
4. Hand in Hand: Preschool wrap daycare services at EH for 2026-27 school year
5. Paulette Milewski: Independent contractor work with Venture Academics

6. Qualtrics XM: Employee experience software subscription and services
7. CESA6: Implementation and consulting assistance for Qualtrics XM software
8. Vector Solutions/Scenario Learning: Training, safety, and compliance subscription
9. Interagency agreements for special education programming with Alburnett CSD (12), Cedar Rapids CSD (25), Clayton Ridge CSD (3), College CSD (2), Davenport CSD (1), Marion Independent (1), and Springville CSD (3). *For student confidentiality, exhibits are not provided.*

1007: Overnight Trip Requests – Exhibits 1007.1-3

1. Varsity Poms to attend national competition in Orlando, FL (Feb 4-10, 2026)
2. Model UN to attend Future Leaders Summit in Muscatine, IA (Feb 24-26, 2026)
3. LMHS Baseball to attend College World Series in Omaha, NE (June 16-17, 2026)

1008: Fundraising Requests – Exhibits 1008.1-2

1. LMHS Baseball to sell Leading Edge discount cards
2. LMHS Baseball to host summer youth camp

1009: Informational Financial Reports – Exhibits 1009.1-2

1. School Finances and Cash Balance Reports for November 2024
2. School Finances and Cash Balance Reports for November 2025

1010: Disposition of Obsolete Equipment

Per Iowa Code (§§ 297.22-25) and Board Policy 902.6, the district will list for sale obsolete equipment and furnishings on GovDeals.com. Items for sale: 0605-2006 International 65 passenger conventional bus with 115,154 miles, 0606-2006 International 65 passenger conventional bus with 124,990 miles, 0801-2008 Bluebird 72 passenger transit bus with 118,502 miles, 0804-2008 Bluebird 72 passenger transit bus with 92,927 miles, 0806-2008 Bluebird 78 passenger transit bus with 131,194 miles, 0905-2009 Bluebird 78 passenger transit bus with 131,030 miles, 1507-2015 Girardin Microbird lift bus with 57,476 miles.

1100: BOARD CALENDAR & COMMUNICATIONS

1101: Board Calendar & Communications

President Lowe Lancaster reviewed the board calendar and requested volunteers for the upcoming Marion City Council meetings.

Date	Time	Event	Location
January 15	8:00 AM	Policy Committee	ELC Boardroom
<i>January 19</i>	--	<i>No School – Professional Day</i>	--
January 19	8:00 AM	All Staff Gathering	LMHS Performance Hall
January 21	7:30 AM	Finance/Audit Committee (F/AC)	ELC Boardroom
January 22	5:30 PM	Marion City Council (<i>Morey</i>)	ELC Boardroom
<i>January 26</i>	<i>9:30 AM</i>	<i>IASB Day on the Hill Event (Morey, Thomas, Mansoor)</i>	<i>Des Moines</i>
January 26	5:00 PM	LMCSD Board of Directors Meeting & Exempt Session	ELC Boardroom
January 29	8:30 AM	Board Visit	Wilkins Elementary

Date	Time	Event	Location
February 4	4:30 PM	Performance Hall Ribbon Cutting & Open House	LMHS Performance Hall
February 5	12:00 PM	Linn County Conference Board	Cedar Rapids City Hall
February 5	12:30 PM	Cedar Rapids Examining Board	Cedar Rapids City Hall
February 5	5:30 PM	Marion City Council (<i>Thomas</i>)	ELC Boardroom
February 9	5:00 PM	LMCSD Board of Directors Meeting	ELC Boardroom
February 12	11:30 AM	Board Visit	Bowman Woods Elementary
February 19	8:30 AM	Finance/Audit Committee (F/AC)	ELC Boardroom
February 19	5:30 PM	Marion City Council	ELC Boardroom
February 23	5:00 PM	LMCSD Board of Directors Meeting	ELC Boardroom
February 25	4:15 PM	Career & Technical Education Advisory (CTE)	LMHS E-130

1102: Board Committees/Advisories

Required Board Committees/Advisories

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

Additional District Committees/Advisories

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

1200: ADJOURNMENT

– **Motion 115-01-12**

MOTION by Buchholz to adjourn the meeting at 7:23 PM. Second by Morey. Voice vote, all ayes. Motion carried.

Katie Lowe Lancaster, Board President

Jonathan Galbraith, Board Secretary/Treasurer