

## **BOARD OF DIRECTORS MEETING MINUTES JANUARY 26, 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 5:01 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, Thomas, and Lowe Lancaster. Langston attended virtually. Morey arrived at 5:03 PM. Administration present: Kortemeyer, Galbraith, Ramos, Wear, Christian, Faber, and Nelson.

### **200: ADOPTION OF AGENDA**

***– Motion 116-01-26***

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

### **300: DISTRICT HIGHLIGHT MOMENT**

Dr. Jeff Gustason, LM High School Principal, recognized the National Merit Scholarship semifinalists and commended students.

### **400: AUDIENCE COMMUNICATIONS**

*(SPG #1-Community Engagement)*

No comments received.

### **500: INFORMATIONAL REPORTS**

#### **501: Audit Report for Fiscal Year 2025 – Exhibit 501.1**

Mia Frommelt, Auditor with Bohnsack & Frommelt, shared a summary of the fiscal year 2025 audit.

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

#### **502: Superintendent Search Report – Exhibit 502.1**

Tim Grieves, Grundmeyer Leader Services, provided a summary of the superintendent search survey results including statistics on the responses, strengths of the district, current challenges of the district, desired skills and qualifications, and advice for the next superintendent.

*(SPG #1-Community Engagement & #4-People & Culture / BG #3.a-District Culture)*

**503: Linn-Mar High School Program of Studies – Exhibits 503.1 and 701.1**

Dr. Chad Lang, Director of High School Teaching & Learning; and Dr. Jeff Gustaston, LM High School Principal; reported on course changes included in the LMHS 2026-2027 Program of Studies. *(SPG #2-Learning Excellence / BG #2.a-Student Learning)*

**504: Policy Committee Report – Refer to Exhibit 702.1** *(BG #1.c-Visionary Team)*

Director Thomas reported that during January 15<sup>th</sup> Policy Committee meeting the September IASB Primer recommendations and the *300 Series-Administration* were reviewed.

**505: Finance/Audit Committee Report** *(SPG #5-Resource Management / BG #3.c-District Culture)*

Director Buchholz reported that during the January 21<sup>st</sup> Finance/Audit Committee meeting discussion included potential projections if Supplemental State Aid (SSA) is approved at 2% by the legislative session and a review of the FY25 audit report.

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

Director Morey reported that during the January 22<sup>nd</sup> Marion City Council meeting two single family plats were approved near Lucore Road and 10<sup>th</sup> Street and Cimarron.

**507: Legislative Report** *(BG #3.d-District Culture)*

Director Morey reviewed the current legislative session educational bills and reported on the IASB Day on the Hill event.

**508: Superintendent's Report – Exhibit 508.1** *(SPG #1-Community Engagement)*

Superintendent Kortemeyer reported on various items from around the district including several district honors and highlights, updates on current facilities projects, information on upcoming events, an update on the facilities assessment, and information about the SBRC review of English Language Learner (ELL) costs. Congratulations were also shared with the Athletic Hall of Fame Inductees.

**600: UNFINISHED BUSINESS**

**700: NEW BUSINESS**

**701: Approval of LMHS 2026-2027 Program of Studies – Exhibit 701.1**

**MOTION** by Morey to approve the Linn-Mar High School 2026-2027 Program of Studies as presented in Exhibit 701.1. Second by Mansoor. Voice vote, all ayes. Motion carried.

*(SPG #2-Learning Excellence / BG #2.a-Student Learning)*

**– Motion 117-01-26**

**702: First Reading of Policy Recommendations – Exhibit 702.1** *(BG #1.c-Visionary Team)*

**MOTION** by Thomas to approve the first reading of the policy recommendations as presented in Exhibit 702.1. Second by Foss. Voice vote, all ayes. Motion carried.

**– Motion 118-01-26**

**703: Approval to Set Public Hearing** (SPG #1-Community Engagement) – **Motion 119-01-26**

**MOTION** by Buchholz to set a public hearing for 5:00 PM on Monday, February 9, 2026, in the boardroom of the Educational Leadership Center regarding the plans and specifications for the Oak Ridge Middle School Roof Replacement Project. Second by Mansoor. Voice vote, all ayes. Motion carried.

**704: Approval to Set Public Hearing** (SPG #1-Community Engagement) – **Motion 120-01-26**

**MOTION** by Thomas to set a public hearing for 5:00 PM on Monday, February 9, 2026, in the boardroom of the Educational Leadership Center regarding the plans and specifications for the high school parking lot as related to the Indoor Activities Project Early Site Package. Second by Buchholz. Voice vote, all ayes. Motion carried.

**800: CONSENT AGENDA** – **Motion 121-01-26**

**MOTION** by Mansoor to approve the consent agenda as presented. Second by Thomas. Congratulations were shared with the retirees. Voice vote, all ayes. Motion carried.

**801: Personnel**

**Certified Staff: Resignations**

Name	Assignment	Dept Action	Reason
Azelborn, Laura	LMHS: Science Teacher	6/5/26	Retirement
Geers, Mike	OR: Science Teacher	6/5/26	Retirement

**Classified Staff: Assignments/Reassignments/Transfers**

Name	Assignment	Dept Action	Salary Placement
Curtis, Elizabeth	O&M: From HP to BP Custodian	1/12/26	Same
Glade, Jacob	TR: Bus Rider	1/7/26	Step 1
Graham, Kourtney	NE: Student Support Associate	2/2/26	LMSEAA A, Step 1
Phelps, Melissa	NS: From BP to OR Cashier	1/20/26	Same
Martinez, Hugo	O&M: From LMHS to HP Custodian	1/19/26	Same
Morgan, Stephanie	WE: Student Support Associate	1/14/26	LMSEAA A, Step 1

**Classified Staff: Resignations**

Name	Assignment	Dept Action	Reason
Dickson, Faith	LMHS: Student Support Associate	1/30/26	Relocation
Frimml, Melanie	BW: Student Support Associate	1/30/26	Other employment
Gunderson, Jenny	LMHS: Student Support Associate	1/21/26	Personal
Mazzella, Stephanie	NS: General Help/Cashier	1/23/26	Personal
McDonald, Trey	LG: Health Assistant	1/14/26	Termination
Welsh, Mikayla	BW: Student Support Associate	2/26/26	Relocation

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

Name	Assignment	Dept Action	Salary Placement
Kelsey, Stephanie	OR: Assistant Dramatics Coach	1/20/26	\$978.50

**Co/Extra-Curricular Staff: Resignations**

Name	Assignment	Dept Action	Reason
Brennecke, Audra	OR: Assistant 7 <sup>th</sup> Gr Volleyball Coach	1/15/26	Relocation
Frangella, Nate	LMHS: Assistant Varsity Football Coach	1/8/26	Personal

## **802: Approval of January 12<sup>th</sup> Board Minutes – Exhibit 802.1**

## **803: Approval of Bills/Warrants – Exhibit 803.1**

## **804: Approval of Contracts/Agreements – Exhibits 804.1-3**

1. McComas-Lacina Construction: Change order for performance hall project
2. Bob Washut Independent Contractor Agrmt: Work with LMHS Jazz Ensemble
3. Johnson Controls: Planned service agreement for O&M building systems
4. Interagency agreements for special education programming with Anamosa CSD (1), Cedar Rapids CSD (1), Central City CSD (1), and Lisbon CSD (1). *For student confidentiality, exhibits are not provided.*

## **805: Informational Financial Reports – Exhibits 805.1-2**

1. School Finances and Cash Balance Reports as of December 31, 2024
2. School Finances and Cash Balance Reports as of December 31, 2025

## **900: BOARD CALENDAR & COMMUNICATIONS**

President Lowe Lancaster reviewed the board calendar. Director Morey volunteered to attend the February 19<sup>th</sup> Marion City Council meeting.

## **901: Board Calendar & Communications**

<b>Date</b>	<b>Time</b>	<b>Event</b>	<b>Location</b>
January 29	8:30 AM	Board Visit	Wilkins Elementary
<b>Date</b>	<b>Time</b>	<b>Event</b>	<b>Location</b>
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 & Exempt Session	ELC Boardroom
February 12	11:30 AM	Board Visit	Bowman Woods Elem
February 13	10:00 AM	LMCSD Board of Directors Closed Session	ELC Boardroom
February 17	8:00 AM	LMCSD Board of Directors Closed Session	ELC Boardroom
February 17	12:00 PM	Finance/Audit Committee (F/AC)	ELC Boardroom
February 19	5:30 PM	Marion City Council ( <i>Morey</i> )	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

## **902: Board Committees/Advisories**

### **Required Board Committees/Advisories**

<b>Committee/Advisory</b>	<b>Board Representatives</b>
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**

<b>Committee/Advisory</b>	<b>Board Representatives</b>
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

**1000: ADJOURNMENT**

**– Motion 122-01-26**

**MOTION** by Buchholz to adjourn the meeting at 6:16 PM. Second by Morey. Voice vote, all ayes. Motion carried.

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Katie Lowe Lancaster, Board President

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Jonathan Galbraith, Board Secretary/Treasurer

**BOARD OF DIRECTORS  
WORK SESSION MINUTES  
JANUARY 26, 2026 @ ELC BOARDROOM**

**100: CALL TO ORDER & DETERMINATION OF A QUORUM**

The work session of the Linn-Mar Board of Directors was called to order at 6:30 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. Langston attended virtually. Administration present: Galbraith, Christian, and Nelson.

**200: ADOPTION OF AGENDA**

**– Motion 123-01-26**

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

**300: WORK SESSION**

**301: Discussion Regarding Superintendent Search**

Tim Grieves, Grundmeyer Leader Services, facilitated a discussion on the district's needs and search criteria regarding the superintendent search. The board identified the following characteristics they are looking for in a new superintendent:

- Promotes student achievement and experiences for all learners;
- Fosters a positive culture and climate for teachers, staff, and community;
- Is approachable, accessible, welcoming, and promotes and supports the students and community;
- Demonstrates strength in transparent communication, collaborative leadership, and advocacy for public schools; and
- Effectively manages the diversity of district resources, including recruiting and developing effective staff members.

*(SPG #1-Community Engagement & #4-People & Culture / BG #3.a-District Culture)*

**400: ADJOURNMENT**

**- Motion 124-01-26**

**MOTION** by Mansoor to adjourn the work session at 8:19 PM. Second by Morey. Voice vote, all ayes. Motion carried.

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Katie Lowe Lancaster, Board President

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Jonathan Galbraith, Board Secretary/Treasurer