

**LMCSD BOARD OF DIRECTORS MEETING
MONDAY, SEPTEMBER 14, 2026
5:00 PM @ ELC BOARDROOM**



[Click here for YouTube recording](#)

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: Wear, Galbraith, Ramos, Lang, Christian, Faber, and Milke.

200: ADOPTION OF AGENDA

– Motion 23.09.14

MOTION by Mansoor to adopt the agenda as presented. Second by Buchholz. Voice vote all ayes, motion carried.

300: DISTRICT HIGHLIGHT MOMENT

(SPG #1-Community Engagement)

Marion Police Officer/Linn-Mar School Resource Officer Tom Daubs and the City of Marion created a series of short videos that reinforce simple safety messages to help students, families, drivers, and pedestrians stay safe going to and from school. The videos cover crosswalk safety, navigating roundabouts as a pedestrian, crossing at rapid flashing beacons and more. Two of the videos were shared.

400: AUDIENCE COMMUNICATIONS

(SPG #1-Community Engagement)

No communications were received.

500: INFORMATIONAL REPORTS

501: Enrollment Analysis Report – Exhibit 501.1 *(SPG #5-Resource Management / BG #3.d-District Culture)*

RSP & Associates reported on their recent enrollment analysis including information on enrollment and demographics; population and development; enrollment projections; and next steps.

502: Marion City Council Report

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

Director Thomas reported that during the August 20th Marion City Council meeting a hold harmless agreement was approved for the LM High School Mississippi Valley Conference Divisional Cross Country Meet on October 15th at Lowe Park, the partnership with the *Marion Messenger* was renewed for two years, and that Wallace Road between Tower Terrace and Winslow will be closed from September 16th thru the 21st, weather dependent.

Director Mansoor reported that during the September 3rd meeting an agreement between the City and LMCSD regarding the SRO program was approved; a public

hearing regarding the calendar for the Alburnett Road Extension Project was held that included a request for rapid flashing beacons at the Echo Hill Road and Alburnett Road roundabout, which was approved by the Council; and a public hearing was held regarding rezoning property on Prairie Hill Drive from business to high-density, multiple-family, residential, which was approved by the Council.

503: Superintendent's Report – Exhibit 503.1

(SPG #1-Community Engagement)

Superintendent Wear shared several district honors and highlights, information on the upcoming reunification training for staff, highlighted some of his recent meeting/event attendance, congratulated LM High School for being named #1 in the metro area by *US News & World Report*, and congratulated Boulder Peak Intermediate on the 60,000 views they received for their welcome back to school video.

600: UNFINISHED BUSINESS

601: Second Reading of Policy Recommendations – Exhibit 601.1 – Motion 24.09.14

MOTION by Morey to approve the second reading of the policy recommendations as presented in Exhibit 601.1. Second by Thomas. Morey requested the language in the second paragraph of Policy 603.12 be reworded to “no more than 60 minutes” to correct a typo. Voice vote, all ayes. Motion carried.

Annual Review and/or Contact Updates		
Policy #	Title	Status
102.1	Long-Range Needs Assessment	Reviewed
103.1-R	Anti-Bullying/Harassment Policy Investigation Procedures	Revised
103.1-E1	Anti-Bullying/Harassment Complaint Form	Revised
103.1-E2	Anti-Bullying/Harassment Witness Disclosure Form	Revised
104.3	Prohibition of Discrimination/Harassment Based on Sex Per Title IX	Revised
105.1-E	Abuse of Students by District Employees Reporting Form	Revised
400.3	Personnel: Qualifications, Recruitment, Selection	Revised
403.33	Affirmative Action	Revised
Miscellaneous Policies		
502.3	Student Substance Use	Reviewed
2026 Legislative Session Required Edits		
201.4	School Board Elections	Revised
204.1	School Board Meeting Notice	Revised
400.1	Equal Employment Opportunity	Revised
403.28	Responsible Technology Use	Revised
502.1	Student Conduct	Revised
502.11	Student Expression and Student Publications	Revised
502.16	Disruptive Behavior	New
502.16-R1	Disruptive Behavior Removal Procedures	New
502.16-R2	Disruptive Behavior Removal Procedures for Nonviolent Behavior for Students with an IEP	New
503.4	Student Activity Program	Revised
504.31	Administration of Medication to Students	Revised
504.31-E2	Authorization-Asthma, Airway Constricting, or Respiratory Distress Medication Self-Administration Consent Form	Revised
504.31-E3	Parent/Guardian Authorization and Release Form for Independent Self Carry and Administration of Prescribed Medication or Independent Delivery of Health Services by the Student	Revised
504.32	Stock Prescription Medication Supply	Revised

504.32-E	Parental Authorization and Release Form for the Administration of Voluntary School Supply of Stock Medication for Life-Threatening Incidents	Revised
602.1	Basic Instruction Program	Revised
602.2	Private Instruction	Revised
602.5	Special Education	Revised
602.23	Open Enrollment Transfers-Procedures as a Receiving District	Revised
603.8	Physical Education	Revised
603.10	Religion-Based Exclusion from a School Program	Revised
603.12	Technology and Instructional Materials	Revised
603.12-R3	One-to-One Digital Device Program Technology Adoption Checklist	New
604.1	Student Guidance and Counseling Program	Revised
604.4	Talented and Gifted Program	Revised
604.4-R	Program for Gifted and Talented Regulation	New
1001.8	Public Examination of District Records	Revised

700: NEW BUSINESS

701: Approval of Open Enrollment Requests

– **Motion 25.09.14**

MOTION by Thomas to approve the open enrollment requests as presented. Second by Buchholz. Voice vote, all ayes. Motion carried. (SPG #2-Learning Excellence & 3-Learner Experience)

Approved IN	Student Name	Grade	Resident District
	Burrage, Delylah	K	Marion Independent
	Holberg, Kyle	12	Cedar Rapids
	Holberg, Samuel	10	Cedar Rapids
	Lester, Carter	6	Cedar Rapids
	Lester, Harrison	7	Cedar Rapids
	Lester, Spencer	9	Cedar Rapids
	McCullough, Brooklyn	8	Marion Independent
	Muhammad Ali, Salman	K	Cedar Rapids
	Rodriguez, Isabella	10	Mt Vernon
	Rodriguez, Roman	3	Mt Vernon

Denied IN	Student Name	Grade	Resident District	Reason
	Fisher, Emmarie	9	Marion Independent	Insufficient Space
	McCullough, Trentin	9	Marion Independent	Insufficient Space
	Zach, Ainsley	9	Cedar Rapids	No Proof of Residence

Approved OUT	Student Name	Grade	Requested District	Reason
	Lazcano, Roman	4	Marion Independent	Good Cause
	Noffke, Tatiana	10	Marion Independent	Good Cause
	Schultz, Addisyn	11	Cedar Rapids	Good Cause

Denied OUT	Student Name	Grade	Requested District	Reason
	Wheeler, Amalia	1	Cedar Rapids	Late

For clarifying information on open enrollments visit the Iowa Department of Education at:
<https://educate.iowa.gov/pk-12/educational-choice/open-enrollment>

800: CONSENT AGENDA**– Motion 26.09.14**

MOTION by Mansoor to approve the consent agenda as presented. Second by Langston. Congratulations were shared with Anita Kurth on her retirement. Voice vote, all ayes. Motion carried.

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

801: Personnel**Certified Staff: Assignments/Reassignments/Transfers**

Name	Assignment	Dept Action	Salary Placement
Ayangbile, Kari	LMHS: Student Support Services Teacher	8/20/26	BA, Step 8

Classified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Anderman, Maggie	BW: Student Support Associate	8/26/26	LMSEAA A, Step 1
Anderson, Katherine	BP: Student Support Associate	9/3/26	LMSEAA A, Step 1
Bashus, Emily	LG: Student Support Associate	8/26/26	LMSEAA A, Step 1
Behera, Sasmita	NS: LMHS General Help	9/22/26	PTNS, Step 3
Billman, Melissa	WE: Student Support Associate	8/31/26	LMSEAA A, Step 1
Brade, Carter	O&M: NE Custodian (Part-Time)	8/27/26	LMSA C, Step 1
Bricker, Ashley	O&M: OR Custodian	8/31/26	LMSA C, Step 1
Burt, Kelly	IC: Student Support Associate	9/9/26	LMSEAA A, Step 1
Byers, Jon	WE: Student Support Associate	8/31/26	LMSEAA A, Step 1
Callahan, Cooper	AC: Aquatic Instructor	8/25/26	\$14.00/hour
Christian, John	O&M: Seasonal Help	9/3/26	\$15.00/hour
Curry, Darrien	LMHS: Student Support Associate	9/8/26	LMSEAA A, Step 1
Fiscus, Kelly	NS: IC Cashier/General Help	8/21/26	PTNS, Step 1
Flander, Diana	EX: Student Support Associate	9/10/26	LMSEAA A, Step 1
Fuller Grissom, Renea	BP: Student Support Associate	8/20/26	LMSEAA A, Step 1
Garrett, Jason	O&M: EX Custodian	8/24/26	LMSA C, Step 1
Hanks, Izabelle	LG: Student Support Associate	8/31/26	LMSEAA A, Step 1
Harkness, Melissa	NS: OR Production Manager	8/12/26	\$18.50/hour
Heims, Thomas	O&M: Seasonal Help	9/3/26	\$15.00/hour
Hildebrant, Terrie	EX: Student Support Associate	9/10/26	LMSEAA A, Step 1
Holder, Christian	O&M: IC Custodian (Part-Time)	8/24/26	LMSA C, Step 1
Jones, Laird	TR: From Bus Rider to Bus Driver	8/25/26	Step 1
Kirby, Zabrina	OR: Student Support Associate	8/19/26	LMSEAA A, Step 1
Kjormoe, Grace	LG: Student Support Associate	8/27/26	LMSEAA A, Step 1
Knepper, Brianna	O&M: From Custodian to Lead Custodian	8/24/26	LMSA C+.50, Step 3
Kopecky, Robert	TR: From Bus Rider to Regular Sub Bus Driver	8/28/26	Step 1
Lammers, Sheena	BP: SSA from .17 to 1.0 FTE	8/18/26	Same
Lovell, Katharine	WE: Student Support Associate	8/31/26	LMSEAA A, Step 1
Mantz, Michael	LMHS: Student Support Associate	9/8/26	LMSEAA A, Step 1
McNamara, Kay	BP: From Custodian to Student Support Associate	9/14/26	LMSEAA A, Step 1
Mujic, Alma	LG: Building Secretary	8/18/26	LMSEAA C, Step 1
Muramreddy, Silpa	NS: From PT to FT General Help	8/26/26	LMSA A, Step 1

*SPG = Strategic Plan Goal/ BG = Board Goal

Nix, William	LMHS: Student Support Associate	8/18/26	LMSEAA A, Step 1
Noble, Christina	NS: From LMHS General Help to Cashier	8/26/26	PTNS+.25, Step 2
Noltensmeier, Kelly	IC: From Custodian to Student Support Associate	8/18/26	LMSEAA A, Step 1
Orr, Kathi	BP: Student Support Associate (Part-Time)	8/18/26	LMSEAA A, Step 1
Palmer, Kendra	HP: Student Support Associate	8/24/26	LMSEAA A, Step 1
Poston, Kimberly	EX: Attendance Secretary	8/28/26	LMSEAA B, Step 1
Varshney, Gunjan	NE: Student Support Associate	8/24/26	LMSEAA A, Step 1
Villhauer, Amanda	NS: EX Cashier/General Help	9/14/26	PTNS+.25, Step 1
Wagner, Alyssa	WF: SSA From 7 to 5 hours/day	8/17/26	Same
Walker, Liz	NS: EX Lead Cook	8/13/26	LMSA A+.25, Step 1
Wilson, Myah	WE: Student Support Associate	8/31/26	LMSEAA A, Step 1
Zimmerman, Brooklynne	NE: Student Support Associate	8/24/26	LMSEAA A, Step 1

Classified Staff: Resignations

Name	Assignment	Dept Action	Reason
Axeen, Annie	OR: Student Support Associate	8/14/26	Other Employment
Barlow, Wakeisia	BP: Student Support Associate	8/3/26	Personal
Greif, Breanna	NS: EH General Help	8/13/26	Relocation
Jackson, Jordyn	WE: Student Support Associate	9/23/26	Personal
Kurth, Anita	LMHS: Student Support Associate	10/22/26	Retirement
LeGrand, DeAnne	O&M: Custodian	8/25/26	Terminated
Lovejoy, Laura	LMHS: Student Support Associate	9/11/26	Personal
Mills, Victoria	EX: Attendance Secretary	8/28/26	Other Employment
Milota, Kathleen	NS: EX General Help/Cashier	8/26/26	Personal
Noltensmeier, Claire	O&M: Seasonal Help	7/29/26	End of Season
Ramos, Tracy	ELC: Payroll Technician	8/28/26	Personal
Rapier, Valerie	OR: Student Support Associate	8/10/26	Other Employment
Tyler, Kerry	LG: Building Secretary	8/18/26	Other Employment
Vickery, Karen	O&M: Seasonal Help	7/16/26	End of Season

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

Name	Assignment	Dept Action	Salary Placement
Bailey, Kelly	LMHS: Assistant Varsity Track Coach	8/13/26	\$4,752
Becker, Kristin	OR: Assistant Girls Tennis Coach	8/25/26	\$3,168
Frangella, Nate	EX: Assistant 8 th Gr Football Coach	8/17/26	\$3,168
Hackett, Gordon	OR: Assistant 7 th Gr Girls Basketball Coach	8/26/26	\$3,168
Orr-Bootsmiller, Kyli	EX: Assistant Cross Country Coach	8/18/26	\$3,168
Saur, Joyce	LMHS: Assistant Varsity Track Coach	8/13/26	\$3,564
Shaffer, Ryan	OR: Assistant 8 th Gr Boys Basketball Coach	8/25/26	\$3,168

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

Name	Assignment	Dept Action	Salary Placement
Davies, Michael	LMHS: Drumline Arrangements	8/6/26	\$1,000
Flack, Derek	LMHS: Assistant Varsity Bowling Coach	11/2/26	\$1,980
Robson, Alexis	LMHS: Choreographer (In-Step)	8/3/26	\$5,500
Tharp, Zachary	LMHS: Assistant Varsity Bowling Coach	11/2/26	\$1,980

Co/Extra-Curricular Staff: Resignations

Name	Assignment	Dept Action	Reason
Armstrong, Tim	LMHS: Assistant Varsity Track Coach	8/11/26	Personal
Erbes, Taryn	LMHS: Assistant Varsity Track Coach	8/11/26	Personal
Lenton, Becky	LMHS: Assistant Varsity/JV1 Girls Soccer Coach	8/19/26	Personal
Suther, Michael	OR: Assistant 8 th Gr Boys Basketball Coach	8/25/26	Personal

802: Approval of August 17th Board Minutes – Exhibit 802.1**803: Approval of Bills/Warrants – Exhibit 803.1****804: Approval of Contracts/Agreements – Exhibits 804.1-24**

1. Upper Iowa University: Renewal of student teaching agreement
2. Liberty University: School of Education practicum articulation agreement
3. Iowa Vocational Rehabilitation: Iowa Blueprint for Change amendment (\$54,156.75)
4. Iowa Vocational Rehabilitation: Transition Alliance Prgrm amendment (\$180,356.38)
5. Lynch-Ford: Purchase F250 4x4 supercab pickup (O&M replacement vehicle \$45,898)
6. Boy Scouts of America Troop 560: Cleaning of Stadium (\$650/cleaning)
7. Maryn Budke: Independent contractor work with In-Step Show Choir (\$1,000)
8. Amanda Denny: Independent contractor work with LM Orchestra (\$4,200)
9. Logan Eilers: Independent contractor work with In-Step Show Choir (\$750)
10. Allison Fonck: Independent contractor work with Hi-Style Show Choir (\$350)
11. Ellery Gries: Independent contractor work with Hi-Style Show Choir (\$350)
12. Gary Hoobler: Independent contractor work with Indian Creek music (\$150)
13. Diana Knight: Independent contractor work with Indian Creek Music (\$100)
14. Katherine Stewart: Independent contractor work with Hi-Style Show Choir (\$350)
15. LM Black 7th Gr girls club team non-commercial licensing agreement
16. LM Heat basketball team non-commercial licensing agreement
17. LM Lions 2nd gr club team non-commercial licensing agreement
18. LM Lions 3rd Gr basketball team non-commercial licensing agreement
19. LM Prowl 8th Gr girls club team non-commercial licensing agreement
20. Eastern Iowa Splash basketball team non-commercial licensing agreement
21. Westfield PTO non-commercial licensing agreement
22. YMCA 1st/2nd gr basketball team non-commercial licensing agreement
23. YMCA 1st/2nd gr girls basketball team non-commercial licensing agreement
24. Celestial Stitch commercial licensing agreement

805: 2026-27 Harassment Brochures – Exhibits 805.1-2

1. PK-4th Bullying and Harassment Brochure
2. 5th-12th Harassment Brochure

806: Fundraising Requests – Exhibit 806.1**807: Overnight Trip Requests – Exhibits 807.1-4**

1. Robotics to attend competition in West Des Moines, IA on Oct 2-3, 2026
2. FFA to attend National Convention in Indianapolis, IN on Oct 20-24, 2026
3. FFA to attend State Science & Tech Fair in Ames, IA on April 1-2, 2027
4. FFA to attend State Leadership Conference in Ames, IA on April 11-13, 2027

900: BOARD CALENDAR & COMMUNICATIONS**901: Board Calendar & Communications**

President Lowe Lancaster reviewed several upcoming board events and requested volunteers for the October Marion City Council meetings. Director Thomas shared a reminder of America Reads day on October 16th.

Date	Time	Event	Location
September 17	--	LMSF Dine Out for Our Schools Day	--
September 17	5:30 PM	Marion City Council (<i>Mansoor</i>)	City Hall
September 18	9:30 AM	Board Visit	O&M / Transportation
September 24	8:30 AM	Finance/Audit Committee	ELC Boardroom A
September 28	--	No School – Professional Day	--
September 28	5:00 PM	Board of Directors Meeting & Closed Session	ELC Boardroom A
Date	Time	Event	Location
October 1	8:30 AM	Policy Committee	ELC Boardroom A
October 8	4:00 PM	School Improvement Advisory Committee	ELC Boardroom A
October 8	5:30 PM	Marion City Council (<i>Thomas</i>)	City Hall
October 12	5:00 PM	Board of Directors Meeting & Work Session	ELC Boardroom A
October 15	8:30 AM	Board Visit	Linn Grove
October 16	--	America Reads Day	--
October 20	--	2-Hour Early Dismissal	--
October 22	8:30 AM	Finance/Audit Committee	ELC Boardroom C
October 22	--	2-Hour Early Dismissal	--
October 22	5:30 PM	Marion City Council (<i>Thomas</i>)	City Hall
October 23	--	No School (Professional Day/Workday)	--
October 26	5:00 PM	Board of Directors Meeting	ELC Boardroom A

902: 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

1000: ADJOURNMENT**– Motion 27.09.14**

MOTION by Morey to adjourn the meeting at 6:20 PM. Second by Thomas. Voice vote, all ayes. Motion carried.

Katie Lowe Lancaster, Board President

Jonathan Galbraith, Board Secretary/Treasurer

**LMCSD BOARD OF DIRECTORS WORK SESSION
MONDAY, SEPTMEBER 14, 2026 @ ELC BOARDROOM**



The work session was not livestreamed, but in-person audience attendance was offered.

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. Administration present: Wear, Galbraith, Ramos, Lang, Christian, Faber, and Milke.

200: ADOPTION OF AGENDA

– Motion 28.09.14

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

300: WORK SESSION

301: Facilities Assessment Report

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

Jon Galbraith, Chief Financial/Operating Officer, reported on the facilities assessment completed by OPN Architects and Design Engineers that included an executive summary, purpose, common themes, educational environment findings, community feedback summary, potential projects summary, and recommended next steps.

400: ADJOURNMENT

– Motion 29.09.14

MOTION by Morey to adjourn the work session at 7:55 PM. Second by Mansoor. Voice vote, all ayes. Motion carried.

Katie Lowe Lancaster, Board President

Jonathan Galbraith, Board Secretary/Treasurer