

**LMCSD BOARD OF DIRECTORS MEETING
MONDAY, SEPTMEBER 28, 2026
5:00 PM @ ELC BOARDROOM**



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100: CALL TO ORDER & DETERMINATION OF A QUORUM

The meeting of the Linn-Mar Board of Directors will be called to order at 5:00 PM in the boardroom of the Educational Leadership Center (3556 Winslow Rd, Marion). Roll will be taken to determine a quorum.

____ Buchholz ____ Foss ____ Langston ____ Mansoor ____ Morey ____ Thomas ____ Lowe Lancaster

200: ADOPTION OF AGENDA

MOTION to adopt the agenda as presented.

Action

Motion: _____ **Second:** _____

Carried: Yes / No

300: DISTRICT HIGHLIGHT MOMENT

(SPG #4-People & Culture)

A proclamation will be read in honor of National Principals' Month. – **Exhibit 300**

400: AUDIENCE COMMUNICATIONS

(SPG #1-Community Engagement)

President Lowe Lancaster will call those who signed up to speak to the microphone. Remarks are limited to three minutes per speaker and should be shared in a respectful manner. Due to the meeting's set agenda, the Board will receive comments but will not engage in dialog with the speakers.

500: INFORMATIONAL REPORTS

501: Human Resources Staffing Report – Exhibit 501.1

Karla Christian, Chief Human Resources Officer, will report on staffing for the 2026-27 school year.

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

502: Review of Fiscal Year 2026 Certified Annual Report – Exhibit 502.1

Jon Galbraith, Chief Financial/Operating Officer, will review the Certified Annual Report for fiscal year 2026.

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

503: Marion City Council Report

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

Director Mansoor will report on the September 17th Marion City Council meeting.

504: Board Visit Report*(SPG #4-People & Culture / BG #3.c-District Culture)*

President Lowe Lancaster will report on the board's visit to O&M and Transportation on September 18th.

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

Superintendent Wear will report on various items from around the district.

600: UNFINISHED BUSINESS**700: NEW BUSINESS****701: Approval of Fiscal Year 2026 Certified Annual Report – Exhibit 701.1**

MOTION to approve the Certified Annual Report for fiscal year 2026 as presented in Exhibit 701.1.

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

Action Motion: _____ Second: _____ Carried: Yes / No

702: Approval of FY26 SBRC SpEd Allowable Growth Request – Exhibit 702.1

MOTION to authorize district administration to submit a request to the School Budget Review Committee for an allowable growth request amount of \$5,438,069.20, relating to the fiscal year 2026 Special Education deficit.

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

Action Motion: _____ Second: _____ Carried: Yes / No

703: Approval of FY26 SBRC EL Excess Cost Allowable Growth Request – Exhibit 703.1

MOTION to authorize district administration to submit a request to the School Budget Review Committee for a modified supplemental amount of \$650,272.13, relating to the fiscal year 2026 English Learner excess costs.

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

Action Motion: _____ Second: _____ Carried: Yes / No

704: Approval of FY26 Depository Banks Affidavits Reports – Exhibit 704.1

MOTION to approve the depository banks' affidavit reports for fiscal year 2025-26 as presented in Exhibit 704.1.

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

Action Motion: _____ Second: _____ Carried: Yes / No

705: Approval of One-Time Referral Bonus

MOTION to approve the distribution of a one-time referral bonus of \$600.00 to staff members who refer a Student Support Associate who starts employment with the district by October 31, 2026, and is retained until June 2, 2027; payment will be reflected on their July 2, 2027, paychecks.

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

Action Motion: _____ Second: _____ Carried: Yes / No

706: IASB Annual Convention Attendance & Delegate*(BG #1.b-Visionary Team)*

President Lowe Lancaster will facilitate a discussion on the board's attendance at the Iowa Association of School Boards annual convention in Des Moines (Nov 18-19) and the selection of this year's delegate and alternate delegate for the General Assembly.

MOTION to approve _____ as delegate and _____ as alternate delegate for the 2026-27 IASB General Assembly.

Action**Motion:** _____ **Second:** _____**Carried: Yes / No****800: CONSENT AGENDA***(SPG #4-People/Culture & #5-Resource Mngmt / BG #3.a, c, d-District Culture)*

MOTION to approve the consent agenda as presented.

Action**Motion:** _____ **Second:** _____**Carried: Yes / No****801: Personnel****Certified Staff: Assignments/Reassignments/Transfers**

Name	Assignment	Dept Action	Salary Placement
Rasmussen, Becky	From BW Instructional Coach to NE Interim Co-Principal	9/29/26	\$105,000 (To be prorated)
Sackett-Smith, Monica	District: Student Specific Nurse (.5)	9/14/26	\$24,150.69

Classified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Barkalow, Josie	BP: Student Support Associate	9/17/26	LMSEAA A, Step 1
Beringer, Jesse	O&M: EX Custodian	9/16/26	LMSA C, Step 1
Blanchett, Preston	WE: Student Support Associate	9/14/26	LMSEAA A, Step 1
Faulkner, Kim	WE: Student Support Associate (Part-Time)	9/14/26	LMSEAA A, Step 1
Hastings, Nikki	TR: From Part-Time to Full-Time Bus Driver	9/21/26	Same
Jordan, Heather	From Senior HR Generalist to HR Staffing/Operations Manager	10/1/26	\$92,000/year
Kroupa, Jamie	O&M: From EX to HP Custodian	9/8/26	Same
Lavinge, Ema	AC: Academic Aquatic Instructor	9/21/26	Step 2
McMurrin, Mercedes	OR: Student Support Associate	9/21/26	LMSEAA A, Step 1
Phillips, Bradley	ELC: Employee Relations/Recruiting Specialist	10/5/26	\$82,000/year
Pierce, Stephanie	BP: Student Support Associate	9/14/26	LMSEAA A, Step 1
Sayasit, Elisha	LMHS: From SSA to ELL Associate	10/1/26	Same
Willis, James	WE: Student Support Associate (Part-Time)	9/14/26	LMSEAA A, Step 1

Classified Staff: Resignations

Name	Assignment	Dept Action	Reason
AbouAssaly, Batina	NS: EX General Help	12/18/26	Retirement
Mujic, Alma	LG: Building Secretary	9/18/26	Personal
Poston, Kimberly	EX: Attendance Secretary	10/7/26	Other Employment

*SPG = Strategic Plan Goal/ BG = Board Goal

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

Name	Assignment	Dept Action	Salary Placement
Chapa, Martin	LMHS: Assistant Boys Soccer Coach	9/14/26	\$2,772.00
Novak, Laura	EX: Choir Accompanist	9/14/26	\$2,818.80

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

Name	Assignment	Dept Action	Salary Placement
Borchers, Allison	LMHS: 9 th Gr Connections/Homeroom Coordinator	8/10/26	\$1,980.00
Vieth, Kelly	BP: Summer Orchestra Lessons	9/4/26	\$4,410.64

802: Approval of September 14th Board Minutes – Exhibit 802.1**803: Approval of Bills/Warrants – Exhibit 803.1****804: Approval of Contracts/Agreements – Exhibits 804.1-8**

1. Grant Wood AEA: Renewal of Phonak hearing assistive technology (\$725)
2. Savvas Learning: Spanish extension 2026 (CTE) licensing renewal (\$41,280)
3. Mia Goodwin: Independent contractor work with Girls Wrestling (\$700)
4. Laura Olson: Independent contractor work with Indian Creek Music (\$100)
5. Foreman Construction: Change order #2 for the OR band room edition (\$1,816.50)
6. Dordt University: Student teaching internship agreement
7. Shive-Hattery: Annual roof and building envelope consulting (\$39,000)
8. Shive-Hattery: Oak Ridge/Bowman Woods roof replacement (\$38,000)

805: Overnight Trip Request – Exhibit 805.1

1. FBLA to attend state leadership conference in Des Moines (Oct 18-19, 2026)

806: Informational Financial Reports – Exhibits 806.1-2

1. School Finance & Cash Balance Reports as of June 30, 2025
2. School Finance & Cash Balance Reports as of June 30, 2026

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

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
<i>October 16</i>	--	<i>America Reads Day</i>	--
<i>October 20</i>	--	<i>2-Hour Early Dismissal</i>	--
<i>October 21</i>	4:00 PM	<i>Marion Chamber Annual Meeting</i>	<i>Radisson Hotel</i>
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 (Thomas)	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 to adjourn the meeting at _____ PM.

Action **Motion:** _____ **Second:** _____

Carried: Yes / No

**LMCSD BOARD OF DIRECTORS CLOSED SESSION
MONDAY, SEPTMEBER 28, 2026
@ ELC BOARDROOM**



This meeting will not be livestreamed.

100: CALL TO ORDER & DETERMINATION OF A QUORUM *(Open to public)*

The closed session of the Linn-Mar Board of Directors will be called to order immediately following the regular meeting in the boardroom of the Educational Leadership Center (3556 Winslow Rd, Marion). Roll will be taken to determine a quorum.

____ Buchholz ____ Foss ____ Langston ____ Mansoor ____ Morey ____ Thomas ____ Lowe Lancaster

**Called to order at ____ PM.*

200: ADOPTION OF AGENDA *(Open to public)*

MOTION to adopt the agenda as presented.

Action Motion: ____ Second: ____ Carried: Yes / No

300: CLOSED SESSION *(Open to public, until after motion is approved)*

301: MOVE INTO CLOSED SESSION – Roll Call Vote

MOTION to move into closed session at ____ PM per Iowa Code 21.5(1)(i), “to evaluate the professional competency of an individual whose appointment, hiring, performance, or discharge is being considered when a closed session is necessary to prevent needless and irreparable injury to that individual’s reputation and that individual requests a closed session.”

Action Motion: ____ Second: ____ Carried: Yes / No

____ Buchholz ____ Foss ____ Langston ____ Mansoor ____ Morey ____ Thomas ____ Lowe Lancaster

**The board returned to open session at ____ PM.*

400: ADJOURNMENT *(Open to public)*

MOTION to adjourn the session at ____ PM.

Action Motion: ____ Second: ____ Carried: Yes / No