Exhibit 501.1

Linn-Mar Indoor Activities Center

Board Update – July 13, 2026

LINN-MAR Community School District

OPN ARCHITECTS

Finance Update

Capital Projects Funding

SAVE FUND	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031	2031-2032	2032-2033	2033-2034	2034-2035
Projected SAVE Revenues	$ 10,165,400	$ 9,778,759	$ 9,599,187	$ 9,416,362	$ 8,920,675	$ 8,708,776	$ 8,821,332	$ 8,936,635	$ 9,054,751	$ 9,175,749
	1.24	1.19	1.29	1.29	1.41	1.35	1.36	1.38	1.36	1.42
Less: Revenue Bonds Payments	$ 8,199,469	$ 8,196,340	$ 6,627,670	$ 6,599,379	$ 5,659,709	$ 5,796,205	$ 5,793,188	$ 5,790,440	$ 5,982,640	$ 5,791,346
Less: Projected 2027 Issuance										
Less: Tech, Transportation, Other Projects	$ 10,775,000	$ 1,700,625	$ 1,743,141	$ 1,786,719	$ 1,831,387	$ 1,877,171	$ 1,924,101	$ 1,972,203	$ 2,021,508	$ 2,072,046
Revenues Less Expenses	$ (8,809,069)	$ (118,206)	$ 1,228,376	$ 1,030,264	$ 1,429,579	$ 1,035,400	$ 1,104,043	$ 1,173,992	$ 1,050,603	$ 1,312,357
SAVE Carryover	$ 13,885,463	$ 5,076,394	$ 4,958,188	$ 6,186,564	$ 7,216,828	$ 8,646,407	$ 9,681,806	$ 10,785,849	$ 11,959,840	$ 13,010,443
Available SAVE Funds	**$ 5,076,394**	**$ 4,958,188**	**$ 6,186,564**	**$ 7,216,828**	**$ 8,646,407**	**$ 9,681,806**	**$ 10,785,849**	**$ 11,959,840**	**$ 13,010,443**	**$ 14,322,799**

SAVE - NEW LEGISLATION - Assumptions inlcude average of 2.44% annual growth (25-year average) and 0.0% annual growth of sales tax revenue per pupil and average of steady enrollment and DE projected per year enrollment. Commitments from this fund include annual allocations for technology, transportation vehicles and principal and interest payments for outstanding revenue bonds.

PERL FUND	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031	2031-2032	2032-2033	2033-2034	2034-2035
PERL Revenue	$ 367,875	$ 387,364	$ 416,886	$ 429,384	$ 442,519	$ 456,487	$ 471,102	$ 486,371	$ 502,306	$ 518,919
Less: Upkeep, Community, Playgrounds	$ 506,350	$ 521,541	$ 324,045	$ 138,066	$ 569,901	$ 574,168	$ 150,869	$ 622,747	$ 641,429	$ 164,858
Revenues Over Expenses	$ (138,475)	$ (134,177)	$ 92,841	$ 291,318	$ (127,382)	$ (117,681)	$ 320,233	$ (136,376)	$ (139,123)	$ 354,061
PERL Carryover	$ 289,990	$ 151,515	$ 17,338	$ 110,179	$ 401,497	$ 274,115	$ 156,434	$ 476,667	$ 340,291	$ 201,168
Available PERL	**$ 151,515**	**$ 17,338**	**$ 110,179**	**$ 401,497**	**$ 274,115**	**$ 156,434**	**$ 476,667**	**$ 340,291**	**$ 201,168**	**$ 555,229**

PERL - Assumed 3% annual growth in district taxable property valuations. This fund can be used in conjunction with site improvements that will be available for public recreational use. For example, this would inlcude tennis courts, playgrounds, and practice fields.

PPEL FUND	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031	2031-2032	2032-2033	2033-2034	2034-2035
PPEL Revenue	$ 4,759,186	$ 5,009,076	$ 5,157,030	$ 5,311,639	$ 5,474,128	$ 5,646,916	$ 5,827,702	$ 6,016,591	$ 6,213,711	$ 6,419,216
Less: Transfers to Debt Service Fund		$ 3,793,568	$ 3,794,350	$ 3,793,350	$ 3,795,600	$ 3,795,600	$ 3,795,800	$ 3,791,000	$ 3,791,000	$ 3,796,000
Less: Annual Expenses	$ 2,894,500	$ 2,415,538	$ 2,486,985	$ 2,558,853	$ 2,656,152	$ 2,728,893	$ 2,802,089	$ 2,875,749	$ 2,949,887	$ 3,024,514
Revenues Over Expenses	$ 1,864,686	$ (1,200,029)	$ (1,124,305)	$ (1,040,564)	$ (977,624)	$ (877,577)	$ (770,186)	$ (650,158)	$ (527,176)	$ (401,298)
PPEL Carryover	$ 5,707,531	$ 7,572,217	$ 6,372,188	$ 5,247,883	$ 4,207,319	$ 3,229,695	$ 2,352,118	$ 1,581,932	$ 931,774	$ 404,598
Available PPEL	**$ 7,572,217**	**$ 6,372,188**	**$ 5,247,883**	**$ 4,207,319**	**$ 3,229,695**	**$ 2,352,118**	**$ 1,581,932**	**$ 931,774**	**$ 404,598**	**$ 3,300**

PPEL - Assumptions include 3% annual growth in district taxable property valuations. This fund is used for annual operations and maintenance expenses, technology (copier lease), non-instructional software, safety, security, capital projects, and equipment purchases greater than $500. Facility needs have continued to increase significantly. These needs are are determined on an annual basis and the funding is allocated accordingly.

Available SAVE, PERL, PPEL	**$ 12,800,126.40**	**$ 11,347,714.12**	**$ 11,544,626.33**	**$ 11,825,643.73**	**$ 12,150,216.83**	**$ 12,190,358.20**	**$ 12,844,447.30**	**$ 13,231,904.66**	**$ 13,616,208.46**	**$ 14,881,328.25**

*2027 SAVE Borrowing NOT included

Capital Projects Funding – 2027 SAVE Issuance

SALES TAX REVENUE BONDS	
Linn-Mar Community School District, Iowa	
Prepared by: Piper Sandler & Co.	

TOTAL PROJECT SCOPE:	13,040,000
ESTIMATED USES OF FUNDS	
Funds Available for "Next Phase"	13,040,000
Debt Service Reserve Fund:	1,496,000
Costs of Issuance:	182,270
Underwriting Costs:	239,360
Prior Bond P&I Escrowed for ABT:	125,000
Surplus:	2,370
TOTAL	15,085,000

ESTIMATED SOURCES OF FUNDS	
Sales Tax Bonds:	14,960,000
Plus Original Issue Premium:	TBT
Earnings During Construction:	TBT
Cash Out-of-Pocket for Escrow:	125,000
PPEL+SAVE Cash:	0
TOTAL	15,085,000

Reserve Fund Calculation:	
Max Future D/S:	4,104,425
10% of Par:	1,496,000
125% of Avg D/S:	1,920,051

ESTIMATED COSTS OF ISSUANCE	
Bond Counsel:	41,140
Municipal Advisor:	100,980
MA Counsel:	6,500
Paying Agent:	300
Printing:	2,500
Bond Rating:	30,000
CUSIP:	850
TOTAL	182,270

Public Hearing SCHEDULED = 4/28/2025 Public Hearing HELD = 5/12/2025
Waiting Period = 5/13-26/2025
Amount of Public Hearing = $31,000,000

HEARING #2 NEEDED ..... ????

2027

SAVE Bond ABT = NOW 1.25x

Date	Principal Maturity	Est'd Interest Rate	Semi Annual Interest Payment	Annual P & I This Issue	Plus Prior Debt Issued	Portion of Prior Bond P&I Call or Escrow for ABT	TOTAL SAVE DEBT OBLIGATIION	Estimated Annual SAVE Income	Estimated Debt Service Coverage
	Assumes Dated May 1, 2027								
	Rates Estimated								
1/1/2027									
7/1/2027									
1/1/2028			448,800						
7/1/2028			336,600	785,400	6,624,670		7,410,070	9,327,9[illegible]7	1.250
1/1/2029			336,600						
7/1/2029			336,600	673,200	6,596,379	-30,000	7,239,579	9,051,2[illegible]7	1.250
1/1/2030			336,600						
7/1/2030			336,600	673,200	5,657,309		6,330,509	8,497,9[illegible]7	1.340
1/1/2031			336,600						
7/1/2031			336,600	673,200	5,793,805		6,467,005	8,221,3[illegible]7	1.270
1/1/2032			336,600						
7/1/2032			336,600	673,200	5,790,788		6,463,988	8,221,3[illegible]7	1.270
1/1/2033			336,600						
7/1/2033			336,600	673,200	5,788,040		6,461,240	8,221,3[illegible]7	1.270
1/1/2034			336,600						
7/1/2034			336,600	673,200	5,980,240	-95,000	6,558,440	8,221,3[illegible]7	1.250
1/1/2035			336,600						
7/1/2035			336,600	673,200	5,789,546		6,462,746	8,221,3[illegible]7	1.270
1/1/2036			336,600						
7/1/2036			336,600	673,200	5,792,942		6,466,142	8,221,3[illegible]7	1.270
1/1/2037			336,600						
7/1/2037			336,600	673,200	5,793,275		6,466,475	8,221,3[illegible]7	1.270
1/1/2038			336,600						
7/1/2038			336,600	673,200	5,745,282		6,418,482	8,221,3[illegible]7	1.280
1/1/2039			336,600						
7/1/2039	2,615,000	4.500%	336,600	3,288,200	819,671		4,107,871	8,221,347	2.000
1/1/2040			277,763						
7/1/2040	2,730,000	4.500%	277,763	3,285,525	817,847		4,103,372	8,221,347	2.000
1/1/2041			216,338						
7/1/2041	2,850,000	4.500%	216,338	3,282,675	819,697		4,102,372	8,221,347	2.000
1/1/2042			152,213						
7/1/2042	3,800,000	4.500%	152,213	4,104,425			4,104,425	8,221,347	2.000
1/1/2043			66,713						
7/1/2043	2,965,000	4.500%	66,713	3,098,425			3,098,425	8,221,347	2.650
Totals:	14,960,000		9,616,650	24,576,650	67,809,487	-125,000	92,261,137	133,754,753	

PRELIMINARY

PIPER | SANDLER

Capital Projects Funding – 2027 SAVE Issuance

SAVE FUND	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031	2031-2032	2032-2033	2033-2034	2034-2035
Projected SAVE Revenues	$ 10,165,400	$ 9,778,759	$ 9,599,187	$ 9,416,362	$ 8,920,675	$ 8,708,776	$ 8,821,332	$ 8,936,635	$ 9,054,751	$ 9,175,749
	1.24	1.19	1.29	1.29	1.41	1.35	1.36	1.38	1.36	1.42
Less: Revenue Bonds Payments	$ 8,199,469	[illegible]	6,627,670	$ 6,599,379	$ 5,659,709	$ 5,796,205	$ 5,793,188	$ 5,790,440	$ 5,982,640	$ 5,791,346
Less: Projected 2027 Issuance		[illegible]	785,400	$ 673,200	$ 673,200	$ 673,200	$ 673,200	$ 673,200	$ 673,200	$ 673,200
Less: Tech, Transportation, Other Projects	$ 10,775,000	[illegible]	1,743,141	$ 1,786,719	$ 1,831,387	$ 1,877,171	$ 1,924,101	$ 1,972,203	$ 2,021,508	$ 2,072,046
Revenues Less Expenses	$ (8,809,069)	$ (118,206)	442,976	$ 357,064	$ 756,379	$ 362,200	$ 430,843	$ 500,792	$ 377,403	$ 639,157
SAVE Carryover	$ 13,885,463	$ 5,076,394	$ 4,958,188	$ 5,401,164	$ 5,758,228	$ 6,514,607	$ 6,876,806	$ 7,307,649	$ 7,808,440	$ 8,185,843
Available SAVE Funds	**$ 5,076,394**	**$ 4,958,188**	**$ 5,401,164**	**$ 5,758,228**	**$ 6,514,607**	**$ 6,876,806**	**$ 7,307,649**	**$ 7,808,440**	**$ 8,185,843**	**$ 8,824,999**

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Less: Annual Expenses	$ 2,894,500	$ 2,415,538	$ 2,486,985	$ 2,558,853	$ 2,656,152	$ 2,728,893	$ 2,802,089	$ 2,875,749	$ 2,949,887	$ 3,024,514
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*2027 SAVE Borrowing included

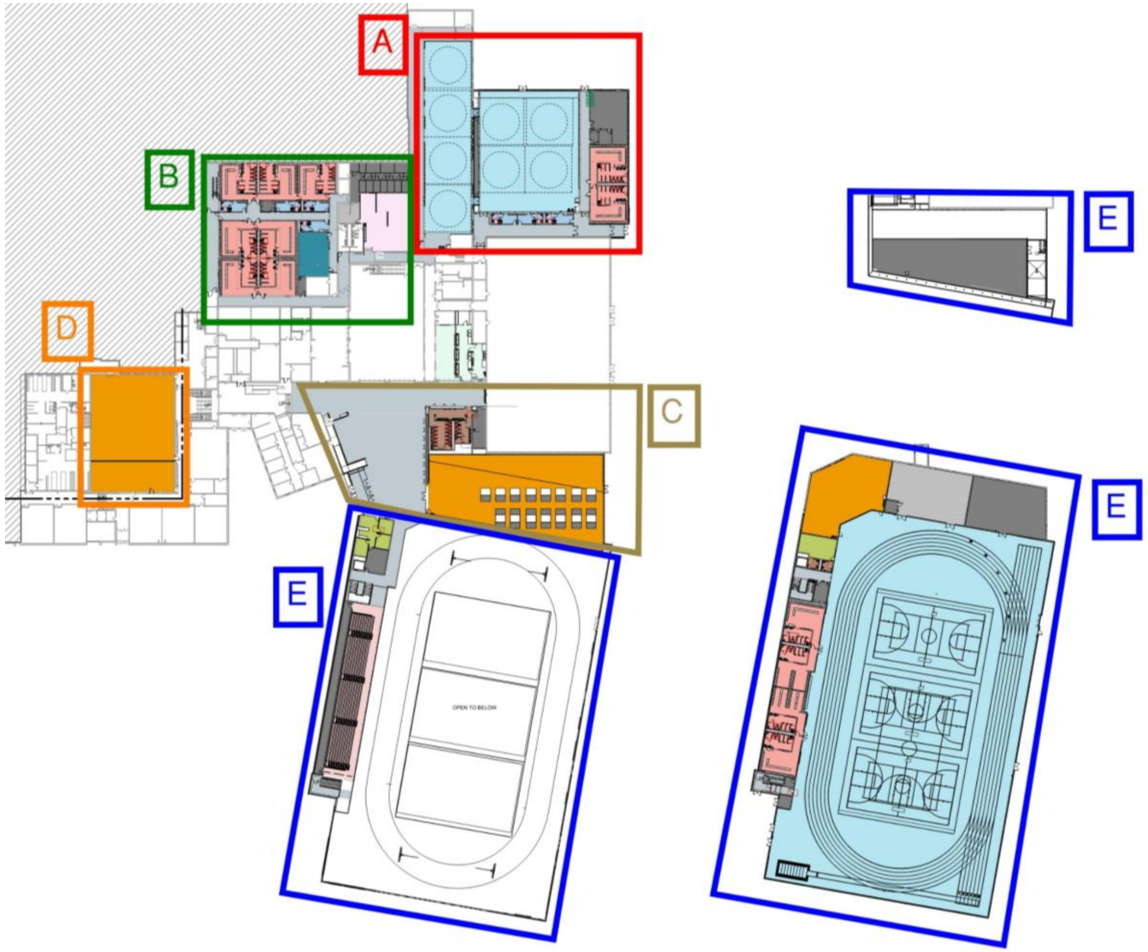
Funding Summary

• PPEL Issuance	$29,000,000
• Option of 2027 SAVE Issuance	$13,000,000
• Total **POSSIBLE** Funding	$42,000,000

Project Update

Critical for Phase 1

- Storm Shelter to accommodate 1200+ (Appx 7500 sf)
  - Sanitary facilities and mechanical requirements
- Primary Mechanical room for centralized geothermal equipment and utility entrances
- Maintain east drive lane



Original Priorities

- Court Space
- Weight Room
- Wrestling Room
- Team Rooms

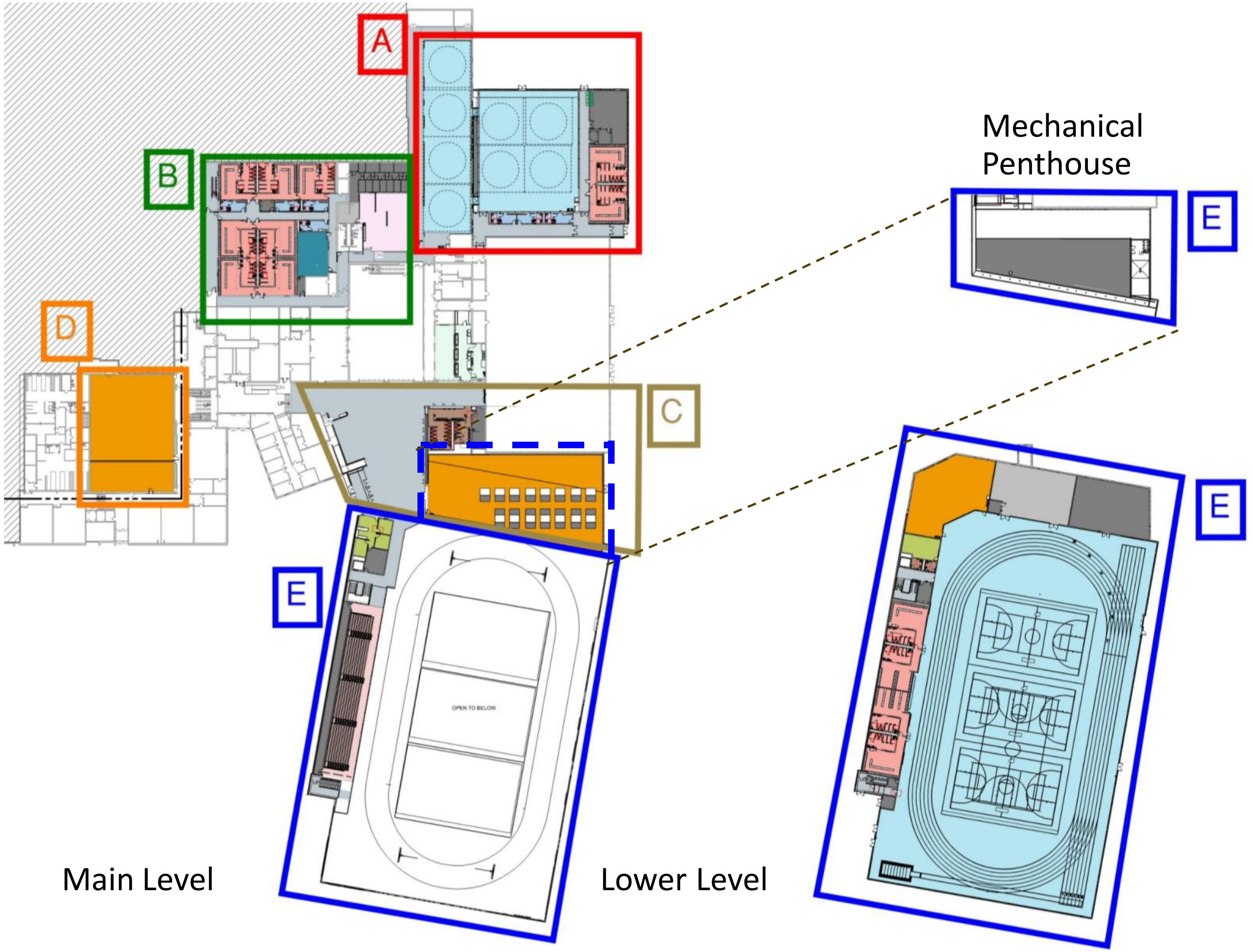
Full Project Estimate

$55,800,000

April 2026

75% CD Cost Estimate

Area A	**$ 6,520,285**
Area B	**$ 4,736,850**
Area C	**$ 3,619,944**
Area D	**$ 608,819**
Area E	**$30,539,724**
Early Site Package	$ 918,291
Soft Costs	$ 8,856,088
Total	**$55,800,000**



Area E Breakdown

Area A	$ 6,520,285
Area B	$ 4,736,850
Area C	$ 3,619,944
Area D	$ 608,819
Area E	$30,539,724

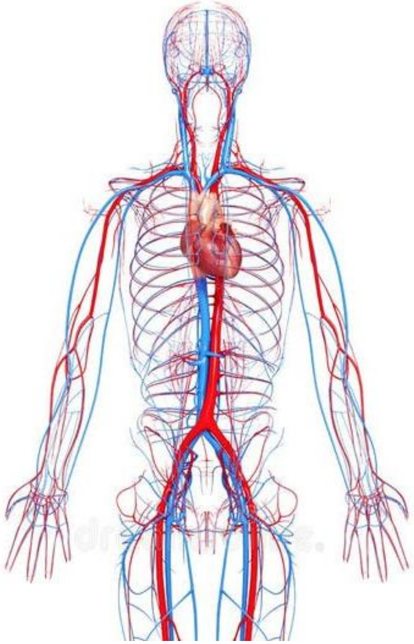
Early Package	$ 918,291
Soft Costs	$ 8,856,088
Total	**$55,800,000**

Area E breakdown

General	$20,339,724
MEP Core	$ 4,200,000
C MEP	$ 1,100,000
C&E Structure*	$ 4,900,000

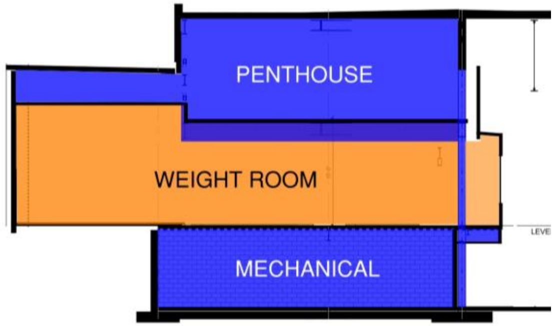
**C&E Structure:*

Penthouse	*$ 500,000*
Storage/Mech	*$1,000,000*
Weight Room	*$3,400,000*



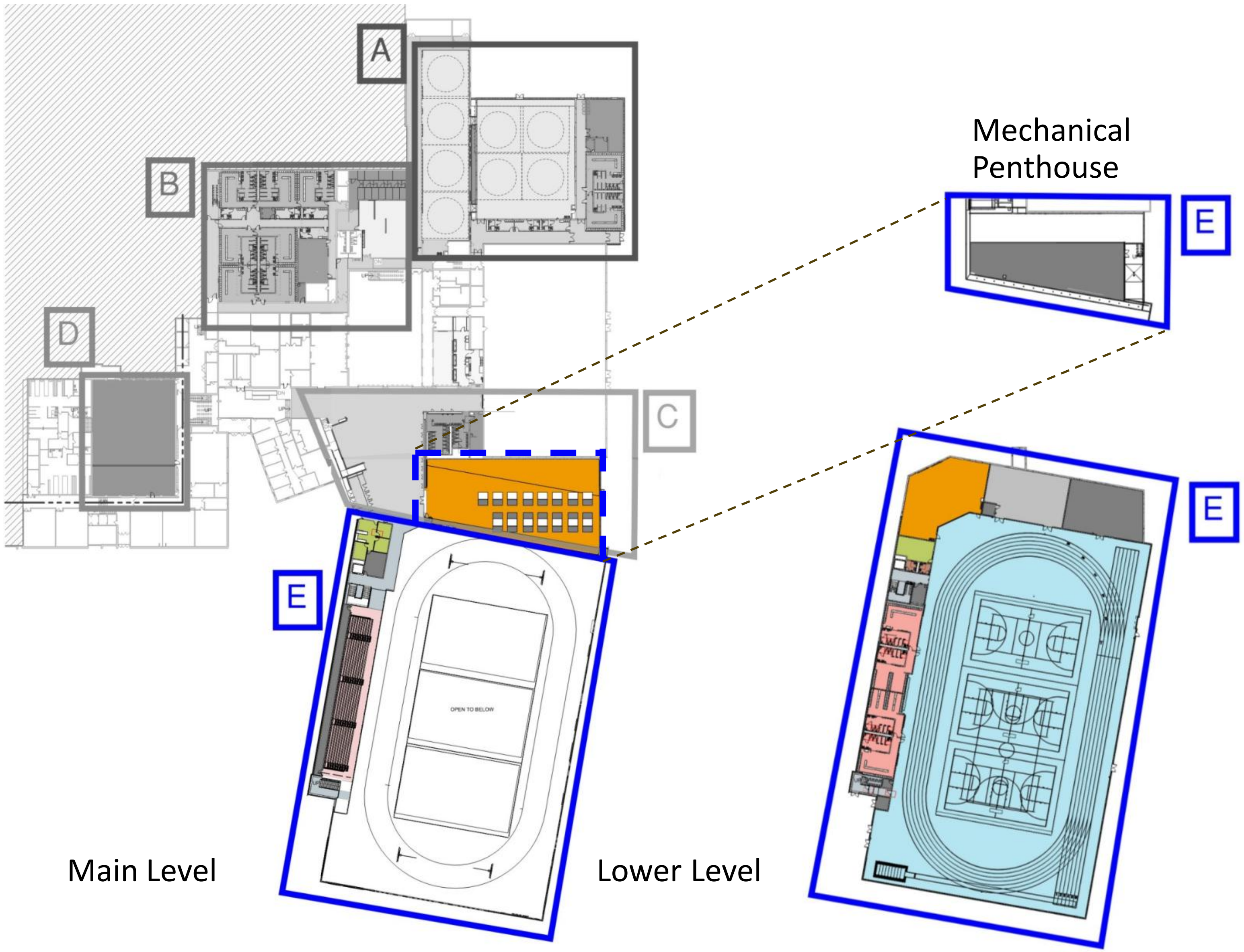
Centralized systems

C Cost



Building Section at Area C

Initial Estimate	$ 3,600,000
C Full Structure	$ 4,900,000
C MEP	$ 1,100,000
Total	$ 9,600,000

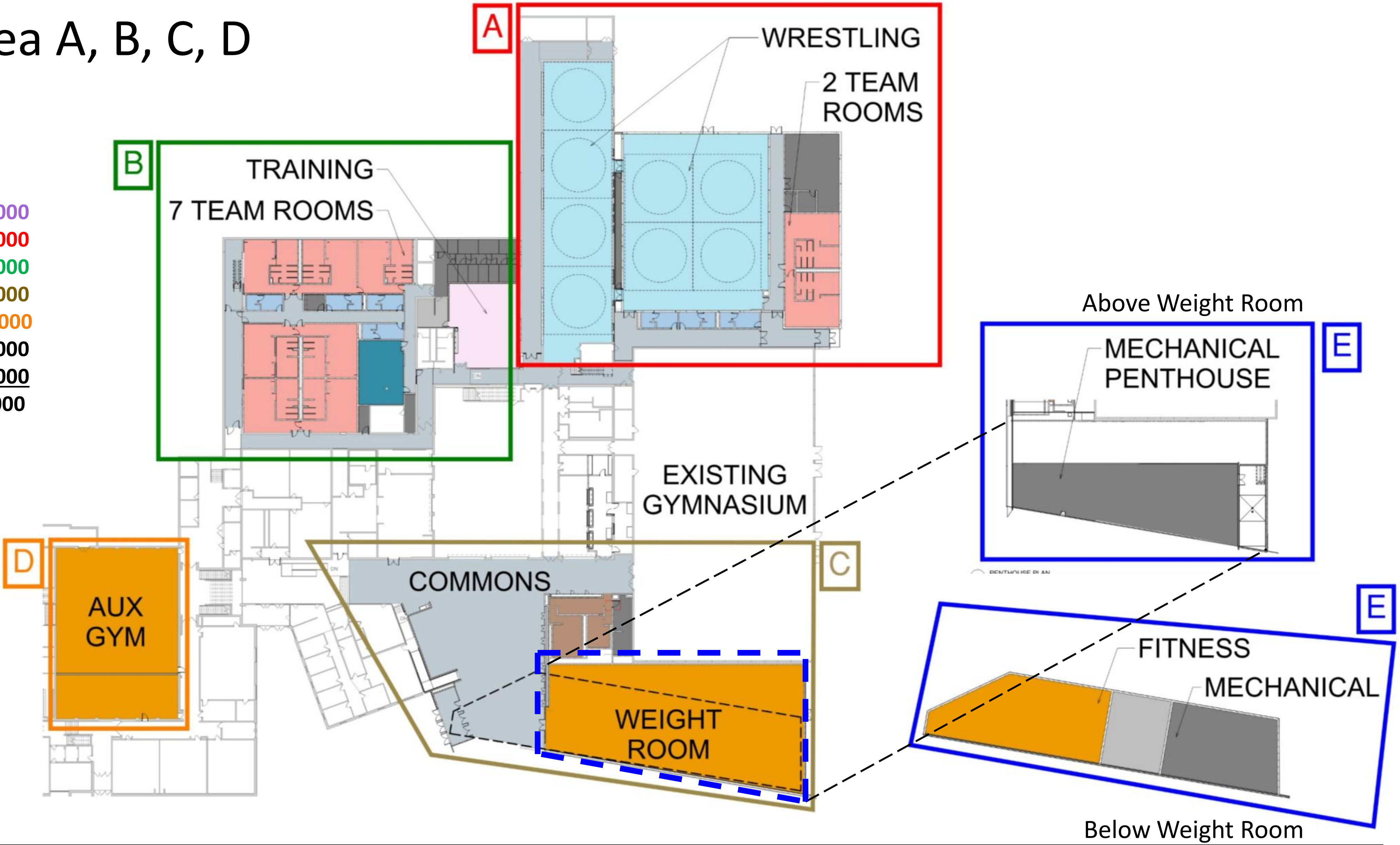


Revised Scope Options

Option 1 - Area A, B, C, D

$34,650,000

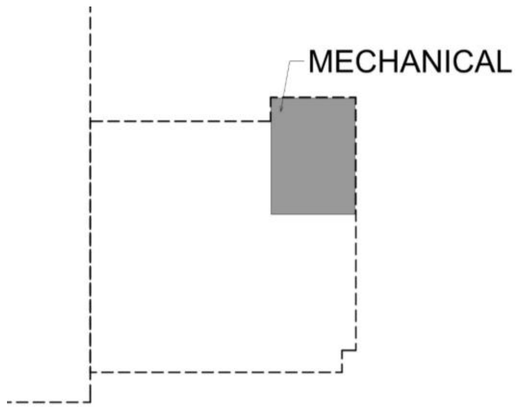
Primary Mech.	$ 4,200,000
Area A	$ 6,500,000
Area B	$ 4,750,000
Area C	$ 9,600,000
Area D	$ 600,000
Early Package	$ 1,000,000
Soft Costs	$ 8,000,000
Total	$34,650,000



Option 2 – Area A, B, C

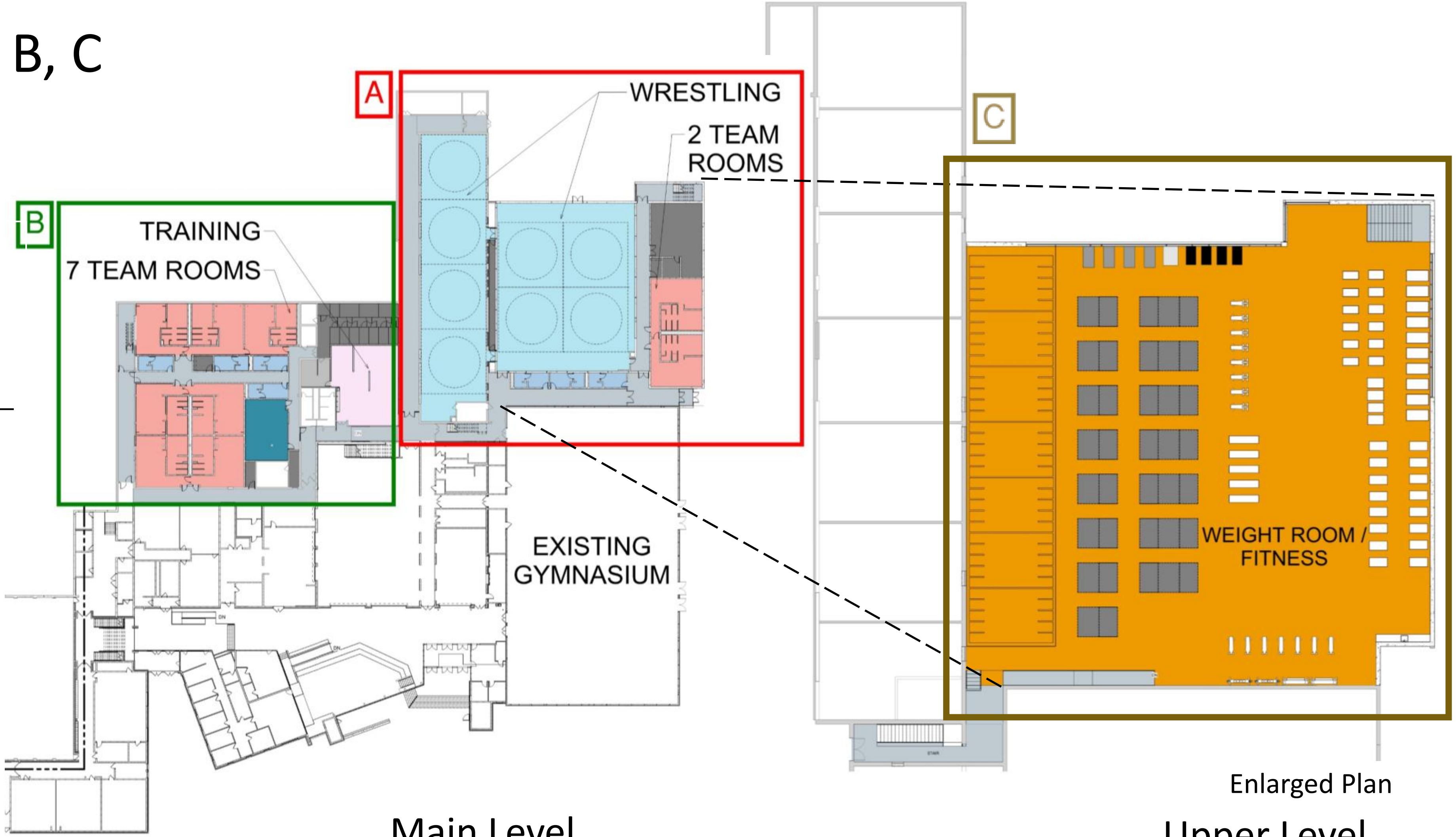
$29,350,000

Primary Mech.	$ 4,000,000
Area A (1st Floor)	$ 6,500,000
Area C (2nd Floor)	$ 5,100,000
Area B	$ 4,750,000
Early Package	$ 1,000,000
Soft Costs	$ 8,000,000
Total	**$29,350,000**



Lower Level

2,000 sf Mechanical



Main Level

Enlarged Plan

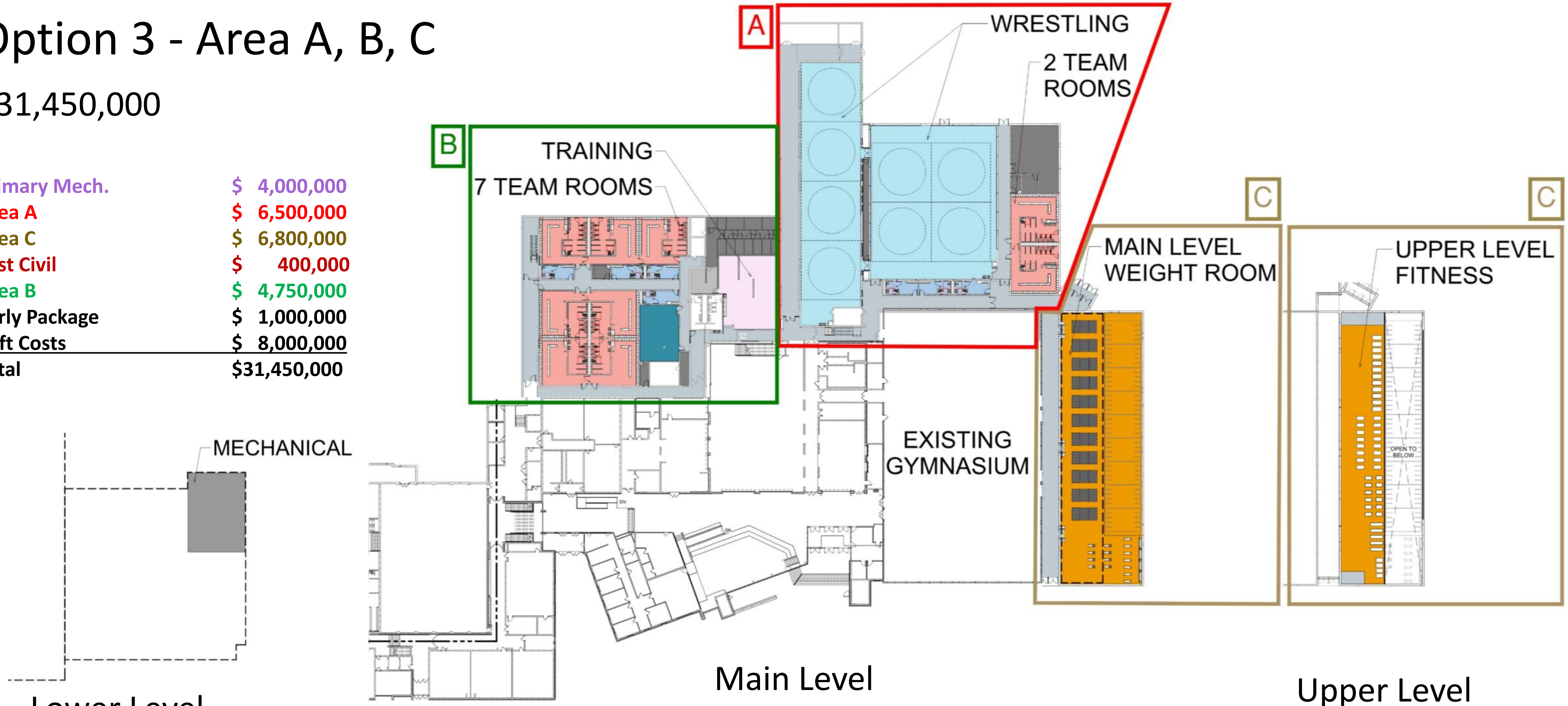
Upper Level

15,000 sf Weight Room and Fitness

Option 3 - Area A, B, C

$31,450,000

Primary Mech.	$ 4,000,000
Area A	$ 6,500,000
Area C	$ 6,800,000
East Civil	$ 400,000
Area B	$ 4,750,000
Early Package	$ 1,000,000
Soft Costs	$ 8,000,000
Total	**$31,450,000**



Lower Level

2,000 sf Mechanical

Main Level

9,000 sf Weight Room

2,000 sf Corridor

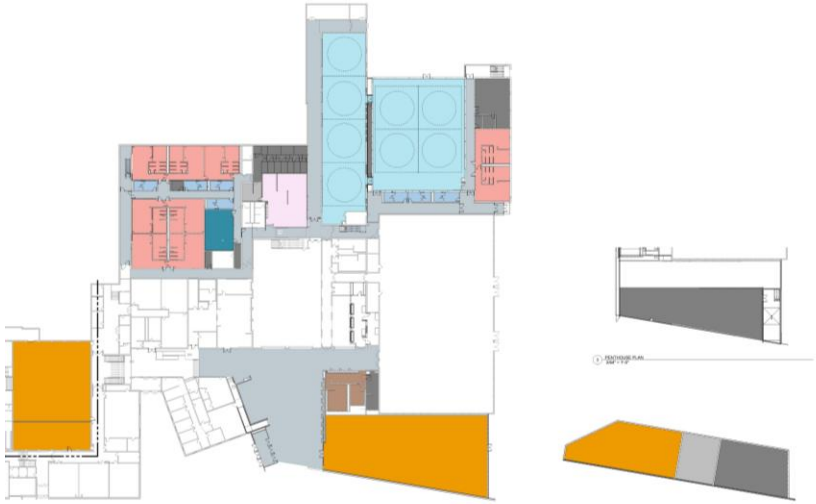
Upper Level

4,000 sf Fitness

LINN-MAR Community School District

OPN ARCHITECTS

Option 1

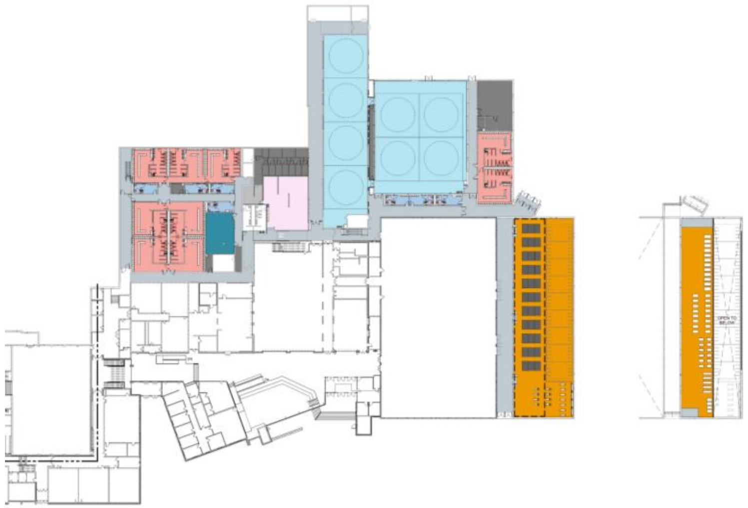


Primary Mech.	$ 4,200,000
Area A	$ 6,500,000
Area B	$ 4,750,000
Area C	$ 9,600,000
Area D	$ 600,000
Early Package	$ 1,000,000
Soft Costs	$ 8,000,000
Total	$34,650,000

Option 2

Primary Mech.	$ 4,000,000
Area A (1st Floor)	$ 6,500,000
Area C (2nd Floor)	$ 5,100,000
Area B	$ 4,750,000
Early Package	$ 1,000,000
Soft Costs	$ 8,000,000
Total	$29,350,000

Option 3



Primary Mech.	$ 4,000,000
Area A	$ 6,500,000
Area C East Weight/Fitness	$ 6,800,000
East Civil	$ 400,000
Area B	$ 4,750,000
Early Package	$ 1,000,000
Soft Costs	$ 8,000,000
Total	$31,450,000

LINN-MAR Community School District

OPN ARCHITECTS

Next Steps

Board

- Finalize Funding/Budget Decisions

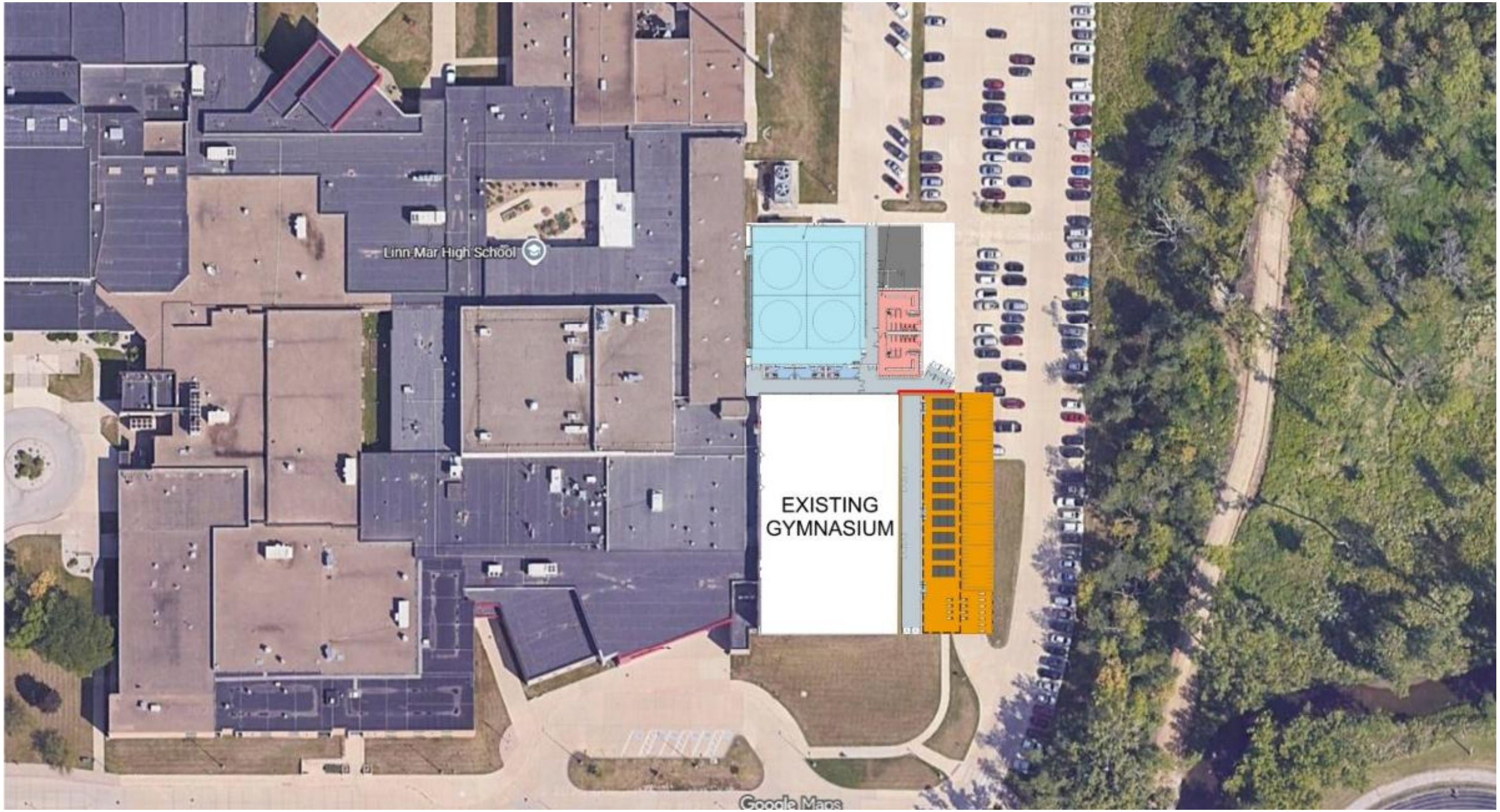
Administration

- Continue to refine options to fit final budget
- Revise project schedule
- Communicate with stakeholder groups

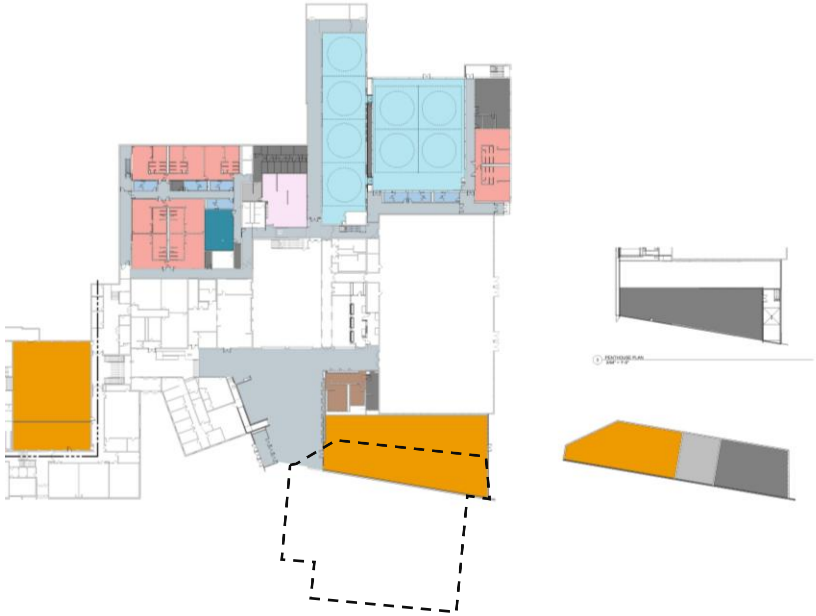
Thank You

LINN-MAR Community School District

OPN ARCHITECTS


Linn Mar High School
EXISTING GYMNASIUM
Google Maps

Option 1



Option 2

Option 3

Possible Future Gymnasium

Exhibit 503.1

District Honors & Highlights

July 13, 2026

Community Support Highlight: A special thanks is extended to Hills Bank for supporting the Linn-Mar School Foundation through their annual partnership and the Classroom Cash Program. Hills Bank recently presented the Foundation with a check for $1,441.06 to support the program.

Student Artist Highlight: Congratulations to Bennett S. from Excelsior Middle School for earning first place in the Quad Cities 10th Annual Chalk Art Fest Youth Division.

Robotics Highlight: Congratulations to the Oak Ridge LEGO Blasters for earning the Core Values Finalist honors and placing in the top 3 out of 68 teams during the American Robotics Invitational in New Jersey!

Girls Soccer Highlight: Congratulations to Girls Soccer for their awesome season and for competing in the Class 3A State Tournament. Congrats also go out to Dreya Kern for being named Iowa Gatorade Player of the Year!

New Administrators Highlight: We extend a warm welcome to our new administrators!

- Nathan Wear: Superintendent
- Chad Lang: Associate Superintendent
- Natalie Milke: Executive Director of Communications
- Lucas Ptacek: Director of High School Teaching & Learning
- Steven Starkey: Excelsior Middle School Principal
- Joe Behmer: Excelsior Middle School Associate Principal
- Candice Mullnix: Excelsior Middle School Student Dean-Activities/Athletics Director

Exhibit 702.1

Proposed Updated Hourly Rates for Aquatic Center Staff

Year	Lifeguard	Aquatic Instructor	Academic Instructor
1	$11.00	$13.00	$16.00
2	$12.00	$14.00	$16.30
3	$12.00	$14.00	$16.61
4	$13.00	$14.00	$16.92
5	$13.00	$15.00	$17.24
6	$13.00	$15.00	$17.56
7	$13.00	$15.00	$17.89
8	$13.00	$15.00	$18.23
9	$13.00	$15.00	$18.57
10	$13.00	$15.00	$18.93

Iowa Association of School Boards

Exhibit 704.1

2026 Legislative Platform

Resolutions begin on page 14

Vision & Voice for Public Education

2026 Legislative Beliefs

PUBLIC EDUCATION

Public education is the foundation of our democratic society and the key to successful futures for Iowa children. Quality public schools strengthen our communities and are the cornerstone of any sound economic development policy. The state must put public education first and provide sufficient funding and support services to provide all students with a world-class education. The state should provide full funding to public schools to meet the evolving needs of public-school students before additional financial support of nonpublic schools is provided.

Iowa's public schools are the backbone of our communities and provide quality education for Iowa students and:

- Operate under the guidance of locally elected board members who are entrusted with taxpayer dollars for the purpose of improving student achievement and skill proficiency for all students.
- Welcome all students regardless of race, religion, gender, gender identity, sexual orientation, socio-economic status, or disability.
- Provide parents and taxpayers with accountability and transparency for the use of taxpayer dollars.

All schools that receive any public funds, including property taxes, state aid or federal monies, should be subject to the same governance and educational standards as public-school districts.

EDUCATIONAL EQUITY

The promise of public education is for every child to succeed. As locally elected leaders, school boards are uniquely positioned to set expectations for educational equity, ensuring that each child is given supports and interventions based on need. Educational equity requires that discriminatory practices, barriers, prejudices, and beliefs be identified and eradicated. Leaders must hold themselves accountable for deliberate actions, including the examination of policies and practices, intentional allocation of resources according to student need, support for rigorous curriculum and instruction, and engagement of families and communities.

GOVERNANCE

Iowa has one of the finest public educational systems in the United States. The federal government, governor, General Assembly, Iowa Department of Education, school boards, professional educators and the public should strive to keep it strong. There must be a proper balance of state and federal control designed to ensure quality and a standard of education for all students, with local control which allows local school boards flexibility and decision-making authority to innovate and adapt to local needs and community values.

School districts are governed by boards that, as elected representatives, must be responsive and responsible to the citizens of the school district. Citizen involvement is the key to our representative form of government.

Local boards are, within the guidelines established by state law, vested with the authority to make the final decision on matters pertaining to a school district, area education agency (AEA) or community college. Local board members, who are closely connected to students, families and the communities in which they live, are best capable of understanding student needs and identifying effective solutions. The statutory duties and responsibilities of the local board cannot be delegated to persons who are not elected by the voters of the school district.

Locally elected school boards must have control over the content and management of their educational program, including the calendar and the flexibility for innovation and decision-making. A leadership team composed of the superintendent, principals and supervisory personnel working with the board is necessary for the efficient operation of the school district. Locally elected school boards should have the authority to determine the school calendar to best meet student needs, including but not limited to school start dates, year-round schools, and the use of virtual learning opportunities in response to natural disasters, weather or other emergencies.

SCHOOL CHOICE

Iowa law provides sufficient choice through public charter schools, open enrollment, home school assistance, postsecondary enrollment options and nonpublic school alternatives. Additional investments in tax credits for nonpublic tuition or other options are not necessary to provide educational choice. Charter schools should be allowed only under the direction of the locally elected school board.

SCHOOL BOARD MEMBERS

School districts and board members are entrusted with public funds for the purpose of improving student outcomes including but not limited to student academic achievement and skill proficiency, and the school board is responsible for overseeing such improvement.

Through original research and a close evaluation of highly effective board practices across the country, IASB recognizes the following six essential roles of effective school boards and encourages all Iowa board members to incorporate these principles in carrying out the mission of public education in their communities:

- **Setting Clear, High Expectations:** The board sets a vision which expresses a commitment to high expectations, consistently communicates the expectations, sets clear and focused goals and focuses on improving instruction.
- **Belief that All Children Can Learn:** Effective boards have strong shared beliefs and values about what is possible for students and their ability to learn. Board members expect to see improvements in student achievement as a result of implemented initiatives.
- **Creating the Conditions that Support Successful Teaching and Learning:** The board creates the conditions for success by showing commitment via board actions, resource allocations, a strong communications structure, and system alignment; provides quality, research-based professional development for educators; builds commitment and focus throughout the system and stays the course, solving problems along the way so improvements have time to work.
- **Holding the System Accountable for Student Success:** The board uses data and monitoring to hold the system accountable and to make decisions at the board table; identifies clear, understandable indicators that the board will accept as evidence of progress and success; and supports and monitors progress regularly at the board table with staff leaders.
- **Building Collective Will:** Within the school staff and throughout the community, the board creates widespread awareness and urgency of the improvement required to meet students' needs, instills hope that it's possible to change, and connects with and engages the community in a frank and ongoing effort to encourage each facet to fulfill its responsibility.
- **Leading and Learning Together as a Board/Superintendent Team:** Effective school boards lead as a united team with the superintendent with strong collaboration and mutual trust. The board also establishes board learning time around school improvement efforts, engages in deep conversations about the implications of learning, and leads thoughtful policy development.

ELECTIONS

Participation in the democratic process is integral to the success of schools. School districts have a responsibility for promoting more community involvement in the election process to foster better-informed citizens and greater ownership in public education. Student achievement should drive decisions that impact school elections.

In keeping with the principles of democracy, IASB is committed to the concept of each vote having equal value and a simple majority vote as sufficient to determine election or taxation decisions.

School board elections should coincide with the opening of school. Due to boundary differences and to help maintain the nonpartisan status of school board elections, they should be separate from any other election.

School board members should be elected in a non-partisan manner in which decisions are based on the best interest of the school and students without regard to party affiliation. Boards should have less than a majority of board members elected in any one year.

School boards should have flexibility to determine when special elections are necessary and to schedule these to best suit the district's needs. There should be a minimum of four special election dates per calendar year for bond referendums, votes on levies, and revenue purpose statements and filling school board vacancies.

IOWA ASSOCIATION OF SCHOOL BOARDS

IASB is committed to statewide leadership to ensure high achievement for all Iowa students. IASB recognizes that school boards are in a strategic position to bring about continuous improvement in public education through governance, public policies, and advocacy.

We believe that IASB is the organization most appropriate to deliver training and board development to school board members about their role and responsibilities to contribute to high student achievement.

SCHOOL DISTRICT ORGANIZATION

School boards, and the residents of the school districts involved, have the primary responsibility to determine the makeup and boundaries of school districts and attendance centers.

The school board and the citizens of a school district assess the quality and extent of its educational program and determine whether the school district continues to operate within its present geographical boundaries.

In order to reduce costs and maintain or enrich quality education, IASB encourages school districts to share administrators, teachers, equipment, facilities and transportation, including the scheduling of joint classes and extracurricular activities. Sharing does not necessarily lead to eventual reorganization.

IASB believes school district reorganization, dissolution or sharing may be in the best interest of Iowa's public school students when:

- The best interest of students is the most important factor considered.
- The reorganization or dissolution is voluntary—initiated and voted upon by the citizens of the school districts involved.

- The state offers sufficient incentives to make the reorganization or sharing financially attractive to the school districts involved.

Geographical issues are considered, including minimizing the amount of travel time by students and allowing for continued community participation by the communities involved.

PUBLIC RECORDS AND OPEN MEETINGS

Every citizen has the right to examine and copy all public records. The news media may publish public records unless the law expressly limits the right or requires public records to be kept confidential.

The schools belong to the people - the citizens and taxpayers of the school district. The public has the right to know what decisions are being made regarding the education of their young people and the expenditure of their tax dollars. School districts should have the ability to determine the method of public notice dissemination that maximizes public access to records at a minimal cost to the district.

Although it may not always be easy to publicly consider and discuss some of the tough issues confronting school boards, school boards should be responsive to the open meetings and public records policy established in state law. Compliance with the intent of the public records and open meetings law is best achieved through education, training and consistent enforcement.

SCHOOL FUNDING

School finance decisions, whether at the local, state or federal level, should put student achievement first in all decisions. Iowa's school funding system must provide all Iowa children an equal opportunity to a quality public school education. The funding system must recognize that a high-quality public education is the first and foremost economic engine of our state.

A sufficient funding system provides equitable, sufficient, predictable, and timely funding, based on these foundational principles:

Equity: Iowa should fund public education with a student-driven formula, ensuring Iowans that the education of each student is supported equitably. The formula must provide sufficient revenue to cover the actual cost of the educational program, including on-time funding for districts experiencing increasing enrollment. The state should allow school districts with declining enrollment to maintain sufficient funding so the school district can adjust operations to meet student needs. The state should minimize the disparity for property taxpayers due to variances in property valuation per pupil.

Excellence and Opportunity: School finance must provide for continuous improvement of classroom instruction and promote excellence. A critical attribute of increasing the achievement of all children is the skill level of teachers and administrators in the school. Therefore, the school funding system must provide for the professional training and development of teachers and administrators, and school improvement that will promote Iowa as a national leader in public education.

Stability: The school funding system must continue to be a fair balance between property taxes, which are a stable and reliable revenue source, and other revenue sources. Iowa school boards are grateful for categorical funds but encourage the state to provide resources through the funding formula to maximize local flexibility and provide growth through an equity-based system. School districts should have spending authority for any reduction in state funding.

Efficiency: A diverse system of school finance helps schools control costs. To ensure well-managed and efficient schools, the school funding system must encourage cooperative ventures and the pooling of resources and services. The school funding system must address increased costs due to inflation and other economic factors.

Local Control: State funding must support local control. Locally elected school boards should have the authority to utilize and allocate funding to best meet the needs of students. If the state decides to intervene in local education policy, any mandated changes, particularly those taking energy and focus away from real comprehensive school improvement and student achievement, must be fully funded by the state without a shift from other education resources.

SCHOOL INFRASTRUCTURE

The state has a role to ensure that all Iowa public school students have equitable access to high-quality educational programs, provided in safe, efficient, accessible, and technology-ready facilities that promote student learning.

Revenues from the Secure an Advanced Vision for Education (SAVE) fund provide school districts with a stable, long-term, and equitable funding stream for infrastructure purposes and should not be negatively altered or discontinued.

EDUCATION'S ROLE IN ECONOMIC DEVELOPMENT

Growth focused on economic stability, wealth creation, entrepreneurship and knowledge-based enterprises is a vital objective for the state of Iowa. Our public schools contribute to the growth of Iowa's economy through the education and development of our children and by providing good jobs. Our public-school districts are often the largest employer in many Iowa communities.

A quality public education system is both a key factor contributing to Iowa's quality of life and is a critical attractor of business to Iowa. While education contributes to Iowa's economy, it is also dependent upon economic growth for securing sufficient financial resources to provide quality education services.

Public education and economic growth are interdependent. It is therefore imperative that Iowa invest in viable and sustainable economic development and foster partnerships between education and the private sector.

Collaboration between public schools and the business community can enhance students' knowledge of career paths and future employment opportunities.

EDUCATIONAL STANDARDS AND ACCOUNTABILITY

It is the responsibility of local school boards to ensure that all students are educated for success in a 21st-century global society. Collaboration between Pre-K-12 and postsecondary institutions should be encouraged to help increase student opportunities.

School boards must ensure that their district operates from clear, measurable student learning standards and improvement goals; sufficient resources are allocated to improve instruction; and there is public accountability for improved results for students.

It is appropriate for the state to establish high and rigorous educational standards for the accreditation of public and nonpublic schools. Standards should be designed to ensure that all students have the opportunity to receive the educational program that meets their needs. The students of Iowa who attend public and nonpublic schools should receive their education instruction from licensed teachers. All public-school accreditation standards must also be applied to nonpublic schools.

Data collection and reporting is necessary to improve instruction and increase student achievement. Data collection and reporting is valuable when:

- It is possible to accurately determine student achievement gains, gaps between subgroups and level of attainment for all students;
- Purposes are clearly understood and worthy;
- Assessments are aligned with the intended purposes;
- Results are easily accessible to maximize school district use of the information to provide quality professional development and improve instruction; and,
- Results lend themselves to widespread understanding and evaluation by all school stakeholders.

The state or federal government must not use single-source data to issue sanctions, make generalizations about student performance or shift resources away from schools that require support to improve learning.

Iowa school districts should have the opportunity to comply with standards using various structures and mediums, including sharing and interactive telecommunications.

IASB supports assessment systems that measure student growth for all students, also known as value-added growth or gain, to improve student outcomes by driving professional development, teacher and administrator evaluation, and school improvement decisions.

EDUCATION TECHNOLOGY

Technology is an important tool in providing a quality education. School districts must have equitable access to technology. Access includes provision of hardware and software, technological support staff and access to a variety of Internet, broadband and network services including the Iowa Communications Network (ICN).

Administration of the ICN should continue to prioritize educational access above other users. The state has a role in ensuring equitable access to technology and should provide sufficient resources to purchase technology, support school technology plans and include professional development for educators on how to use technology to improve instruction and student outcomes.

EARLY CHILDHOOD

Exposure to education in the first years of life is critical, and young children have an innate desire to learn. That desire can be supported or undermined by early experiences.

Research indicates that high-quality early childhood education promotes intellectual, language, mathematical, physical, social, emotional, and creative development, cultivates a child's curiosity and desire to learn, and builds a strong foundation for later academic and social success. The state plays a critical role by defining and supporting quality early childhood education programs.

STUDENTS

All students can achieve at high levels when the state, local school boards and communities provide resources and support to ensure each child's success in school. It is the responsibility of school boards to meet the needs of every student. It is the responsibility of parents/guardians and communities to work collaboratively with school districts to meet the needs of every student.

SCHOOL SAFETY

IASB believes that schools must be a safe environment for all students, staff, and visitors.

Each member of the school and community must take a holistic approach to school safety by providing schools with resources, quality leadership, and united support for the development of a locally determined approach to ensure a safe and secure learning environment for all children. IASB supports a comprehensive view of safety that considers threats such as:

- Crime and violence;
- Hazards such as natural disasters or accidents;
- Health risks such as pandemics; and
- Internal threats such as bullying, unintentional biases and adverse childhood experiences.

Security planning efforts must include prevention, preparedness, mitigation, and response efforts. These planning efforts must be practiced, evaluated, and updated on an ongoing basis. All individuals in the school community must be well-trained and knowledgeable of the best practices in school safety.

While all members of the school community benefit from accurate and timely information on safety efforts, school boards must have the authority to maintain appropriate levels of confidentiality to protect security plans and measures.

TEACHER QUALITY

IASB believes, and research confirms, that teacher quality is the most important factor in determining a child's academic success.

It is the responsibility of the school board through the superintendent and administrators to ensure teachers in their district are qualified for the job they are hired to do. School boards have the authority to set high performance standards and expect demonstrated academic and instructional excellence from their teachers.

Therefore, boards need to ensure teachers, as a part of their job, continuously and collaboratively study content, instruction and the effect on students based upon identified student needs.

It is a board responsibility to expect and confirm that the district is fully implementing the Iowa Core Standards and Iowa Professional Development Model for the purpose of improving instruction measured by improved student achievement.

Quality teaching is essential to high student achievement. In order to recruit the best and the brightest teachers into Iowa and the profession, keep the best and the brightest teachers we now have, and increase respect for the profession that most impacts our children's future, IASB strongly advocates for school funding levels sufficient to pay competitive wages. In addition, IASB believes school boards must focus on ensuring a school culture that supports engaging educators in decision making, providing teachers with leadership opportunities and professional development, and exploring compensation and evaluation systems designed to enhance performance and retention.

EDUCATOR PREPARATION AND LICENSURE

IASB supports improved alignment between teacher preparation and the PK-12 education systems. Preparation programs should be evaluated continually with the objective of providing training that reflects innovative and proven education methods designed to assess and maximize student achievement. Student needs must drive preparation programs. School boards, teacher preparation institutions, and the state must cooperate to ensure teachers obtain the knowledge and skills they need to teach to ensure all children can learn. Educators should be prepared to effectively teach the wide variety of students in Iowa classrooms. All Iowa educators must have the appropriate licensure, endorsements and accreditation from the board of educational examiners.

PERSONNEL EVALUATION

School employees must be accountable for raising student achievement. An objective evaluation of all employees, performed on a regular basis, benefits the employee and the community and assists students in obtaining a quality education. IASB supports the right of school boards to exercise their authority to set standards of performance and establish rules of conduct for all employees.

Administrators or their designees must have the authority and resources to evaluate personnel whom they supervise.

EMPLOYEE RELATIONS AND COLLECTIVE BARGAINING

Labor and employment laws should balance the rights of the employees with the rights of management, with an emphasis on student achievement and student safety. Positive labor relations enhance the ability of employees and school boards to work together for improved student achievement. Ideally, collective bargaining should end in a voluntary settlement between parties.

School boards should be guaranteed sufficient management rights necessary to operate the school district efficiently and effectively. Labor and employment laws should balance the rights of the employees with the rights of management, with an emphasis on student achievement and student safety.

The results of collective bargaining should be to:

- Advance excellence and equity in public education with the outcome of improved student achievement for all.
- Reflect sound research and proven best practices with a demonstrated positive impact on improving student achievement.
- Promote accountability by all for improved student outcomes.
- Include a regular evaluation of the impact of changes on student achievement.
- Preserve the constitutionally protected due process rights of school boards.
- Promote safe, healthy, effective, and respectful work environments for students and staff.

BENEFITS

It is important to establish employee benefits necessary to attract and retain qualified employees. Benefits paid and contribution rates should maintain the actuarial soundness and affordability of employee benefit programs.

Unemployment compensation benefits should be reserved for those who experience sudden and unexpected job loss. It should not be extended between academic terms to employees who have contracts for less than 12 months or who have reasonable assurance of continued employment.

Substitute employees should not be eligible for unemployment compensation.

School district employees whose employment is terminated because of a reduction or realignment of staff, or for other reasons that would qualify them for unemployment compensation benefits, should be eligible to receive such benefits on the same basis as employees in private sector employment.

DEPARTMENT OF EDUCATION

A State Board of Education, made up of laypersons, determines and adopts necessary rules and regulations for the proper enforcement and execution of the provisions of school laws, and adopts and prescribes standards for carrying out the provisions of the school laws. The State Board of Education must seek advice and counsel from a broad range of citizens and educational organizations in the formulation of rules and policies.

The Department of Education (DE) plays a significant role in facilitating school improvement efforts and supporting school districts, area education agencies and community colleges.

The DE should cooperate with IASB, area education agencies, community colleges, the federal government and state to streamline requests for information.

The DE should consider other student achievement measures, such as value-added or growth measures, for all students, in defining and negotiating the Iowa plan for school district compliance with federal requirements.

By its very nature, the DE is a state regulatory agency; however, Congress and the General Assembly should carefully consider the number and size of the regulatory tasks assigned to the DE and financially support the tasks assigned, including the provision of sufficient staff.

AREA EDUCATION AGENCIES

AEA assistance to local schools in the areas of special education, emerging technology, professional development and curriculum assessment is of vital importance to assist schools with the mandates of the federal Every Student Succeeds Act.

AEAs are established to provide school districts with specified services in special education, media, and other educational areas. Apart from special education, the Legislature and the Department of Education must not require these agencies to perform services that are regulatory in nature.

AEAs must retain their primary function as support agencies for local school districts, including developing and delivering services and programs to support local school improvement plans.

School improvement is a key strategy to meeting economic, political, and societal needs. AEAs can assist public schools with career development and transitions to facilitate business/community collaborations offering further opportunities for students.

The governance structure of AEAs must continue to be tied closely to PK-12 public school districts with students who receive the benefits of AEA services. AEAs should not be merged with community colleges. Directors of PK-12 school boards should continue to elect AEA directors.

AEAs should be assured of equitable, consistent, and timely funding and receive adequate funding for mandated programs and services.

COMMUNITY COLLEGES

Community colleges are an integral part of public education and are strong partners with Pre-K-12 schools in the delivery of career and technical education and of enhanced educational offerings at the high school level through concurrent enrollment. As such, they must be funded by both state and local sources in a consistent and equitable manner.

FEDERAL GOVERNMENT

Generally, IASB opposes a centralization of decision making on local and state educational issues in the federal bureaucracy and the United States Congress. Iowa citizens have the ability and desire to make decisions affecting the education of their young people. IASB urges Congress, the President of the United States and the U.S. Department of Education to support local control of school districts, continue the commitment to local flexibility, and reward local efforts to improve student achievement. If the federal government decides to intervene in state and local education policy, any mandated changes, particularly those taking energy and focus away from real comprehensive school improvement and student achievement, must be fully funded by federal dollars without a shift from other education resources. Any federal funds should be distributed equitably among public school districts based on a per pupil count.

Iowa schools should receive the federal commitment to help with the cost of educating students with special education needs combined with the federal support equal to other states, based on student needs, to maintain our level of educational excellence. The federal government should not impose intrusive or unnecessarily restrictive or prescriptive laws governing our community schools.

2026 Legislative Resolutions

1. We believe that literacy is the building block for student achievement and student success.

STUDENT ACHIEVEMENT

Iowa students benefit from rigorous content standards and benchmarks that reflect the real-world knowledge, and skills students need to graduate from high school prepared for college, trade school, military service, or to enter the workforce. We support state policies to:

- Provide technical assistance for school districts to fully implement the Iowa Content Standards which define what students should know and be able to do in math, science, literacy, social studies, and durable skills.
- Support adoption of curriculum content standards by the Department of Education with stakeholder input rather than through the legislative process.
- Ensure research-based professional development that provides educators with training, support and time to work together.
- Support intensive, high-quality tutoring to improve student literacy and math proficiency.
- Continue evidenced-based literacy materials to help improve student achievement.
- Expand programming for career and technical education and apprenticeships.
- Ensure assessments are aligned to high expectations, improve and align instruction, and quality professional development.
- Support curriculum decisions made by locally elected school boards.
- Allow a consideration process that engages stakeholders, the Department of Education, and the state board of education in new graduation requirements.
- Provide full access to technology and online learning through infrastructure investments, including:
  - Provide incentives to expand service with a priority on those areas with access to the slowest speeds.
  - Guarantee minimum download and upload speeds as condition to receive grant funding or other financial incentives.

PRESCHOOL

Research demonstrates that children who take part in early childhood education are more likely to succeed in school. We support state policies to:

- Ensure all school districts have the capacity to serve all 4- and 5-year-olds.

- Provide resources for districts to provide services such as full-day programming, transportation and wraparound care.
- Provide support and resources to support behavioral and educational services for preschool-aged students.
- Cooperate and coordinate with community partners to ensure all 4-year-olds have access to quality preschool programming including accredited nonpublic schools, Head Start, Shared Visions, Early Childhood Iowa, and other qualified providers.
- Expanded access to the state's voluntary preschool program should supplement, not supplant, existing state and federal funding sources.

EARLY LITERACY

Early literacy programs are the building block for future student achievement. To achieve the goal of all students meeting literacy expectations by the end of third grade, we support state policies to:

- Enhance development and research on best practices for improving proficiency in early literacy strategies.
- Increase support for professional development and classroom intervention strategies focused on implementing best practices for early literacy in grades PK-3.
- Continue to focus on programs funded by the early intervention block grant program with flexibility to use those funds for other PK-3 literacy programs if approved by the school board.

ENGLISH LEARNERS

The demographics of Iowa students are ever-changing, and an increasing number of our students do not speak English as a first language. We support state policies that ensure success for these students with the expansion of programming for English-learners (EL) until the students reach proficiency.

AREA EDUCATION AGENCIES

Area education agencies (AEAs) provide essential services to PK-12 students. To accomplish this, we support the following:

- No fee for service for special education.
- Maintain the levy that generates funding for education and media services.
- Define a standard set of core services to be provided by the AEAs.

2. We believe that a high-quality teacher workforce is necessary for student achievement.

TEACHER RECRUITMENT AND LICENSURE

A highly skilled teacher workforce is essential to student achievement and can be supported by state policies that:

- Ensure high-quality teacher preparation programs, including alternative licensure programs that include in-classroom experiences, pedagogy training, content knowledge in curricular area and mentoring for individuals with non-traditional or international education backgrounds.
- Encourage initiatives and programs that diversify Iowa's teaching profession to better match our student demographic makeup.
- Support increased funding and more equitable distribution for the Teach Iowa Scholar loan repayment program.
- Create programs for student teaching grants and stipends and expand teacher apprenticeship programs, including paraeducator to teacher pathways, to make education careers a more attractive and affordable option.
- Create a program to provide beginning teacher incentives and recruitment incentives to attract high-quality teachers.
- Create reciprocity agreements with other states that have high-quality teacher preparation programs to increase diversity among certified teachers and administrators.

TEACHER PROFESSIONAL DEVELOPMENT AND RETENTION

Developing effective teachers and keeping them in every Iowa school district is crucial to student success and can be supported through state policies that:

- Provide teacher leadership and quality professional development programs.
- Provide beginning teacher mentoring programs.
- Maintain Iowa's teacher leadership and compensation program
- Create a program to fund retention incentives to maintain a high-quality teacher workforce.
- Allow flexibility and resources to pay school staff market competitive wages.

3. We believe that expanded opportunities through public schools will provide students with diverse and engaging educational experiences.

PUBLIC SCHOOL INNOVATION

Students and their families benefit most when their public school district has the authority and capacity to innovate. We support state policies that:

- Invest in magnet and innovation schools; expand flexible program offerings; and allow greater partnerships among schools and community organizations.
- Establish or continue use of accredited online schools or classes.
- Continue collaboration between public and nonpublic schools, provided that no funds

are redirected to private schools at the expense of public schools.

- Ensure flexibility to implement these programs without regulatory burdens.

4. We believe that student, educator, and staff mental health needs must be addressed and supported to improve student achievement, reduce dropout rates, and maintain a high-quality workforce.

DROPOUT/AT RISK

School boards strive to provide every student with the services they need to remain in school, progress, and graduate to become productive citizens. We support state policies to:

- Include dropout prevention and funding for at-risk students in the foundation formula and the socio-economic status as a factor in determining a student's at-risk status.
- Equalize the ability of all districts to generate dropout prevention funds.
- Increase district participation in statewide programs that serve at-risk students.

MENTAL HEALTH

Mental health issues are increasing and impacting student achievement. To address these concerns, we support state policies that would establish comprehensive school and community mental health systems to offer preventative and treatment services to:

- Increasing access and resources to mental health professionals via in-school, in-person, or telehealth visits.
- Expand the capacity for therapeutic classrooms to provide short-term solutions to behavioral issues.
- Improve awareness and understanding of child emotional and mental health needs through ongoing teacher, administrator, and support staff training.
- Integrate suicide prevention and coping skills into existing curriculum.
- Support the mental health needs of educators and staff.
- Provide a comprehensive mental health resources clearinghouse for schools and community providers.
- Expand training that includes a referral plan for continuing action provided by mental health professionals outside of the school district.
- Designate a categorical funding stream for mental health professionals serving students and ongoing teacher, administrator, and support staff mental health training.
- Support development of a mental health workforce to provide services to children.
- Provide state funding to support research-based entities that work to provide students and staff with mental health resources and services.

ABSENTEEISM

Attendance at school is essential for students to succeed, but chronic absenteeism has steadily increased. We support reasonable and appropriate state policies that address and improve attendance across grade levels, including:

- Locally-elected school boards should have the authority to identify chronic absenteeism that has the potential to, or already is, negatively impacting student achievement.
- School districts shall collaborate with the appropriate school staff, outside experts and county attorneys to address those problems, including determining appropriate and consistent supports and enforcement for students who are deemed chronically absent or truant.
- Providing resources for school districts to address attendance issues early through collaboration with parents, early intervention and dedicated staff.

5. Iowa school boards are elected by our communities to oversee public schools. Working closely with parents, communities, and educators, our locally elected school boards are in the best position to determine the needs of their communities and students.

LOCAL ACCOUNTABILITY AND DECISION-MAKING

Locally elected school board members are closely connected to students, their families, and the communities in which they live, and are in the best position to understand student needs and identify effective solutions. Restrictive limitations on decision-making authority inhibit innovation, efficiency, and the ability of school boards to make locally based decisions about student achievement.

Local accountability and decision making include:

- Student Achievement: As locally elected officials, school boards should have the ability to set priorities, customize programming, and maximize community strengths to improve outcomes for all students;
- Accountability & Reporting: Data collection for state accountability should enhance the ability of school boards to focus on student learning and school improvement. IASB supports streamlining state-level reporting on management operations and eliminating duplicative or inefficient reporting processes;
- Funding flexibility: School boards should have the ability to maximize existing resources to meet local needs;
- Transparency: School boards should have flexibility to provide public access to records in ways that promote transparency for citizens while balancing the cost to taxpayers;
- Flexibility on Health and Safety Measures: School boards should have the ability to make decisions, in partnership with local officials, regarding the health and safety needs

of students, staff, families and the community; and
- School Calendar: School boards should have the ability to determine their school calendar, including use of a four-day school week.

For school boards and school administration to successfully implement new legislative or regulatory requirements, the Department of Education must provide sufficient guidance within reasonable timelines. Any legislation that imposes new requirements on school districts shall require the Department of Education to issue guidance promptly or provide a waiver process if that guidance is not received.

PARENT AND FAMILY ENGAGEMENT

Parents and/or guardians and families are an integral part of a student's education, and the partnership between schools and families is essential to students' success in the classroom. We support policies that encourage:

- Meaningful, two-way communication between parents and/or guardians and school districts, including teachers, administrators, and school boards.
- Parent and/or guardian and family engagement through inclusion in decision-making and on advisory committees.
- Parents and/or guardians to be partners in their children's education.

SHARING AND REORGANIZATION

Many school boards face the difficult task of providing educational opportunities to every student because of declining enrollment. Rural districts rely on sharing and reorganization incentives to provide a world-class education to their students. We support state policies that will:

- Continue sufficient incentives and assistance to encourage sharing or reorganization between school districts.
- Reinstate reorganization incentives to provide financial incentive for districts to enter into reorganization agreements.
- Expand maximum supplementary weighting and increase the number of positions eligible for operational sharing incentives.

6. We believe schools must be open and welcoming to all students, and fully accountable and transparent to receive taxpayer dollars.

PRIVATE SCHOOL CHOICE

Accredited private schools who accept education savings account funds should-be required to accept all students regardless of race, religion, gender, gender identity, sexual orientation, socio-economic status, and disability. Accredited private schools who accept education savings account funds should be held to the same standard as public schools regarding accountability and transparency. This includes but is not limited to the following:

- Make public the annual audit of the accredited private school.
- Adhere to the same reporting requirements on student achievement as is required of public schools.
- Reimburse the pro-rated amount of educational savings account funds for a student who is expelled or voluntarily withdraws before the semester ends.

We support the following:

- Adequate compensation for costs incurred by public school districts for nonpublic school student participation in activities and programs.
- Elimination of the tuition and textbook tax credit for those who receive an education savings account;
- Limiting the amount a student may receive from a school tuition organization grant to the difference between the educational savings account tuition payment and the actual tuition.
- The closure of educational savings accounts and all unspent deposited funds returned to the state's general fund for eligible students who did not enroll in an accredited private school.
- Eliminate state funding for the purchase of textbooks by accredited private schools.
- Requiring that a nonpublic school must be in operation for at least one school year and provides either:
    - A letter from a certified public accountant that the school is insured and has sufficient capital or credit to operate in the upcoming school year OR
    - A surety bond or letter of credit to be filed with the Iowa department of education that the school in the amount equal to the funds needed for the upcoming school year.

We oppose state policies that:

- Establish educational savings accounts, vouchers or any other program that uses taxpayer dollars to fund private schools.
- Provide direct payment of taxpayer funds to private schools, parents, or for home school education.
- Increase tax credits or deductions directed toward private schools or home school education.
- Provide educational savings accounts to a nonpublic school not accredited by the state or an independent accrediting body approved by the Department of Education.
- Expand the state's educational savings account program to students who are receiving competent private instruction or independent private instruction.

HOME SCHOOL EDUCATION

Parents and guardians have school choice in many forms, including through home school education. We support state policies that:

- Continue Home School Assistance Programs (HSAP) provided by public schools to help home-schooled students achieve success.
- Require registration of all home-schooled students with their district of residence to facilitate participation in HSAP.

7. We believe supplemental state aid is a critical component in student success by providing districts with adequate general fund resources.

SUPPLEMENTAL STATE AID

The school aid formula is the biggest driver in providing resources for a high-quality education that translates to a successful future for our students and economic growth in our state. A school's general fund supports a high-quality teacher workforce, critical for student achievement. We support state policies on supplemental state aid rate that:

- Sufficiently supports the ability of local districts to meet parent and community expectations and provide a world-class education for all students.
- Provides the resources to recruit and retain a high-quality teacher and staff workforce.
- Incorporates inflation and cost-of-living increases to minimize the negative impact on a district's general fund from these increased costs.

SCHOOL FUNDING POLICY

Schools and school boards have a longstanding commitment to provide students with the programs and services they need to be successful. We support state policies on public school funding that:

- Sufficiently supports the ability of local districts to meet parent and community expectations and provides a world class education to all students.
- Equalize per-pupil funding for all program areas.
- Maintain the funding mechanism for transportation costs that reduces the pressure on the general fund and addresses inequities between school districts.
- Include factors based on changes in demographics, including socio-economic status, remedial programming, and enrollment challenges.
- Reflect actual costs for special education services.
- Support flexibility in the use of voter and board-approved special levy funds.
- Incorporate categorical funding in the formula within three years.
- Include a mix of state aid and property taxes.
- Increase the budget guarantee to 103% to provide additional stability to support student achievement for districts with declining enrollment.

PROPERTY TAXES

A strong connection between school districts and the community is important to ensure local accountability. Property taxes provide a stable form of financial support for public schools. We support state policies that:

- Ensure efforts to minimize property tax disparities created by the additional levy rate without compromising additional resources to school districts.
- Maintain the ability of districts to determine discretionary levies.
- Improve transparency and limits on the use of Tax Increment Financing (TIF) including:
    - Input from all affected taxing bodies before creation of a TIF district; and
    - A limit on the duration of all TIF districts.

We oppose any limitation on the rate of growth of the total property tax rate and property tax collections for school districts.

We oppose strict limitations on the management fund. These limits negatively impact school districts' ability to have proper reserves to meet the needs of allowable expenditures from the fund.

TAX BASE

A stable and growing tax base is essential to ensure sufficient funding to school districts to support a world class education for all students. We oppose a constitutional amendment that would limit taxes, spending, or local control impacting education. We support state policies to:

- Conduct a non-partisan annual review and analysis of all current income, sales, or property tax exemptions and any other tax credits or deductions currently, including an analysis of the impact on Iowa's economy and state and local tax revenues.
- Conduct a non-partisan cost-benefit analysis, including the impact on Iowa's economy and state and local tax revenues prior to the creation of a new tax credit.
- Eliminate any tax credits that are proven ineffective.
- Limit the authority to approve any tax law changes that restrict future tax bases or provide additional tax breaks to the legislature.
- Ensure transparency of current tax laws and proposed tax law changes on the direct and indirect impact on public school funding.

BOND ISSUES

Local community investment in world-class education facilities is an important part of providing the best opportunities for student achievement. We support state policies to:

- Allow school bond issues to be passed by a simple majority vote.
- Provide the authority to levy a combination of property taxes and income surtaxes to pay the indebtedness.
- Clarify that revenue bonds do not count toward a 5% statutory debt limit.
- Allow bond issues to be on the ballot during any special election date.

We oppose any limitation on the amount of a bond issue that may be submitted to the voters for their approval.

UNFUNDED MANDATES

Mandates on school districts that are imposed without funding put pressure on the school's general fund budget and can negatively impact efforts to provide a high-quality education for all students. We oppose any mandate that does not provide adequate and direct funding for successful implementation.

SPECIAL EDUCATION

All students deserve a world-class education, regardless of disability. To ensure the success of students receiving special education services, we support policies that will:

- Ensure predictable and timely state funding reflective of these students' actual cost and needs, including educational programming and healthcare.
- Support federal funding that covers 40% of the cost of educating students receiving special education services through the Individuals with Disabilities Education Act (IDEA).
- Modernize and fully fund IDEA by emphasizing improved outcomes for students with disabilities.

IN-SCHOOL MEDICAID SERVICES & FUNDING

Medicaid provides essential services to many students in Iowa's schools. The ability to provide these services and to have adequate reimbursement impacts student achievement. We support maintaining the level of services and funding that is currently available.

8. We believe that every student deserves to learn, and every staff member deserves to work, in a safe and secure environment.

SCHOOL SAFETY

Every student and staff member should have a safe and secure environment in which to learn and work. We support state policies to:

- Expand resources and evidence-based training for staff and adults working with students to address behavioral issues.
- Provide early identification, intervention, and school violence prevention programs.
- Enhance flexibility for schools to work with parents, the community, law enforcement and emergency personnel to institute safety measures in and around schools.
- Provide evidence-based school safety training for students and staff.
- Allow maximum flexibility and equitable distribution of resources to meet student, staff and building safety needs.
- Protect school staff from physical or verbal abuse from parents and/or guardians and students.

INSPIRE LEARNING.
UNLOCK POTENTIAL.
EMPOWER ACHIEVEMENT.

EXEMPT SESSION OF THE BOARD OF DIRECTORS

June 8, 2026 @ 4:30 PM
Board Conference Room

The LMCSD Board of Directors entered into exempt session at 4:30 PM as provided for in Chapter 20.17(3) of the Code of Iowa and Policy 204.5, “for negotiating sessions, strategy meetings of public employers or employee organizations, mediations, and the deliberative process of arbitration;” and shall be exempt from the provisions of Chapter 21.

The exempt session was closed to the public.

INSPIRE LEARNING.
UNLOCK POTENTIAL.
EMPOWER ACHIEVEMENT.

BOARD OF DIRECTORS MINUTES
JUNE 8, 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: Kortemeyer, Galbraith, Wear, Ramos, Christian, Faber, and Nelson.

200: ADOPTION OF AGENDA – *Motion 211.06.08*

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

300: PUBLIC HEARING – Refer to Exhibit 801.1 *(SPG #1-Community Engagement)*

A public hearing was held on the amended certified budget for fiscal year 2026. No comments were received.

400: DISTRICT HIGHLIGHT MOMENT *(SPG #2-Learning Excellence)*

A video was shared highlighting favorite student memories from the school year.

500: AUDIENCE COMMUNICATIONS *(SPG #1-Community Engagement)*

1. Camille Lindsay, Staff/Parent, Wilkins Leader in Me Program
2. Nicole Mohler, Parent, Wilkins Leader in Me Program
3. Riley Diaz, Student, Wilkins Leader in Me Program
4. Brenda Cerwick, Parent, Wilkins Leader in Me Program

600: INFORMATIONAL REPORTS

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

Director Thomas reported that during the May 21st Marion City Council meeting the City approved some median and road repair projects that will result in closures on 10th Street and 29th Avenue near the high school. Director Mansoor reported there were no items pertaining to the district during the June 4th meeting.

602: Superintendent's Report – Exhibit 602.1 *(SPG #1-Community Engagement)*
Superintendent Kortemeyer shared several honors and highlights, reviewed ongoing facilities projects, shared information on the 10-year facilities plan, and offered words of thanks for her tenure at Linn-Mar.

700: UNFINISHED BUSINESS

701: Approval of Leader in Me Renewal – Exhibit 701.1 ***– Motion 212.06.08***
MOTION by Mansoor to approve the one-year renewal of the Leader in Me Program for Wilkins Elementary for a cost of $6,893.50. Second by Thomas. Voice vote. Ayes: Buchholz, Mansoor, Foss, Langston, Thomas, and Lowe Lancaster. Morey abstained. Motion carried. *(SPG #3-Learner Experience / BG #2.a-Student Learning)*

702: Approval of Bid – Exhibit 702.1 ***– Motion 213.06.08***
MOTION by Buchholz to approve Foreman Construction as the lowest responsive, responsible bidder for the Oak Ridge Band Room Project for a base bid of $1,689,900.00. Second by Mansoor. Voice vote, all ayes. Motion carried.

703: Approval of Paying Agent/Note Registrar/Transfer Agent – Exhibit 703.1
MOTION by Langston to approve the resolution appointing UMB Bank, N.A., of West Des Moines, Iowa to serve as paying agent, note registrar, and transfer agent; approving the paying agent, note registrar, and transfer agent agreement; and authorizing the execution of same regarding the issuance of $28,125,000 General Obligation School Capital Loan Notes, Series 2026. Second by Mansoor. Galbraith clarified this was for the sale of the PPEL Notes for the indoor activities center project. Roll call vote, all ayes. Motion carried. ***– Motion 214.06.08***

704: Approval of Tax Exemption Certificate – Exhibit 704.1
MOTION by Foss that the form of Tax Exemption Certificate regarding the issuance of $28,125,000 General Obligation School Capital Loan Notes, Series 2026, be placed on file and approved. Second by Buchholz. Roll call vote, all ayes. Motion carried. ***– Motion 215.06.08***

705: Approval of Continuing Disclosure Certificate – Exhibit 705.1
MOTION by Mansoor that the form of Continuing Disclosure Certificate regarding the issuance of $28,125,000 General Obligation School Capital Loan Notes, Series 2026, be placed on file and approved. Second by Langston. Roll call vote, all ayes. Motion carried. ***– Motion 216.06.08***

706: Approval of Resolution Regarding Issuance of Notes – Exhibit 706.1
MOTION by Buchholz to approve the resolution authorizing the issuance of $28,125,000 General Obligation School Capital Loan Notes, Series 2026; levying a tax for the payment thereof; and authorizing the execution of a loan agreement. Second by Langston. Roll call vote, all ayes. Motion carried. ***– Motion 217.06.08***

*SPG = Strategic Plan Goal/ BG = Board Goal

800: NEW BUSINESS

801: Approval of Amended FY26 Certified Budget – Exhibit 801.1

MOTION by Morey to approve the amended certified budget for fiscal year 2026 as presented in Exhibit 801.1. Second by Thomas. Voice vote, all ayes. Motion carried.

(SPG #5-Resource Management / BG #3.c-District Culture) ***– Motion 218.06.08***

802: 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 Morey. Voice vote, all ayes. Motion carried. ***– Motion 219.06.08***

	Student Name	Grade	Resident District	Year
Approved IN	Byars, Zahlylah	K	Cedar Rapids CSD	2026-27
	DeVries, Jameson	8	Cedar Rapids CSD	2026-27
	DeVries, Jude	7	Cedar Rapids CSD	2026-27
	DeVries, Lucy	10	Cedar Rapids CSD	2026-27
	Haas, Harrison	JrK	Marion Independent	2026-27
	Mojica, Sargio	K	Cedar Rapids CSD	2026-27
	Nguyen, Iris	K	Cedar Rapids CSD	2026-27
	Valencia, Ashley	11	Marion Independent	2026-27

	Student Name	Grade	Resident District	Reason	Year
Denied IN	Blackwell, Kingsten	K	Cedar Rapids CSD	Insufficient Space	2026-27
	Timbrook, Tiberius	PK	Cedar Rapids CSD	Insufficient Space	2026-27

	Student Name	Grade	Requested District	Reason	Year
Denied OUT	Joyce, Bentley	7	Marion Independent	Late-no good cause	2026-27
	Mussman, Brooks	3	Mt Vernon CSD	Late-no good cause	2026-27
	Mussman, Griffin	3	Mt Vernon CSD	Late-no good cause	2026-27
	Mussman, Harper	6	Mt Vernon CSD	Late-no good cause	2026-27
	Noffke, Tatiana	10	Cedar Rapids CSD	Late-no good cause	2026-27

803: Designation of Depository Banks for Fiscal Year 2027

Jon Galbraith, Chief Financial/Operating Officer, provided background information on the designated depository banks for fiscal year 2027.

MOTION by Morey to designate Farmer's State Bank with an authorized limit of $40,000,000; Hills Bank with an authorized limit of $30,000,000; Central State Bank with an authorized limit of $5,000,000; and Iowa School Joint Investment Trust with an authorized limit of $50,000,000; as depositories of the district for the 2026-27 fiscal year. Second by Mansoor. Voice vote, all ayes. Motion carried. ***– Motion 220.06.08***

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

804: Approval of FY27 LMSEAA Agreement *(SPG #4-People & Culture / BG #3.a-District Culture)*

MOTION by Langston to approve an 3.02% total package increase for the Linn-Mar Secretarial and Educational Assistant Association for fiscal year 2026-27. Second by Mansoor. Voice vote, all ayes. Motion carried. ***– Motion 221.06.08***

*SPG = Strategic Plan Goal/ BG = Board Goal

805: Approval of FY27 Admins/Managers/Exempt/Non-Exempt Staff Agrmt
MOTION by Mansoor to approve a 3.00% total package increase for the administrators, managers, exempt, and non-exempt staff for fiscal year 2026-27. Second by Thomas. Voice vote. Ayes: Foss, Langston, Mansoor, Morey, Thomas, and Lowe Lancaster. Buchholz abstained. Motion carried. ***– Motion 222.06.08***

900: CONSENT AGENDA ***– Motion 223.06.08***

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

901: Personnel

Certified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Blum, David	EX: From Student Support Associate to Student Support Services Teacher	8/12/26	BA, Step 1
Boyd-Kelly, Cheyenne	ESY Teacher	7/6/26	$557.70
Brandt, Mykaela	ESY Teacher	7/6/26	$610.93
Eberline, Andrea	ESY Teacher	7/6/26	$468.49
Harris, Brittany	ESY Teacher	7/6/26	$771.29
Hill, Trudy	LMHS: Student Support Services Teacher	8/12/26	MA, Step 12
Jorgensen, Liz	From WE to HP Music Teacher	8/17/26	Same
Kleist, Molly	OR: 7th Gr Reading Teacher	8/12/26	BA, Step 1
Kuhlers, Kyle	LMHS: .5 Computer Science Teacher	8/12/26	BA+24, Step 15
Maxwell, Arianne	LMHS: English Teacher	8/12/26	BA, Step 1
Morgan, Allison	ESY Teacher	7/6/26	$481.95
Mullnix, Candice	From LMHS English Teacher to EX Student Dean/Athletic Activities Director	8/1/26	$80,500/year
Nibaur, Kennedy	District: Home School Teacher	8/17/26	$40.16/hour
Phillips, Marissa	ESY Teacher	7/6/26	$415.31
Putnam, Annette	LG: ELL Teacher	8/12/26	MA+15, Step 11
Read, Clayton	WE: 3rd Gr Teacher	8/12/26	BA, Step 1
Riedesel, Nicholas	NE: 3rd Gr Teacher	8/12/26	MA, Step 8
Sellner, Alana	ESY Teacher	7/6/26	$237.32
Tedrow, Rene	ESY Teacher	7/6/26	$443.61
White, Erin	EH: Student Support Services Teacher	8/12/26	BA, Step 9
Widdel, Shawna	From NE Jr Kindergarten to LMHS Early Childhood Education Teacher	8/17/26	Same
Vaske, Laura	District: Home School Teacher	8/17/26	$40.16/hour
Workman, Melissa	ESY Teacher	7/6/26	$387.80
Young, Anna	LG: Kindergarten Teacher	8/12/26	BA, Step 1

Certified Staff: Resignations

Name	Assignment	Dept Action	Reason
Boesenberg, Kiley	LMHS: Math Teacher	6/5/26	Personal
Carstensen, Ashley	IC: 3rd Gr Teacher	6/5/26	Other employment
Giannakouros, Eldon	LMHS: Student Support Services Teacher	6/5/26	Other employment
Hass Garcia, Anna	LG: ELL Teacher	6/5/26	Personal
Pfeil, Rebekah	District: Home School Teacher	6/5/26	Personal
Sullivan, David	LMHS: Science Teacher	6/5/26	Other employment

Taylor, Karla	LMHS: Compass Science Teacher	6/5/26	Relocation
White, Julie	BP: Student Support Services Teacher	6/5/26	Other employment

Classified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Contreras, Brittany	ELC: From Student Services Admin Asst to Special Education Billing/Medicaid Coordinator	7/1/26	$26.34/hour
Fish, Steve	O&M: Seasonal Help	6/8/26	$15.00/hour
Jones, Laird	TR: Bus Rider	5/11/26	Step 1
Kehoe, Gitana	HP: From NS Production Manager to SSA	5/26/26	LMSEAA A, Step 1
Kopecky, Robert	TR: Bus Rider	5/12/26	Step 1
Lutz, Ava	AC: Aquatic Instructor	5/11/26	$13.00/hour
Martino, Francesca	AC: Aquatic Instructor	5/13/26	$13.00/hour
Milke, Natalie	ELC: Executive Director of Communications	7/1/26	$120,000/year
Morgan, Stephanie	WE: From SSA to Paraprofessional	8/18/16	LMSEAA B, Step 2
Oberbroeckling, Brody	O&M: Seasonal Help	5/18/26	$15.00/hour
Schultz, Chayse	O&M: Seasonal Help	6/8/26	$15.00/hour
Ziolkowski, Robert	TR: From Equipment Prep Technician to Sub Bus Driver	6/4/26	Step 1

Classified Staff: Resignations

Name	Assignment	Dept Action	Reason
Contreras, Scott	LMHS: Success Center Student Support Associate	6/4/26	Other employment
Costello, John	TR: Bus Driver	6/4/26	Retirement
Crawford, Amy	LG: Student Support Associate	6/4/26	Retirement
Friberg, Thomas	O&M: IC Custodian	5/15/26	Relocation
Grindle, Bill	TR: Bus Driver	6/4/26	Retirement
Knudsen, Marsha	LG: Student Support Associate	6/4/26	Retirement
Kruger, Nicholas	O&M: Certified Maintenance	4/28/26	Personal
McDonald, Christa	LG: Building Secretary	6/5/26	Other employment
Mettlin, Shannon	NS: WF Production Manager	5/15/26	Termination
Prall, Hannah	LG: Student Support Associate	6/4/26	Relocation
Reeves, June	TR: Bus Driver	6/4/26	Retirement
Vezina, Timothy	TR: Bus Driver	6/4/26	Retirement
Wade, Coletta	LG: Student Support Associate	6/4/26	Other employment
White, Danika	LG: Student Support Associate	5/26/26	Personal
Wyant, Donna	O&M: NE Custodian	5/5/26	Personal

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

Name	Assignment	Dept Action	Salary Placement
Becker, Kristin	LMHS: Assistant Varsity Girls Basketball Coach	8/1/26	$5,872
Becker, Kristin	OR: Head 8th Gr Volleyball Coach	8/1/26	$3,523
Fuller, Travis	LMHS: Assistant Varsity Football Coach	8/1/26	$4,698
Ginty, Natalie	OR: From Assistant to Head Cross Country Coach	5/13/26	$3,523
Hackett, Jacqueline	OR: From Head 8th Gr to 7th Gr Assistant Volleyball Coach	5/13/26	$3,132
Liang, Sarah	LMHS: Assistant Fall/Winter Poms Coach	8/1/26	$3,523
Peterson, Jacob	OR: Assistant 8th Gr Football Coach	8/1/26	$3,132
Phillips, Ryan	LMHS: Assistant Boys Wrestling Coach	9/1/26	$3,132
Pulis, Madisen	OR: Assistant Girls Soccer Coach	8/1/26	$3,132

*SPG = Strategic Plan Goal/ BG = Board Goal

Rickels, Jennie	LMHS: Assistant Girls Swim Coach	8/1/26	$3,523
Russell, Nikki	LMHS: Head JV Poms Coach	8/1/26	$3,523
Schultz, Chayse	LMHS: Assistant Varsity Girls Wrestling Coach	8/1/26	$4,698
Wolgast, Marita	LMHS: Choir Accompanist	5/20/26	$1,000

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

Name	Assignment	Dept Action	Salary Placement
Booth-Baisten, Joyce	LMHS: ALO Sponsor	5/26/26	$1,800
Davies, Mike	LMHS: Marching Band Camp Instructor	5/26/26	$500
Earnest, Valerie	NE: Accompanist	5/20/26	$400
Gorman, Erin	EX: Jr ALO Sponsor	5/26/26	$1,000
Hannan, MacLynn	LMHS: Assistant Varsity Poms Coach	8/1/26	$3,000
McConahay, Gina	BP: Choir Accompanist	5/18/26	$600
Mullin, Brooke	OR: Jr SODA Sponsor	5/26/26	$1,000
Robson, Alexis	LMHS: Hi-Style Choreography	5/26/26	$200
Robson, Alexis	LMHS: In Step Choreography	5/15/26	$500
Robson, Alexis	LMHS: Show Choir Choreography	5/15/26	$850
Stone, Sherry	LMHS: Marching Band Camp Instructor	5/26/26	$500
Young, Jacob	OR: Jr ALO Sponsor	5/26/26	$1,000

Co/Extra-Curricular Staff: Resignations

Name	Assignment	Dept Action	Reason
Hagmeier, Brittney	OR: Assistant Girls Soccer Coach	6/4/26	Personal
Kemokai, Abass	EX: Assistant 7th Gr Boys Wrestling Coach	5/13/26	Personal
Parke, Bryce	EX: Assistant 8th Gr Boys Wrestling Coach	5/13/26	Personal
Tompkins, Melissa	OR: Assistant Girls Tennis Coach	6/4/26	Personal

<u>902: Approval of May 11th Board Minutes</u> – Exhibit 902.1

<u>903: Approval of Bills/Warrants</u> – Exhibit 903.1

<u>904: Approval of Contracts/Agreements</u> – Exhibits 904.1-15

1. Lori Stohs Consulting Group: Professional development for Executive Cabinet ($6,110.00)
2. School Administrators of Iowa: Renewal of admin mentoring program ($600/Admin)
3. Grant Wood AEA: One-year renewal of SubCentral program ($32,716.20)
4. Junior Achievement of Eastern Iowa: One-year renewal ($14.50/per student)
5. Newsela: License renewal for Excelsior and Oak Ridge ($10,792.96)
6. Eastbank Venue & Lounge: Reservation for LM High School prom venue ($1,800)
7. Megan Hobbs Independent Contractor Agreement: LMHS Marching Band ($700.00)
8. United All Stars Independent Contractor Agreement: Cheerleading Camp ($3,700)
9. Larry Atwater Independent Contractor Agreement: LMHS AP Proctor ($157.50)
10. Susan Atwater Independent Contractor Agreement: LMHS AP Proctor ($536.25)
11. Joyce Dayton Independent Contractor Agreement: LMHS AP Proctor ($292.50)
12. Betsy Hardy Independent Contractor Agreement: LMHS AP Proctor ($67.50)
13. Eastern Iowa Excavating: Change order for indoor activities center early site package ($10,109.15)
14. Encore Entertainment: DJ for LMHS 2026 prom ($650.00)
15. Grant Wood AEA: Amendment to contract for transfer of State funding for SpEd
16. Interagency agreements for Special Education programing with Marion

Independent (1). *For student confidentiality, exhibits are not provided.*

<u>905: Overnight Trip Requests</u> – Exhibits 905.1-3

1. Varsity Pom to attend Universal Dance Association Camp, July 7-10 @ Coralville
2. LMHS Football to attend Central College Team Camp, July 22-24 @ Pella
3. Varsity Pom to attend State Dance Team Competition, Dec 3-4 @ Des Moines

<u>906: Fundraising Requests</u> – Exhibits 906.1-4

1. BP/HP/EX/OR 5th-8th Gr Band: Clothing sale to support the program
2. LMHS ALO/NHS: Talent show to raise funds for Marion Cares
3. LMHS Global Connections: Miscellaneous sales to support Int'l Festival event
4. LMHS Mental Health Matters: Clothing sale to raise funds for "There is Light" Jack's Pack Suicide Prevention Foundation

<u>907: Informational Financial Reports</u> – Exhibit 907.1-2

1. School Finance and Cash Balance Reports as of April 30, 2025
2. School Finance and Cash Balance Reports as of April 30, 2026

1000: BOARD CALENDAR & COMMUNICATIONS

1001: Board Calendar & Communications

President Lowe Lancaster highlighted several upcoming board events and requested volunteers for the July Marion City Council meetings. Director Thomas recognized this year's graduates that did not receive special honors. Director Morey stated her concerns regarding the disservice of postponing the discussion of the additional hallway for the Performance Hall until the 10-year facilities plan was updated.

Date	Time	Event	Location
June 18	5:30 PM	Marion City Council *(Buchholz)*	City Hall
Date	**Time**	**Event**	**Location**
July 9	5:30 PM	Marion City Council *(Thomas)*	City Hall
July 13	5:00 PM	LMCSD Board of Directors Meeting	ELC Boardroom
July 23	5:30 PM	Marion City Council *(Thomas)*	City Hall
Date	**Time**	**Event**	**Location**
August 3	5:00 PM	LMCSD Board of Directors Meeting	ELC Boardroom
August 6	5:30 PM	Marion City Council	City Hall
August 17	5:00 PM	LMCSD Board of Directors Meeting	ELC Boardroom
August 20	5:30 PM	Marion City Council	City Hall
August 24	--	*First Day of School K-9th Grades*	--
August 25	--	*First Day of School 10th-12th Grades*	--

1002: 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

President Lowe Lancaster shared words of thanks with Superintendent Kortemeyer and presented her with a gift on behalf of the Board.

1100: ADJOURNMENT – *Motion 224.06.08*

MOTION by Morey to adjourn the meeting at 5:44 PM. Second by Thomas. Voice vote, all ayes. Motion carried.

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Katie Lowe Lancaster, Board President

____

Jonathan Galbraith, Board Secretary/Treasurer

Exhibit 803.1

LINN-MAR Community School District

INSPIRE LEARNING.
UNLOCK POTENTIAL.
EMPOWER ACHIEVEMENT.

BOARD OF DIRECTORS SPECIAL SESSION MINUTES
June 22, 2026

100: CALL TO ORDER & DETERMINATION OF A QUORUM

The special session of the Linn-Mar Board of Directors was called to order at 7:15 AM in the boardroom of the Educational Leadership Center (3556 Winslow Rd, Marion). Roll was taken to determine a quorum. Present: Buchholz, Foss, Langston, Mansoor (electronically), Morey (electronically), Thomas (electronically), and Lowe Lancaster. Administration present: Galbraith (electronically) and Wear (electronically)

200: ADOPTION OF AGENDA – *Motion 225.06.22*

Jon Galbraith, Chief Financial/Operating Officer, clarified that Item 302.1 required a corrected cost of $1,711,300.00, due to the district's acceptance of the contracted option.

MOTION by Buchholz to adopt the agenda with the corrected price of $1,711,300.00 for Item 302.1. Second by Foss. Voice vote, all ayes. Motion carried.

300: SPECIAL SESSION

301: Approval of FY27 LMEA Agreement – *Motion 226.06.22*

MOTION by Langston to approve a 3.00% total package increase for the Linn-Mar Education Association for fiscal year 2026-27. Second by Morey. Voice vote, all ayes. Motion carried. *(SPG #4-People & Culture / BG #3.a-District Culture)*

302: Approval of Contractor Agreement – Exhibit 302.1 – *Motion 227.06.22*

MOTION by Buchholz to approve the contractor agreement with Foreman Construction for the Oak Ridge band room addition for $1,711,300.00. Second by Langston. Voice vote, all ayes. Motion carried.

400: ADJOURNMENT – *Motion 228.06.22*

MOTION by Langston to adjourn the special session at 7:21 AM. 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

*SPG = Strategic Plan Goal/ BG = Board Goal

Exhibit 804.1

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria
Date Range: 06/04/2026 - 07/08/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
Fund: AQUATIC CENTER		
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	$40,954.61
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	$727.25
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	$3,109.79
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	$727.25
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	$3,109.79
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	$1,173.70
IOWA CITY EELS SWIM CLUB, INC	DUES AND FEES	$3,933.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	$1,277.42
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	$1,917.11
IOWA SWIMMING INC	DUES AND FEES	$350.00
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	$7.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	$17.80
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	$919.35
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	$437.87
WAUKEE COMMUNITY SCHOOL DISTRICT	DUES AND FEES	$2,619.50
	Fund Total:	**$61,281.94**
Fund: DEBT SERVICE		
PIPER SANDLER & CO.	OTHER PROFESSIONAL SERVICES	$149,375.00
UMB BANK, N.A.	INTEREST	$1,241,505.00
UMB BANK, N.A.	OTHER PROFESSIONAL SERVICES	$600.00
UMB BANK, N.A.	PRINCIPAL REDEMPTION	$5,705,000.00
	Fund Total:	**$7,096,480.00**
Fund: GENERAL		
ABILITY PHYSICAL THERAPY, P.C.	OTHER PROFESSIONAL SERVICES	$3,833.33
ACCESS SYSTEMS	GENERAL SUPPLIES	$1,636.56
ACCURATE TRANSLATION BUREAU	Professional Educational Services	$406.35
ADVANTAGE CHIROPRACTIC	PHYSICALS	$240.00
ADVANTAGE RECORDS MANAGEMENT	GENERAL SUPPLIES	$99.51
AGVANTAGE FS	GREASE,OIL,LUBE,COOL	$865.57
AGVANTAGE FS	PROPANE	$3,047.49
AHLERS AND COONEY, P.C.	LEGAL SERVICES	$6,009.00
AIRGAS NORTH CENTRAL	INSTRUCTIONAL SUPPLIES	$262.89
ALBURNETT COMMUNITY SCHOOLS	TUITION OPEN ENROLL	$556,148.85
ALLIANT ENERGY	ELECTRICITY	$135,023.57
AMERICAN SPECIALTIES	GENERAL SUPPLIES	$581.48
ANAMOSA COMMUNITY SCHOOLS	TUITION OPEN ENROLL	$13,076.50
ANIXTER, INC.	MAINTENANCE SUPPLIES	$992.50
AREA AMBULANCE SERVICE	OTHER PROFESSIONAL SERVICES	$800.00
ARNOLD MOTOR SUPPLY	REPAIR PARTS	$110.26
ARNOLD MOTOR SUPPLY	SHOP TOOLS/EQUIPMENT	$99.54
ARNOLD MOTOR SUPPLY	TRANSP. PARTS	$189.14
ASCENDANCE TRUCKS EASTERN IOWA LLC	TRANSP. PARTS	$122.37
ASIFLEX	EE LIAB-FLEX DEP CARE	$21,237.97
ASIFLEX	EE LIAB-FLEX HEALTH	$24,577.55

IA- Warrants Paid Listing

Criteria
Date Range: 06/04/2026 - 07/08/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
AT & T MOBILTY	TELEPHONE	$1,167.37
AUTO-JET MUFFLER	TRANSP. PARTS	$375.83
AXEEN TRAVIS	STAFF TRAVEL	$128.00
AYYAD KERRY	MISC REVENUE	$39.03
B&B VENT CLEANING	OTHER PROFESSIONAL SERVICES	$10,105.00
BRAY MELISSA	STAFF TRAVEL	$62.00
BRECKE	REPAIR/MAINT SERVICE	$1,450.00
BUDGET CAR RENTAL	RENTALS EQUIPMENT	$2,869.18
BURGESS GAYLA	STAFF TRAVEL	$47.00
C.J. COOPER & ASSOCIATES	DRUG TESTING	$1,161.00
C.J. COOPER & ASSOCIATES	PHYSICALS	$130.00
C.R. GLASS CO	GENERAL SUPPLIES	$881.60
CAMBIUM ASSESSMENT, INC	DATA PROCESSING AND	$7,677.50
CAPITAL SANITARY	MAINTENANCE SUPPLIES	$7,459.27
CAROLINA BIOLOGICAL SUPPLY	INSTRUCTIONAL SUPPLIES	$657.60
CARRICO AQUATIC RESOURCES, INC	MAINTENANCE SUPPLIES	$964.94
CARROLL CONSTRUCTION SUPPLY	GROUNDS UPKEEP	$180.04
CEDAR RAPIDS COMM SCH DIST	TUITION OPEN ENROLL	$404,501.84
CEDAR RAPIDS COMM SCH DIST	VEHICLE REPAIR	$732.07
CEDAR RAPIDS WATER DEPT	WATER/SEWER	$1,226.19
CEDAR RAPIDS WINSUPPLY PLUMBING CO	HEAT/PLUMBING SUPPLY	$4,209.78
CENTER POINT-URBANA HIGH SCHOOL	TUITION OPEN ENROLL	$64,014.45
CENTRAL CITY COMMUNITY SCHOOL	TUITION OPEN ENROLL	$13,350.10
CENTRAL STATES BUS SALES INC	TRANSP. PARTS	$3,115.66
CERWICK BRENDA	Professional Educational Services	$382.50
CHURCH KATHRYN	STAFF TRAVEL	$43.10
CITY LAUNDERING COMPANY	GENERAL SUPPLIES	$397.45
CITY OF MARION	DUES AND FEES	$750.00
CITY OF MARION	OTHER PROFESSIONAL SERVICES	$100.00
CITY OF MARION.	OTHER PROFESSIONAL SERVICES	$810.90
CITY OF ROBINS	WATER/SEWER	$651.00
COLLECTION	EE LIAB-GARNISHMENTS	$2,072.78
COLLEGE BOARD	INSTRUCTIONAL SUPPLIES	$78,121.00
COLLEGE COMMUNITY SCHOOLS	TEXTBOOKS	$1,677.48
COLLEGE COMMUNITY SCHOOLS	TUITION OPEN ENROLL	$44,883.13
CONSTELLATION NEWENERGY	NATURAL GAS	$5,171.59
CONVERGE ONE	TECH REPAIRS/MAINTENANCE	$28,053.12
CORRIDOR ENERGY COOPERATIVE	ELECTRICITY	$41,871.44
CRESCENT PARTS & EQUIPMENT CO., INC	MAINTENANCE SUPPLIES	$2,991.81
CROWBAR'S	GENERAL SUPPLIES	$145.80
CROWBAR'S	TRANSP. PARTS	$8.01
CULLIGAN	GENERAL SUPPLIES	$514.46
CUMMINS SALES AND SERVICE	VEHICLE REPAIR	$2,383.05
D'CAMP SARAH	STAFF TRAVEL	$52.00
DAVIS KAYLEE	TRANSP PARENT REIMB	$1,126.50

IA- Warrants Paid Listing

Criteria

Date Range: 06/04/2026 - 07/08/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
DELTA DENTAL OF IOWA	ER LIAB-DENTAL INS	$45,277.91
ELECTRICAL ENGINEERING & EQUIPMENT CO.	ELECTRICAL SUPPLY	$890.52
EMPLOYEE RESOURCE SYSTEMS, INC	OTHER PROFESSIONAL SERVICES	$2,056.32
F & B CAB CO., INC	TRANSP PRIVATE CONT	$5,015.00
F & W SERVICE CO., INC	REPAIR/MAINT SERVICE	$602.01
FAREWAY STORES	INSTRUCTIONAL SUPPLIES	$773.73
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	$4,603,723.01
FREIBURGER VICKI	STAFF TRAVEL	$51.50
GALBRAITH JON	STAFF TRAVEL	$132.00
GALBREATH SHANNON	STAFF TRAVEL	$9.95
GASWAY CO, J P	GENERAL SUPPLIES	$2,459.42
GAZETTE COMMUNICATIONS INC	ADVERTISING	$871.89
GOODWILL OF THE HEARTLAND	PROF SERV: EDUCATION	$10,222.48
GRAINGER	GENERAL SUPPLIES	$1,758.15
GRANT WOOD AEA	AEA FLOW THRU	$216,233.20
GRANT WOOD AEA	GENERAL SUPPLIES	$20.59
GRANT WOOD AEA	INSTRUCTIONAL SUPPLIES	$766.31
GREAT WESTERN SUPPLY CO	GENERAL SUPPLIES	$53.93
GREAT WESTERN SUPPLY CO	MAINTENANCE SUPPLIES	$308.20
GREENWOOD CLEANING SYSTEMS	MAINTENANCE SUPPLIES	$30,562.03
HAYES BETH	STAFF TRAVEL	$39.55
HEMESATH CORTNEE	STAFF TRAVEL	$106.00
HICKS JESSIE	STAFF TRAVEL	$23.00
HOBART SERVICE	GENERAL SUPPLIES	$373.50
HY-VEE FOOD STORE-8556	GENERAL SUPPLIES	$486.00
HY-VEE FOOD STORE-8556	INSTRUCTIONAL SUPPLIES	$51.99
IASB	DUES AND FEES	$700.00
IMON COMMUNICATIONS LLC	TELEPHONE	$1,425.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	$89,230.80
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	$381,540.37
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	$89,230.80
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	$381,540.37
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	$436,860.85
INTERSTATE ALL BATTERY CENTER	MAINTENANCE SUPPLIES	$167.12
INTERSTATE BATTERIES OF UPPER IA	TRANSP. PARTS	$678.80
INTERSTATE POWER SYSTEMS	VEHICLE REPAIR	$2,875.56
IOWA CITY COMMUNITY SCHOOLS	TUITION OPEN ENROLL	$24,456.65
IOWA COMMUNICATIONS NETWORK	INTERNET	$11.08
IOWA DEPT OF HUMAN SERVICES	MEDICAID REIMBURSE	$210,418.54
IOWA DEPT OF REVENUE	EE LIAB-GARNISHMENTS	$1,842.01
IOWA MEDICAID	MEDICAID REIMBURSE	$26,751.86
IOWA ONE CALL	OTHER TECH SER	$38.00
IOWA PRISON INDUSTRIES	MAINTENANCE SUPPLIES	$135.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	$365,165.31
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	$548,038.43

IA- Warrants Paid Listing

Fiscal Year: 2025-2026

Criteria
Date Range: 06/04/2026 - 07/08/2026

Vendor Name	Description	Check Total
IOWA SHARES	EE LIAB-CHARITY	$23.00
IOWA TESTING PROGRAMS	INSTRUCTIONAL SUPPLIES	$34,755.00
IPROMOTEU.COM INC	GENERAL SUPPLIES	$843.20
ISFIS	OTHER PROFESSIONAL SERVICES	$774.50
ISPRA	DUES AND FEES	$295.00
JOHNSTONE SUPPLY	HEAT/PLUMBING SUPPLY	$580.00
JUICEBOX INTERACTIVE	DUES AND FEES	$1,771.25
K-12 TECHNOLOGY GROUP INC	TELEPHONE	$1,434.55
KIRKWOOD COMM COLLEGE	OTHER TECH SER	$80.00
KIRKWOOD COMM COLLEGE	TUITION-COMM COLLEGE	$425.00
LAWSON PRODUCTS, INC	MAINTENANCE SUPPLIES	$841.31
LINDER TIRE SERVICE INC	TIRES AND TUBES	$2,475.80
LINN CO-OP OIL	GASOLINE	$6,602.00
LINN COUNTY TREASURER	DUES AND FEES	$1,020.00
LINN-MAR FOUNDATION	EE LIAB-CHARITY	$164.00
LINN-MAR NUTRITION SERVICES	GENERAL SUPPLIES	$167.35
LINN-MAR NUTRITION SERVICES	INSTRUCTIONAL SUPPLIES	$102.86
LISBON COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	$47,975.74
LOGISTICS RECYCLING INC	OTHER PROFESSIONAL SERVICES	$1,846.54
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	$5,421.83
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	$10,674.11
MADISON NATIONAL LIFE INS. CO., INC	RETIREE INSURANCE	($236.00)
MARION WATER DEPT	WATER/SEWER	$29,775.54
MAYES JACOB	STAFF TRAVEL	$120.00
MENARDS -13127	GENERAL SUPPLIES	$2,365.09
MENARDS -13127	INSTRUCTIONAL SUPPLIES	$95.14
MENARDS -13127	SHOP TOOLS/EQUIPMENT	$357.98
METEOR EDUCATION, LLC	GENERAL SUPPLIES	$9,235.00
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	$653,554.36
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	($42.25)
METRO INTERAGENCY INS PROG.	ER LIAB-MEDICAL INSURANCE	$29,290.00
METRO INTERAGENCY INS PROG.	RETIREE INSURANCE	$47,315.44
MHC Kenworth Cedar Rapids	TRANSP. PARTS	$1,459.78
MID AMERICAN ENERGY	NATURAL GAS	$2,754.71
MID-PRAIRIE COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	$12,803.40
MIDWEST WHEEL	TRANSP. PARTS	$256.07
MONTICELLO COMMUNITY SCHOOLS	TUITION OPEN ENROLL	$8,535.24
NAPA AUTO PARTS (GPC)	TRANSP. PARTS	$141.18
NORSOLV SYSTEMS ENVIRONMENTAL SERVICE	GENERAL SUPPLIES	$57.75
OPEN TEXT INC	OTHER TECH SER	$203.34
ORKIN PEST CONTROL	OTHER PROFESSIONAL SERVICES	$796.24
OSBORNE ANN MARIE	Professional Educational Services	$650.00
PARTS TOWN, LLC	GENERAL SUPPLIES	$342.10
PENCE MOTORSPORTS LLC	REPAIR PARTS	$272.99
PENCE MOTORSPORTS LLC	REPAIR/MAINT SERVICE	$147.60

Vendor Name	Description	Check Total
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	$147.00
PETERSON JENNIFER	STAFF TRAVEL	$45.00
PFEIL ANGELA	STAFF TRAVEL	$35.50
PFEIL REBEKAH	STAFF TRAVEL	$20.90
PIRNAT MICHAELA	STAFF TRAVEL	$79.60
PITTSBURGH PAINTS	GENERAL SUPPLIES	$2,165.54
PLUMB SUPPLY CO.	HEAT/PLUMBING SUPPLY	$2,303.73
POINTCORE GRAPHIC SOLUTIONS	GENERAL SUPPLIES	$38.00
Polk County Sheriff	EE LIAB-GARNISHMENTS	$322.16
POOL TECH, A WGHK INC, COMPANY	GENERAL SUPPLIES	$4,978.00
RAPIDS WHOLESALE EQUIP CO	HEAT/PLUMBING SUPPLY	$434.62
RED CEDAR CHAMBER MUSIC	Professional Educational Services	$500.00
RED OAK COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	$11,902.42
RELAYHUB LLC	DATA PROCESSING AND	$20,771.45
RIVERSIDE TECHNOLOGIES, INC	INSTRUCTIONAL SUPPLIES	$7,439.84
ROBERTSHAW KIRSTEN	STAFF TRAVEL	$20.50
ROCHESTER ARMORED CAR CO INC	GENERAL SUPPLIES	$500.24
SADDLEBACK EDUCATIONAL PUBLISHING	INSTRUCTIONAL SUPPLIES	$1,567.89
SADLER POWER TRAIN	TRANSP. PARTS	$374.40
SCHOLASTIC INC.	INSTRUCTIONAL SUPPLIES	$445.85
SCHOOL BUS SAFETY COMPANY	GENERAL SOFTWARE	$2,149.90
SCHOOL BUS SALES	TRANSP. PARTS	$215.62
SCHOOL BUS SALES	VEHICLE REPAIR	$480.50
SCHOOL HEALTH CORP	GENERAL SUPPLIES	$59.48
SCHULTZ STRINGS INC	EQUIPMENT REPAIR	$170.00
SEYMOUR RYLEY	STAFF TRAVEL	$85.90
SITEONE LANDSCAPE SUPPLY, LLC	GROUNDS UPKEEP	$174.59
SOLBERG'S	GENERAL SUPPLIES	$335.40
SPORTS IMPORTS	INSTRUCTIONAL SUPPLIES	$407.38
SPRINGVILLE COMMUNITY SCHOOLS	TUITION OPEN ENROLL	$139,569.13
STATE HYGIENIC LABORATORY	GENERAL SUPPLIES	$15.50
STEVE KING	EQUIPMENT REPAIR	$400.00
STREFF ELECTRIC INC	REPAIR/MAINT SERVICE	$572.40
SULT MARY	MISC REVENUE	$8.00
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	$4,338.75
SWAMP FOX BOOKSTORE	LIBRARY BOOKS	$416.52
TAYLOR MUSIC, INC	INSTRUCTIONAL SUPPLIES	$2,800.00
THE FILTER SHOP, INC	MAINTENANCE SUPPLIES	$10,336.59
THE SHREDDER	OTHER PROFESSIONAL SERVICES	$1,074.00
TOWNS KATHRYN	STAFF TRAVEL	$85.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	$154,331.49
U.S. POSTAL SERVICE (POSTAGE BY PHONE)	POSTAGE/UPS	$10,000.00
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	$70.00
VAN METER CO	ELECTRICAL SUPPLY	$3,543.59
VERIZON WIRELESS	TELEPHONE	$2,947.72

IA- Warrants Paid Listing

Criteria
Date Range: 06/04/2026 - 07/08/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	$68,824.02
WEAR NATHAN	STAFF TRAVEL	$133.00
WEBER COMMUNICATIONS INC	OTHER PROFESSIONAL SERVICES	$600.00
WEST MUSIC CO	EQUIPMENT REPAIR	$207.37
WEST MUSIC CO	INSTRUCTIONAL SUPPLIES	$3,376.98
WEST MUSIC CO	ISL INSTRUMENTAL: INSTRUCTIONAL SUPPLIES	$1,894.00
WEST MUSIC CO	PROF SERV: EDUCATION	$27.00
WETZEL LORA	STAFF TRAVEL	$228.00
WINDSTAR LINES	TRANSP PRIVATE CONT	$1,690.70
ZAHRADNIK MADDISON	STAFF TRAVEL	$61.75
	Fund Total:	**$10,376,294.40**
Fund: LOCAL OPT SALES TAX		
ADVANCED BUSINESS SYSTEMS INC	COMP/TECH HARDWARE	$798,000.00
EASTERN IOWA EXCAVATING & CONCRETE	CONSTRUCTION SERV	$434,642.72
HALL & HALL ENGINEERS INC	ARCHITECT	$229.72
MCCOMAS LACINA CONSTRUCTION LC	CONSTRUCTION SERV	$27,673.56
MECHANICAL SALES IOWA PARTS, INC	OTHER PROFESSIONAL SERVICES	$88,500.00
OPN ARCHITECTS, INC.	ARCHITECT	$543,455.79
ZASADNY THOMAS	FURNITURE & FIXTURES	$1,192.53
	Fund Total:	**$1,893,694.32**
Fund: MANAGEMENT LEVY		
EMC INSURANCE	Professional Liablity/Errors & Omissions	$5,000.00
	Fund Total:	**$5,000.00**
Fund: NUTRITION SERVICES		
ANDERSON ERICKSON DAIRY CO	PURCHASE FOOD	$33,443.55
BAST NICOLE	UNEARNED REVENUE	$1.35
BERRYKNOOP SANDY	UNEARNED REVENUE	$11.05
BETTIS BRANDI	UNEARNED REVENUE	$68.55
BLANDFORD MOLLY	UNEARNED REVENUE	$41.65
BLUBAUGH ERIKA	UNEARNED REVENUE	$0.85
BOVINET MICHELLE	UNEARNED REVENUE	$70.00
BRAGG JOANNA	UNEARNED REVENUE	$0.30
BRYANT ANGIE	UNEARNED REVENUE	$0.05
BURKHART DAVID	UNEARNED REVENUE	$0.40
CAMPBELL ALYSON	UNEARNED REVENUE	$0.60
CHESMORE TRACEY	UNEARNED REVENUE	$1.40
CHRISTOPHERSON JENNIFER	UNEARNED REVENUE	$0.65
CLYMER ANA	UNEARNED REVENUE	$0.67
CORMIER YUKI	UNEARNED REVENUE	$10.25
COZINE CASSY	UNEARNED REVENUE	$132.60
DALY SUSAN	UNEARNED REVENUE	$103.90
DOLPHIN CURT	UNEARNED REVENUE	$5.80
DOMER APRIL	UNEARNED REVENUE	$211.40
DUFFY STEPHANIE	UNEARNED REVENUE	$17.25

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria
Date Range: 06/04/2026 - 07/08/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
EMS DETERGENT SERVICES	GENERAL SUPPLIES	$807.60
ENOSA DIANA	UNEARNED REVENUE	$0.25
FAGAN CLARE	UNEARNED REVENUE	$21.85
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	$199,336.28
FISCHER RENAE	UNEARNED REVENUE	$0.37
FISH ANDREA	STAFF TRAVEL	$36.50
FISH STACY	STAFF TRAVEL	$36.00
FRANKLIN JODELLE	UNEARNED REVENUE	$5.00
GARCIA ADELINA	UNEARNED REVENUE	$21.85
GUTHRIE KELLEE	UNEARNED REVENUE	$31.85
HARNEY KRISTA	UNEARNED REVENUE	$5.00
HARRIS AUTUMN	UNEARNED REVENUE	$39.75
HUBERG DANA	UNEARNED REVENUE	$24.65
HUMPHRIES STEPHANIE	UNEARNED REVENUE	$470.15
IBRAHIM KARIM	UNEARNED REVENUE	$0.93
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	$3,574.35
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	$15,283.75
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	$3,574.35
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	$15,283.75
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	$7,194.86
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	$11,133.39
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	$16,708.92
IVERSON RACHEL	UNEARNED REVENUE	$105.55
JESSE CARLA	UNEARNED REVENUE	$6.80
JONES THOMAS SARA	UNEARNED REVENUE	$1.40
KEMP ERIN	UNEARNED REVENUE	$16.20
KERN DUSTIN	UNEARNED REVENUE	$0.15
KIRCHNER DANIEL	UNEARNED REVENUE	$90.40
LANE JAYNE	UNEARNED REVENUE	$102.85
LIMBERT MATTHEW	UNEARNED REVENUE	$0.75
LINN COUNTY SHERIFF	EE LIAB-GARNISHMENTS	$63.85
MACEK KELLY	UNEARNED REVENUE	$12.85
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	$169.92
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	$178.23
MALIK AMNA	UNEARNED REVENUE	$42.40
MARTIN BROTHERS DISTRIBUTING CO., INC	PURCHASE FOOD	$30,032.96
MASTASCUSA JILL	UNEARNED REVENUE	$15.30
MCCLOSKEY ANGIE	GENERAL SUPPLIES	$45.00
McPEEK DIANE	UNEARNED REVENUE	$311.45
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	$11,266.49
MICHAEL KIM	UNEARNED REVENUE	$0.10
MIDDLEKAUFF JO	UNEARNED REVENUE	$40.60
MIELL JENNIFER	UNEARNED REVENUE	$26.05
MOORE ANGELA	UNEARNED REVENUE	$19.10
MOORE ANITA	UNEARNED REVENUE	$515.30

IA- Warrants Paid Listing

Criteria

Date Range: 06/04/2026 - 07/08/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
MORRIS JENNIFER	UNEARNED REVENUE	$18.40
NAVEEN SREEJA	UNEARNED REVENUE	$25.30
NEWTON BECKY	UNEARNED REVENUE	$28.05
NORLIN SARA	UNEARNED REVENUE	$2.15
NOWERS ROY	UNEARNED REVENUE	$5.02
OBLETON ISHMAEL	UNEARNED REVENUE	$49.45
PAN-O-GOLD BAKING CO	PURCHASE FOOD	$4,899.19
PERFORMANCE FOODSERVICE - CEDAR RAPIDS	GENERAL SUPPLIES	$3,323.52
PERFORMANCE FOODSERVICE - CEDAR RAPIDS	PURCHASE FOOD	$83,240.60
PIERSON KAREN	UNEARNED REVENUE	$14.55
POTTER AMANDA	UNEARNED REVENUE	$52.75
PRIMERO ABIGAIL	UNEARNED REVENUE	$15.50
RAPIDS WHOLESALE EQUIP CO	GENERAL SUPPLIES	$339.35
RAUCH BEN	UNEARNED REVENUE	$3.95
RICHARDSON HEATHER	UNEARNED REVENUE	$103.00
ROBERTS SARAH	UNEARNED REVENUE	$1.80
RYON DEBORAH	UNEARNED REVENUE	$6.40
SCHLESINGER DAWN	UNEARNED REVENUE	$107.75
SCHULTEJANS SCHARNAU SUSAN	UNEARNED REVENUE	$169.75
SCHULTZ SUSIE	UNEARNED REVENUE	$8.35
SETRUM JENNIFER	UNEARNED REVENUE	$112.05
SEVERS JENNIFER	UNEARNED REVENUE	$12.40
SHEETS JEREMY	UNEARNED REVENUE	$1.30
SHETTY KAVITA	UNEARNED REVENUE	$0.95
SISNEROS JENELLE	UNEARNED REVENUE	$21.95
SMITH KERRY	UNEARNED REVENUE	$21.05
SOJKA HOLLY	UNEARNED REVENUE	$12.50
SOPPE DANNELLE	UNEARNED REVENUE	$36.45
STAREFOS VALERIE	UNEARNED REVENUE	$49.35
STEENHOEK VICKI	UNEARNED REVENUE	$112.10
STEIN KRISTIN	UNEARNED REVENUE	$97.50
STOCKI LINDSAY	UNEARNED REVENUE	$23.20
SULLIVAN BRENDA	UNEARNED REVENUE	$0.45
THATCHER HEATHER	UNEARNED REVENUE	$24.50
THOMPSON DEMEKA	UNEARNED REVENUE	$0.50
TJONG-A-TJOE PAUL	UNEARNED REVENUE	$12.80
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	$3,906.51
ULLRICK AMY	UNEARNED REVENUE	$25.80
URBAN VICKI	UNEARNED REVENUE	$8.65
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	$75.00
WATTERS MARK	UNEARNED REVENUE	$0.40
WEBER AMY	UNEARNED REVENUE	$0.85
WERNER FREDERICK	UNEARNED REVENUE	$125.45
WHITE JANELL	UNEARNED REVENUE	$57.60

Vendor Name	Description	Check Total
WHITE JULIE	UNEARNED REVENUE	$38.80
WITHAM CHRISTY	UNEARNED REVENUE	$3.40
WORDEN KERI OR IAN	UNEARNED REVENUE	$103.00
XIAO JIM YUAN	UNEARNED REVENUE	$36.32
ZACH DANA	UNEARNED REVENUE	$73.20
	Fund Total:	**$448,186.23**
Fund: PHY PLANT & EQ LEVY		
ACCESS SYSTEMS	COMPUTER/COPIER RENT	$12,103.55
BRECKE	CONSTRUCTION SERV	$1,241.82
CAPITAL SANITARY	EQUIPMENT >$5,000	$4,199.60
DB ACOUSTICS INC	EQUIPMENT >$5,000	$5,747.50
DRYSPACE INC	CONSTRUCTION SERV	$2,397.90
HOME PRO SERVICES INC	OTHER PROFESSIONAL SERVICES	$3,096.00
INTERSTATE POWER SYSTEMS	VEHICLE REPAIR > $2500	$5,417.65
MIDWEST ALARM SERVICES	CONSTRUCTION SERV	$452.50
OPN ARCHITECTS, INC.	ARCHITECT	$28,000.00
OVERHEAD DOOR CO	CONSTRUCTION SERV	$13,800.00
PRO TRACK AND TENNIS INC	CONSTRUCTION SERV	$13,860.00
QUINN EQUIPMENT INC	EQUIPMENT >$5,000	$8,895.00
ROTO-ROOTER	CONSTRUCTION SERV	$648.28
SCHOOL BUS SALES	VEHICLE REPAIR > $2500	$9,833.38
SHIVE-HATTERY INC.	CONSTRUCTION SERV	$5,894.50
TYLER TECHNOLOGIES INC	DATA PROCESSING AND	$1,260.00
VHF SALES, INC	BLDG. CONST SUPPLIES	$774.00
	Fund Total:	**$117,621.68**
Fund: PUB ED & REC LEVY		
BOLAND RECREATION	CONSTRUCTION SERV	$159,775.00
D & K PRODUCTS	GROUNDS UPKEEP	$8,747.50
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	$2,299.74
HALL & HALL ENGINEERS INC	ARCHITECT	$5,550.08
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	$42.80
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	$183.00
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	$42.80
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	$183.00
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	$149.44
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	$192.45
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	$288.83
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	$2.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	$5.81
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	$364.41
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	$84.28
WENDLING QUARRIES	GROUNDS UPKEEP	$245.00
	Fund Total:	**$178,156.64**

Linn-Mar Community School District

IA- Warrants Paid Listing

Date Range: Criteria 06/04/2026 - 07/08/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
Fund: STUDENT ACTIVITY		
AMY WHITE PHOTOGRAPHY	GENERAL SUPPLIES	$1,425.00
B & D GOLF	GENERAL SUPPLIES	$2,088.00
BOOSTER CLUB	GENERAL SUPPLIES	$1,050.00
BRANDED APPAREL	GENERAL SUPPLIES	$650.00
BSN SPORTS	GENERAL SUPPLIES	$9,236.07
CEDAR FALLS HIGH SCHOOL	DUES AND FEES	$20.00
CEDAR RAPIDS WASHINGTON HIGH SCHOOL	DUES AND FEES	$210.00
CLEAR CREEK AMANA COMMUNITY SCHOOL	DUES AND FEES	$100.00
CONDON MICHAEL J	OFFICIAL/JUDGE	$480.00
COPYWORKS	GENERAL SUPPLIES	$1,021.00
COTTON GALLERY LTD.	GENERAL SUPPLIES	$3,244.00
DAYTON CHARLES	OFFICIAL/JUDGE	$300.00
DAYTON JOYCE	OFFICIAL/JUDGE	$600.00
ECISOA	DUES AND FEES	$544.00
ELITE SPORTS	GENERAL SUPPLIES	$3,570.50
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	$3,401.95
FECHNER CHRIS	STAFF TRAVEL	$110.00
FINE ARTS OUTFITTERS LLC	GENERAL SUPPLIES	$5,267.52
FUSIONSITE MIDWEST LLC	DUES AND FEES	$1,002.98
FUSIONSITE MIDWEST LLC	GENERAL SUPPLIES	$402.50
GANGESTAD SAMANTHA	OFFICIAL/JUDGE	$180.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	$123.67
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	$528.69
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	$123.67
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	$528.69
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	$362.01
IOWA GIRLS HIGH SCHOOL ATHLETIC UNION	DUES AND FEES	$30.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	$256.08
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	$384.32
IPROMOTEU.COM INC	GENERAL SUPPLIES	$127.64
JOSTENS, INC	GENERAL SUPPLIES	$3,161.70
KEVIN BUGLEWICZ	PROF SERV: EDUCATION	$2,016.18
LANGUAGE TESTING INTERNATIONAL, INC	GENERAL SUPPLIES	$33.50
MAHMENS MITCH	OFFICIAL/JUDGE	$120.00
MARION CARES INC	GENERAL SUPPLIES	$1,556.87
MENARDS -13127	GENERAL SUPPLIES	$78.95
MH ADVERTISING SPECIALTIES	GENERAL SUPPLIES	$222.00
MONTICELLO SPORTS	GENERAL SUPPLIES	$690.00
POINTCORE GRAPHIC SOLUTIONS	GENERAL SUPPLIES	$79.31
READ PHOTOGRAPHY	GENERAL SUPPLIES	$135.00
RIDDELL ALL-AMERICAN	GENERAL SUPPLIES	$960.73
SAVILLE SCOTT	OFFICIAL/JUDGE	$120.00
SCHULTZ STRINGS INC	GENERAL SUPPLIES	$378.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	$136.69

IA- Warrants Paid Listing

Criteria
Date Range: 06/04/2026 - 07/08/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
UNITED ALL STARS INC	DUES AND FEES	$2,100.00
UNIVERSAL DANCE ASSOCIATION	DUES AND FEES	$16,166.00
UNIVERSITY OF WISCONSIN PLATTEVILLE	DUES AND FEES	$250.00
VARSITY ATHLETIC APPAREL, INC	GENERAL SUPPLIES	$142.50
WEST HIGH SCHOOL	DUES AND FEES	$120.00
WILDWOOD LODGE	STAFF TRAVEL	$9,386.72
WILLIAMSBURG HIGH SCHOOL	DUES AND FEES	$100.00
WINDSTAR LINES	STAFF TRAVEL	$3,337.20
	Fund Total:	**$78,659.64**
	Grand Total:	**$20,255,374.85**

End of Report

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 06/04/2026 - 07/08/2026

Fiscal Year: 2026-2027

Vendor Name	Description		Check Total
Fund: AQUATIC CENTER			
IOWA SWIMMING INC	DUES AND FEES		$528.50
		Fund Total:	$528.50
Fund: GENERAL			
AASPA	DUES AND FEES		$275.00
ARK DATA CENTERS LLC	OTHER TECH SER		$115.14
FRONTLINE TECHNOLOGIES	DUES AND FEES		$3,162.13
IASB	DUES AND FEES		$14,293.00
INSIGNIA SOFTWARE CORPORATION	COMPUTER SOFTWARE		$10,000.00
IOWA PUPIL TRANSPORTATION ASSN	DUES AND FEES		$2,315.00
ISFIS	DUES AND FEES		$4,453.72
K-12 TECHNOLOGY GROUP INC	COMPUTER SOFTWARE		$110,610.00
SCHOOL ADMINISTRATORS OF IOWA	DUES AND FEES		$39,851.00
STERICYCLE INC	DUES AND FEES		$20.82
URBAN EDUCATION NETWORK	DUES AND FEES		$6,500.00
VECTOR SOLUTIONS	DUES AND FEES		$19,667.70
YMCA-25315	DUES AND FEES		$600.00
		Fund Total:	$211,863.51
Fund: LOCAL OPT SALES TAX			
BYTESPEED LLC	COMP/TECH HARDWARE		$24,950.00
		Fund Total:	$24,950.00
Fund: MANAGEMENT LEVY			
TRUENORTH COMPANIES, LC	BLDG/PROPERTY INS		$983,962.57
TRUENORTH COMPANIES, LC	General Liabiity Insurance		$131,519.00
TRUENORTH COMPANIES, LC	Professional Liablity/Errors & Omissions		$50,980.00
TRUENORTH COMPANIES, LC	Vehicle Insurance		$182,728.00
TRUENORTH COMPANIES, LC	WORKERS COMP		$303,872.00
		Fund Total:	$1,653,061.57
Fund: PHY PLANT & EQ LEVY			
CULVER'S CORRIDOR STORAGE, LLC	FACILITY RENTAL		$1,187.50
EMPOWERED PROPERTIES, LLC	FACILITY RENTAL		$3,675.00
IN TOUCH RECEIPTING	COMPUTER SOFTWARE		$7,495.00
		Fund Total:	$12,357.50
Fund: STUDENT ACTIVITY			
ARBITERSPORTS LLC	DUES AND FEES		$4,161.02
CONDON MICHAEL J	OFFICIAL/JUDGE		$60.00
DAYTON CHARLES	OFFICIAL/JUDGE		$40.00
DAYTON JOYCE	OFFICIAL/JUDGE		$80.00
IOWA GIRLS COACHES ASSOCIATION	DUES AND FEES		$125.00
MAHMENS MITCH	OFFICIAL/JUDGE		$120.00
NHS/NASC/NASSP	DUES AND FEES		$480.00
TRI-STATE TRAVEL	STAFF TRAVEL		$4,625.00
		Fund Total:	$9,691.02

IA- Warrants Paid Listing

Criteria

Date Range: 06/04/2026 - 07/08/2026

Fiscal Year: 2026-2027

Vendor Name	Description	Check Total
	Grand Total:	$1,912,452.10

End of Report

Exhibit 805.1

CharacterStrong, LLC
150 Rouse Blvd, Suite 210
Philadelphia, PA 19112
billing@characterstrong.com
characterstrong.com

Estimate # EST3298

Date: 5/13/2026

Expiration Date: 9/10/2026

Bill To

Attn: Michaela O'Connell
Linn-Mar Community School District
3556 Winslow Rd
Marion IA 52302-8978
United States

Ship To

Attn: Michaela O'Connell
Linn-Mar Community School District
3556 Winslow Rd
Marion IA 52302-8978
United States

TOTAL

$55,973.00

Item	Quantity	Service Start - End	Gross Amount	Discount	Net Amount
Tier 1 Curriculum PFP License School-wide License for the Elementary Curriculum, PurposeFull People Pre-K through 5th - A Social, Emotional, and Character Development Curriculum	7	8/1/2026 - 7/31/2027	$27,993.00	$13,999.30	$13,993.70
Tier 1 Curriculum HS License School-wide License for CharacterStrong Tier 1 lessons - 9th-12th grade	1	8/1/2026 - 7/31/2027	$3,999.00	$1,999.90	$1,999.10
Tier 1 Curriculum MS License School-wide License for CharacterStrong Tier 1 lessons - 6th-8th grade	2	8/1/2026 - 7/31/2027	$7,998.00	$3,999.80	$3,998.20
Tier 2 Curriculum MS License School-wide Tier 2 License for CharacterStrong Character Development lessons for Secondary Grades - 6-8	2	8/1/2026 - 7/31/2027	$3,998.00	$0.00	$3,998.00
Tier 2 Curriculum Elem License School-wide Tier 2 License for CharacterStrong Character Development lessons for Elementary	7	8/1/2026 - 7/31/2027	$13,993.00	$0.00	$13,993.00
Tier 3 Curriculum MS License School-wide Tier 3 License for CharacterStrong Character Development lessons for Secondary Grades - 6-8	2	8/1/2026 - 7/31/2027	$3,998.00	$0.00	$3,998.00
Tier 3 Curriculum Elem License School-wide Tier 3 License for CharacterStrong Character Development lessons for Elementary	7	8/1/2026 - 7/31/2027	$13,993.00	$0.00	$13,993.00

Pay Online or Send Remittance to:
CharacterStrong
PO Box 12415
Newark, NJ 07101-3515

Subtotal	$55,973.00
Sales Tax	$0.00
Total	**$55,973.00**

Signature: ____________________________Date:___________
(Katie Lowe Lancaster, Board President)

If payment requires board approval or you have other unique circumstances that might prevent you from processing payment before the due date, please reach out to billing@characterstrong.com and we'd be happy to discuss options.

Contracts, purchase orders, and payments can be mailed to CharacterStrong, LLC at the address above, or emailed to billing@characterstrong.com.

EIN: 81-4174372 UBI: 604-043-554

CharacterStrong's Cancellation Policies can be found at:
https://characterstrong.com/resources/cancellation-policies

Price Quote

Exhibit 805.2

100 S. Mill Ave
Suite 1700
Tempe, AZ 85281
877-725-4257

Date	6/11/2026
Quote No.	Q-271638
Acct. No.	12210239
Total	32,163.12
Pricing Expires	12/08/2026

Linn-MAR Community School District
3556 Winslow Rd.
Marion IA 52302
United States

2026 Linn-MAR Imagine IM K-1 Print

Payment Term	Contract Start	Contract End
Net 30	8/1/2026	7/31/2027

Site	Description	Comments	End Date	Qty	Per Unit	Amount
Linn-MAR Community School District						
	Imagine IM Student Workbook Unit 2 - Grade K		07/31/2027	434	4.40	1,909.60
	Imagine IM Student Workbook Unit 3 - Grade K		07/31/2027	434	4.40	1,909.60
	Imagine IM Student Workbook Unit 4 - Grade K		07/31/2027	434	4.40	1,909.60
	Imagine IM Student Workbook Unit 5 - Grade K		07/31/2027	434	4.40	1,909.60
	Imagine IM Student Workbook Unit 6 - Grade K		07/31/2027	434	4.40	1,909.60
	Imagine IM Student Workbook Unit 7 - Grade K		07/31/2027	434	4.40	1,909.60
	Imagine IM Student Workbook Unit 8 - Grade K		07/31/2027	434	4.40	1,909.60
	Imagine IM Student Print - Grade 1		07/31/2027	496	32.00	15,872.00
	Shipping and Handling (ILC)	Shipping and Handling fee covers all physical materials listed above for the duration of the term.	07/31/2027	1	2,923.92	2,923.92

Subtotal	32,163.12
Tax Total	0.00
Total	32,163.12

Imagine Learning will audit enrollment count throughout the year. If more enrollments are found to be in use than purchased, Imagine Learning will invoice the customer for the additional usage.

This quote is subject to Imagine Learning LLC Terms and Conditions of Company Services ("Terms and Conditions"). These Terms and Conditions are available at www.imaginelearning.com/standard-terms-and-conditions, may change without notice and are incorporated by this reference. By signing this quote or by submitting a purchase order or form purchasing document, Customer explicitly agrees to these Terms and Conditions resulting in a legally binding agreement. To the fullest extent permitted under applicable law, all pricing information contained in this quote is confidential and may not be shared with third parties without Imagine Learning's written consent.

Not valid unless accompanied by a purchase order. Please specify a shipping address if applicable. Please e-mail this quote, the purchase order and order documentation to AR@imaginelearning.com or fax to 480-423-0213.

Linn-MAR Community School District		**Imagine Learning Representative**
Signature:		Lindsay Stutzman
Print Name:	Katie Lowe Lancaster	Account Executive -
Title:	Board President	lindsay.stutzman@imaginelearning.com
Date:		imaginethefutureoflearning.com

Exhibit 805.3

GREAT MINDS every child is capable of greatness

Great Minds Quote

Date	June 12, 2026	Quote Number	00520522
Expiration Date	March 15, 2026		
Prepared By	Andy Fish	Contact Name	Lori Manley
Email	andy.fish@greatminds.org	Phone	(319) 447-3013
		Email	lmanley@linnmar.k12.ia.us
Bill to Name	Linn-Mar Community School District	Ship to Name	Linn-Mar Community School District
Bill To	3556 Winslow Road Marion, IA 52302	Ship To	3556 Winslow Road Marion, IA 52302
		End User	Linn-Mar Community School District

Make Payment to:
Great Minds PBC Tax ID: 84-3785772
Mail payment to:
Great Minds PBC
P.O. Box 200283
Pittsburgh, PA 15251-0283

Phone: 202.223.1854
Email: ordertracking@greatminds.org

Wire/ACH Silicon Valley Bank **Beneficiary: Great Minds PBC**
ABA #121140399 – Account #3303446795 Intl: SWIFT SVBKUS6S
Please email all remittance information to payments@greatminds.org.

PD - Services	ISBN	Quantity	List Price	Total Price
Grade Multiple				
Wit and Wisdom - Virtual PD Support Services - 1.5 hours	GM-03338	4.00	$625.00	$2,500.00

Wit and Wisdom - Digital	ISBN	Quantity	List Price	Total Price
Grade Multiple				
Wit & Wisdom Digital Teacher Edition License for Grades K-8 (1 SY): Service End Date (6/30 of School Year 2026 - 2027 unless noted otherwise)	GM-03662	80.00	$199.50	$15,960.00

Wit and Wisdom - Print	ISBN	Quantity	List Price	Total Price
Grade 3				
Wit & Wisdom 2023 Grade 3 Student Edition Module 1	979-8-88588-740-3	548.00	$5.41	$2,964.68
Wit & Wisdom 2023 Grade 3 Student Edition Module 2	979-8-88588-741-0	548.00	$5.41	$2,964.68
Wit & Wisdom 2023 Grade 3 Student Edition Module 3	979-8-88588-742-7	548.00	$5.41	$2,964.68
Grade 4				
Wit & Wisdom 2023 Grade 4 Student Edition Module 1	979-8-88588-751-9	584.00	$5.41	$3,159.44
Wit & Wisdom 2023 Grade 4 Student Edition Module 2	979-8-88588-752-6	584.00	$5.41	$3,159.44
Wit & Wisdom 2023 Grade 4 Student Edition Module 3	979-8-88588-753-3	584.00	$5.41	$3,159.44
Grade 5				
Wit & Wisdom 2023 Grade 5 Student Edition Module 1	979-8-88588-762-5	520.00	$5.41	$2,813.20
Wit & Wisdom 2023 Grade 5 Student Edition Module 2	979-8-88588-763-2	540.00	$5.41	$2,921.40
Wit & Wisdom 2023 Grade 5 Student Edition Module 3	979-8-88588-764-9	440.00	$5.41	$2,380.40
Grade 6				
Wit & Wisdom 2023 Grade 6 Student Edition Module 1	979-8-88588-773-1	517.00	$5.41	$2,796.97
Wit & Wisdom 2023 Grade 6 Student Edition Module 2	979-8-88588-774-8	504.00	$5.41	$2,726.64
Wit & Wisdom 2023 Grade 6 Student Edition Module 3	979-8-88588-775-5	481.00	$5.41	$2,602.21
Wit & Wisdom 2023 Grade 6 Student Edition Module 4	979-8-88588-776-2	50.00	$5.41	$270.50

Print	$34,883.68
Digital	$15,960.00
Services	$2,500.00
Solution Subtotal	$53,343.68
Shipping and Handling	$3,313.95
***Pre-Tax Solution Total**	***$56,657.63***
Estimated Sales Tax	$0.00
Estimated S&H Tax	$0.00
Total Solution:	**$56,657.63**

This Quote is governed by the Terms and Conditions at https://greatminds.org/customer-quote-terms which are hereby incorporated by reference as if fully set forth herein.

The estimated tax amounts provided in this quote are based on the state and local tax rates applicable at the time of quotation. These rates are subject to change by relevant tax authorities. The final tax amount on the invoice will reflect the applicable rates at the time of invoicing. If Customer is tax-exempt, valid exemption documentation must be provided prior to invoicing in order for the exemption to be applied.

Name/Title: Katie Lowe Lancaster, Board President

Signature: ______________________________ Date: _______________

Exhibit 805.4

Zaner-Bloser

INSPIRING aha MOMENTS

QUOTE SUMMARY FOR

Linn-Mar Cmty School District
Account Number: 140982
Marion, IA
Heather Kosikas
(319) 447-3015
heather.kosikas@linnmar.k12.ia.us

Quote # 00078835
Issued on June 16, 2026
Expires on July 16, 2026

PREPARED BY

Abby Jerome
Account Manager
abby.jerome@zaner-bloser.com

THE MATERIALS ON THIS FORM HAVE NOT BEEN ORDERED

To place your order, complete the Order Information page and scan/email it with this quote to your Sales Consultant. If you need to reach our Customer Experience department, please reach out via CustomerExperience@zaner-bloser.com or 800.421.3018.

ORDER INFORMATION

ZB Zaner-Bloser

IMPORTANT

Purchase Order Number________________ Phone: 319-447-3015

You will be invoiced via email for this order upon processing of materials. Please do not submit credit card information with this form.

DIGITAL PRODUCT INFORMATION

When will you need your digital licenses? ☐ Current school year ☐ Next school year

First day of school: ________ Summer phone number: ________

Will digital product licenses be managed at the District or School level: ☐ District ☐ School

Online access is controlled by a school or district *Digital Administrator*. This individual is responsible for adding and removing users throughout the school year. Additionally, this user can access important information such as parent contact information and student assessment data. Please provide the name and email of your school- or district-selected Digital Administrator below.

Name: Heather Kosikas Email: heather.kosikas@linnmar.k12.ia.us

Will this be your first year using MyZBPortal.com? Y ☐ N ☐

BILL TO School/District Name: Linn-Mar Cmty School District Tax Exempt Number (If Applicable)________

Contact Name: Heather Kosikas Contact Email: heather.kosikas@Linnmar.k12.ia.us

Contact Phone Number: 319-447-3015 Accounts Payable Email AP@Linnmar.k12.ia.us

Street Address: 3556 Winslow Road City: Marion State: IA Zip: 52302

SHIP TO ☑ **Same as BILLTO** School/District Name: Linn-Mar Cmty School District

Contact Name: ________ Contact Email: ________

Contact Phone Number:________

Street Address: ________ City: ________ State: ____ Zip: ____

RETURNS To make arrangements for return and credit, please contact our Customer Experience department at 800.421.3018. Only returns with prior authorization will be processed. Materials must have been purchased within 30 days and be in resalable condition.

DELIVERY INSTRUCTIONS — *IMPORTANT*
Please complete each section below. Missing, incomplete or inaccurate information may result in order delay.

Do Not Deliver Dates: ________ ☐ **No Delivery Date Restrictions**

For parcel delivery:
Hours of Operation:________ After hours phone:________

For freight delivery (over 250lb):
Receiver contact name:________ Phone:________ Email:________
Select DOCK ON LOCATION___or LIFTGATE NEEDED___
Delivery Days/Time:________
Additional Delivery Needs:________

AMOUNT TO BE INVOICED *(including shipping)** **$61,013.70**

* *Add state and local taxes to your total order amount. Please submit a copy of your tax exempt certificate (if applicable).*

Please sign below to confirm your order and provide authorization for any applicable shipping and tax charges. Shipping is a standard rate of 10% or $5.00, whichever is greater.

Signature: ________ Title: Board President Date: ________

Katie Lowe Lancaster

Contact your Sales Consultant to place your order.
Mailing Address: Zaner-Bloser, PO Box 16764, Columbus, OH 43216-6764 4
Email: CustomerExperience@zaner-bloser.com • **Phone:** 800.421.3018 • **Fax:** 800.992.6087
Customer Experience Inquiry Form: [Click Here] Tech Support Inquiry Form: [Click Here]

ITEM LIST

Zaner-Bloser

The Superkids Reading Program: Kindergarten

ISBN	DESCRIPTION	ITEM PRICE	QTY	TOTAL COST
9781614368687	Superkids 2017 Grade K, Semester 1, Meet the Superkids, Student Books Set, 1 Copy of Each of 13 Titles	$17.50	443	$7,752.50
9781614368694	Superkids 2017 Grade K, Semester 2, Superkids' Club, Student Books Set,1 Copy of Each of 5 Titles	$17.50	443	$7,752.50
9781614361725	Superkids Grade K Ice Cream Paper, 500 sheets	$36.50	38	$1,387.00
			SUBTOTAL COST	**$16,892.00**

The Superkids Reading Program: Grade 1

ISBN	DESCRIPTION	ITEM PRICE	QTY	TOTAL COST
9781614368984	Superkids 2017 Grade 1, Semester 1, Adventures of the Superkids, Word Work Books (set of 2 books) *Contents include: 2 Word Work Books, 1 per student, consumable*	$17.50	495	$8,662.50
9781614365334	Superkids 2017 Grade 1, Semester 2, More Adventures of the Superkids, Word Work Book	$17.50	495	$8,662.50
9781614361732	Superkids Grade 1 Ice Cream Paper, 500 Sheets	$36.00	42	$1,512.00
			SUBTOTAL COST	**$18,837.00**

The Superkids Reading Program: Grade 2

ISBN	DESCRIPTION	ITEM PRICE	QTY	TOTAL COST
9781614368991	Superkids 2017 Grade 2, Semester 1, The Superkids Hit Second Grade, Word Work Books (set of 2 books) *Contents include: 2 Word Work Books, 1 per student, consumable*	$17.50	519	$9,082.50
9781614365365	Superkids 2017 Grade 2, Semester 2, The Superkids Take Off, Word Work Book	$17.50	519	$9,082.50
9781598336344	Superkids Second- Grade Ice Cream Paper, 500 Sheets	$35.75	44	$1,573.00
			SUBTOTAL COST	**$19,738.00**

Exhibit 805.5

LANGUAGE! Live®

*Lexia Voyager Sopris Inc.
Attn: Order Entry Department
17855 Dallas Pkwy, Suite 400
Dallas, Texas 75287
Phone: (800) 547-6747
Fax: (888) 819-7767
Email: CustomerService@voyagersopris.com

Quote Number	00186780
Created Date	6/16/2026
Expiration Date	8/31/2026

Quote To	Erica Rausch
Phone	319-730-3548
Email	erausch@linnmar.k12.ia.us

Bill To Name	Linn-Mar Community Schools
Bill To	3556 Winslow Rd Marion, IA 52302 US
Ship To Name	Linn-Mar Community Schools
Ship To	3556 Winslow Rd Marion, IA 52302 US

Sales Executive

Christine Williams

+1 6022847923

christine.williams@voyagersopris.com

Description	Product Code	Quantity	Sales Price	Total Price
LANGUAGE! Live Teacher 1-year Digital License (Aug 1-July 31)	322982	21.00	$109.00	$2,289.00
LANGUAGE! Live Student 1-year Digital License Only (Aug 1-Jul 31)	333323	70.00	$59.00	$4,130.00
LANGUAGE! Live 2.0 Student Package, Level 1 - with 1 Year License	383208	100.00	$85.00	$8,500.00
LANGUAGE! Live 2.0 Student Package, Level 2 - with 1 Year License	383216	100.00	$85.00	$8,500.00

Total Price	$23,419.00
S&H	$1,530.00
Estimated Tax	$0.00
Total Due	$24,949.00

Comments

***As of January 13, 2022, Voyager Sopris Learning, Inc. (Tax ID # 84-0770709), changed its name to Lexia Voyager Sopris Inc. As such, all business, all contracts, and documentation associated with this quote shall be executed under the Lexia Voyager Sopris Inc. name. (Same Tax ID # 84-0770709).**

**Prices included herein are exclusive of all applicable taxes, including sales tax, VAT or other duties or levies imposed by any federal, state or local authority, which are the responsibility of customer. Any taxes shown are estimates for informational purposes only. Customer will provide documentation in support of tax-exempt status upon request. Pricing is valid for 60 days unless otherwise specified on this quote. Unless otherwise provided herein, Voyager Sopris will invoice the total fees set forth above upon receipt of customer's PO/acceptance. Payment is due net 30 days of invoice.

All academic school year licenses begin August 1 and end July 31 annually and all Summer subscription licenses begin May 1 and end July 31, regardless of purchase date.

- Additional Support Services purchased separately from subscription licenses/packages (e.g., webinars or additional onsite and/or virtual training hours) must be used within 12 months from the received date of the PO acceptance of the applicable quote.
- A customer-designated account administrator contact name and email address are required for all subscriptions and service orders.

LANGUAGE! Live®

Order Term

This order quote and the associated confirming purchase order or other customer confirmation of this quote serve as an agreement for this order which becomes effective upon its acceptance by both parties. Unless otherwise agreed by Voyager Sopris and customer in writing, the licenses, products, and/or services purchased pursuant to this quote will begin on or about the start date and continue in effect for the period set forth in this quote. Unless otherwise set forth in this quote or agreed to by Voyager Sopris and customer in writing: all subscription licenses under the order shall have the same start and end dates; all subscription products and services are deemed delivered upon provisioning of license availability; and all subscription licenses and associated services must be used within the subscription or service period specified herein - unused subscription licenses or services are not eligible for refund or credit. On-site training may be fulfilled with a virtual training equivalency, as needed, of up to six instructional hours per day.

Order Process

To submit an order, please fax this quote along with the applicable Purchase Order to 888-819-7767, send by email to customerservice@voyagersopris.com, or send to your sales representative's email address listed above. NOTE: Each Purchase Order must include the correct quote order number as provided on this quote, and should attach this quote.

Order Acceptance

All Voyager Sopris subscriptions, products and/or services are offered subject to Voyager Sopris' standard license and terms of use (the "License Terms"), available at: https://www.voyagersopris.com/terms-conditions, as supplemented by this quote, and Voyager Sopris' [K-12 processing]. By placing an order, customer confirms its acceptance of the License Terms and this quote, which together with any previously awarded proposal and/or any other associated agreement entered into by Voyager Sopris and customer regarding the subscriptions, products and services in this quote, constitute the entire agreement between customer and Voyager Sopris regarding such subscriptions, products, and services (the "Agreement"), and its authorization to Voyager Sopris' K-12 processing as described. Customer and Voyager Sopris agree that the terms and conditions of the Agreement supersede any additional or inconsistent terms or provision in any customer drafted purchase order, or any communications, whether written or oral, between customer and Voyager Sopris relating to the subject matter hereof, which shall be of no effect. In the event of any conflict, the terms of the Agreement shall govern. Third Party Subprocessors information available at: https://www.voyagersopris.com/subprocessors.

Return Policy

If, for any reason, you wish to return the products you purchased, you must return them within 30 days of receipt for a full credit or refund. Returned products must be complete, with all components included with the product as originally purchased returned together and must be in salable condition. Note that if a product to be returned included any online access to subscription licenses or online resources or downloadable components, your return of the product means that you will no longer have the rights to use or access the online components, and you understand and agree that we may suspend and/or fully disable further access. To ensure proper credit or refund, please call Customer Service at 800.547.6747 for an authorization number and procedures before returning an item. Products returned after 30 days will be subject to a 15% restocking fee. Products cannot be returned after 90 days from the date of shipment. Kits, Classroom Sets, etc., must be returned in their entirety. We cannot switch components or issue partial credits. If you find an error on your packing slip, or if your order was filled incorrectly, please notify Customer Service within 10 business days of receipt.

Signed: ________________________ Date: _______________

Name: Katie Lowe Lancaster
Title: Board President

Exhibit 805.6

TEACHING STRATEGIES, LLC ("TS")
80 M STREET, SE, SUITE 1010
WASHINGTON, DC 20003
301-634-0818

Subscriber Name: Linn-Mar Community Schools
Subscriber Number: 04LINNCOM
Contact Name: Brittany Contreras
Contact Email: brittany.contreras@linnmar.k12.ia.us
Contact Title: Admin Assistant

Prepared by: Maria Campbell
maria.campbell@teachingstrategies.com
(240) 249-7164 5308
Expiration Date: 07-31-2026
Subscription Term: 08/01/2026 - 07/31/2027

SUMMARY

PRODUCT	SALES PRICE	QTY	TOTAL PRICE
Iowa Iowa GOLD Bundle	$0.00	250	$0.00
10GOLDPORT	$13.07	250	$3,267.50
60ARCHIVE	$0.00	2500	$0.00
		Subtotal:	$3,267.50
		Shipping:	$0.00
		Tax:	$0.00
		Total:	$3,267.50

If paying by credit card a 2.5% processing fee of $81.69 will be added, which is to cover the cost of processing a credit or charge card transaction, for a Total Price of $3,349.19. Only Visa, Mastercard, and American Express credit cards may be used. <u>Please do not use debit cards</u>. To avoid the processing fee, payment by ACH or wire is available.

<u>BILL TO</u>

Billing Client:	Linn-Mar Community Schools
Billing Street:	3556 Winslow Rd.
Billing City:	Marion
Billing State:	Iowa
Billing Postal Code:	52302
Billing Country:	United States

Subscription Services Products

TeachingStrategies® for Early Childhood

This Order is entered into by and between Subscriber identified above and TS. This Order incorporates the Subscription Services Terms and Conditions at https://teachingstrategies.com/agreement-and-policies/ (together with this Order, the "Agreement"). The Agreement sets forth the terms pursuant to which TS will provide access to Subscription Services. Subscriber must sign and deliver a copy of this Order to receive access to the Subscription Services set forth in this Order.

The subscription period will begin on 08-01-2026 and expire on 07-31-2027 ("Term") unless noted otherwise in the subscription details below.

The administrator identified for this subscription is:
Anne Faber
anne.faber@linnmar.k12.ia.us

Subscription Details			
Product	Qty	Start	End
Iowa GOLD Bundle	250	08/01/2026	07/31/2027
GOLD™ Online Assessment Portfolios	250	08/01/2026	07/31/2027
GOLD Archives	2500	08/01/2026	07/31/2027

Signature: ______________________________ Date: ____________________

Name & Title: Katie Lowe Lancaster, Board President schoolai

Order Form

This SchoolAI Order Form ("**Order Form**") is entered into between SchoolAI Inc., a Delaware corporation with offices at 2000 Ashton Blvd #500, Lehi, Utah 84059 and the subscriber identified below ("**Client**"). This Order Form is effective as of the date of last signature below ("**Effective Date**").

Client Information	
Name:	Linn-Mar Community School District
Address:	3556 Winslow Rd Marion, IA, 52302
Email of Contact Person	chad.lang@linnmar.k12.ia.us

Initial Subscription Date: 2026-07-14 - 2027-06-30

Upon the expiration of the Initial Subscription Period, the subscription term will automatically renew for additional Renewal Terms in 12 month increments unless terminated in accordance with the Terms.

Services and Pricing:

SchoolAI Classroom Pro w/ Browser Ext.	Price $4.75 per year
Quantity 7432	Total $35,302.00 per year

Section total	$35,302.00
Total	**$35,302.00**

Billing Contact

Name: Terri Mohler, Admin Asst to the Associate Superintendent

Email: terri.mohler@Linnmar.k12.ia.us

My organization is tax exempt (YES)

Payment Terms:

The applicable Fees are due and payable upon the Effective Date or, if applicable, the end of the Trial Period (the "**Initial Payment Date**"). Upon commencement of a Renewal Term the Subscription Fee will be invoiced on the anniversary of the Initial Payment Date and payable in accordance with the Agreement.

General Terms:

This Order Form incorporates by reference the Terms of Service which can be found at schoolai.com/msa ("**Terms"**) as if fully set forth herein. In the event of any conflict between this Order Form and the Terms, this Order Form will control. All capitalized terms not defined in this Order Form have the meanings given in the Terms

By signing below, the Parties (i) accept and agree to be bound by the terms and conditions of this Agreement and (ii) for the individual signing on behalf of Client, represents that they have the authority to bind the Client to this Agreement.

"SchoolAI"	**"Client"**
SchoolAI, Inc.	Linn-Mar Community School District
By:	By:
Name: Karin Simelaro	Name: Katie Lowe Lancaster
Title: Chief Revenue Officer	Title: Board President
Date:	Date:

2026-2027 POWERSCHOOL SOFTWARE AND SUPPORT AGREEMENT

This Agreement is entered into by and between Grant Wood Area Education Agency, (GWAEA) and the Licensee, (Linn-Mar CSD) as defined below in the signature block.

1. Definitions

1.1. "District" means a school district.

1.2. "Licensee" means a District whose funds are used to pay the License Fee.

1.3. "License Fee" means the amount of money listed in Exhibit A and received by GWAEA for the License granted below.

1.4. "License Period" means the time period listed in Exhibit A for which the License Fee has been paid for the License granted below.

1.5. "PowerSchool Software" means the PowerSchool SIS software from Powerschool Group LLC as more fully described in Exhibit A.

1.6. "Use" means accessing and interacting with the PowerSchool Software.

1.7. "User" means an employee or contractor of the Licensee who uses the PowerSchool Software. See Exhibit A for the number of licensed Users.

1.8. "User Data" means information that is input by the Users, Licensee, or by GWAEA at the request of Licensee, while initializing, accessing, or using the PowerSchool Software.

2. Grant of License.

2.1. GWAEA grants the Licensee a non-exclusive, limited right to use and access one instance of PowerSchool. Licensee acknowledges that GWAEA software is developed, maintained and hosted by PowerSchool, LLC. GWAEA is a reseller of the software and support provider.

2.2. The license granted above is not sub-licensable.

2.3. All rights not specifically granted under this License are reserved by GWAEA.

3. Restrictions.

3.1. Licensee agrees, except as expressly permitted in the License, the PowerSchool Software may not be accessed, used, copied, translated, redistributed, retransmitted, published, sold, leased, marketed, sublicensed, assigned, disposed of, encumbered, transferred, altered, modified or enhanced, whether in whole or in part. Licensee may not remove any proprietary notices, marks, or labels from the PowerSchool Software.

3.2. To the extent that Licensee has access to the source code of PowerSchool Software, Licensee acknowledges that the source code remains a confidential trade secret. Licensee agrees that it has no license whatsoever to the source code and shall not disclose the source code under any circumstances or to otherwise inspect, copy, distribute, publish, display or modify the source code, nor compile or assemble the source code into executable files.

3.3. Licensee agrees not to reverse-engineer, decompile or disassemble the PowerSchool Software, or make any attempt to discover the source code to the PowerSchool Software, except and only to the extent that such activity is expressly permitted by applicable law notwithstanding this limitation.

3.4. Licensee agrees to not attempt to break or evade any access controls, copy-control protections, or encryption utilized in the PowerSchool Software.

3.5. Licensee agrees not to assist others in doing what the Licensee is prohibited from doing.

3.6. Licensee agrees that any sublicenses that it grants under the License shall have the same restrictions on the conduct of the sublicensee as are in place on the Licensee. Licensee agrees that GWAEA may terminate this Agreement without warning if Licensee breaches this clause. Licensee indemnifies GWAEA for any damages that GWAEA may suffer due to Licensee's breach of this clause.

4. Obligations of GWAEA.

4.1. GWAEA shall provide Licensee with access to an instance of the PowerSchool Software that is dedicated to the exclusive use of the Licensee.

4.2. GWAEA shall provide Licensee with access to versions of the PowerSchool Software that are stable in the PowerSchool Hosting environment, but GWAEA shall not be required to provide access to the most recent version of the PowerSchool Software made available by PowerSchool Group LLC.

4.3. GWAEA will thoroughly investigate all problems reported by Licensee. GWAEA will make commercially reasonable efforts to correct the problem and GWAEA will provide: 1) a solution; 2) confirmation that the PowerSchool Software works per design specifications; or 3) confirmation that responsibility for a solution has been passed to Powerschool Group LLC. GWAEA will communicate regularly with the Licensee regarding the status of all problems and any solutions.

4.4. GWAEA shall provide support during regular business hours (7:30 am - 4:00 pm Central Time) Monday through Friday except holidays and days the agency is closed or the support team notifies that support will not be available. GWAEA support staff may provide support for severe problems outside of regular business hours at its discretion or as otherwise agreed to by the Licensee. GWAEA shall not be required to provide in-person support.

4.5. GWAEA shall not provide support regarding computer or networking hardware installation, support, or maintenance.

4.6. GWAEA shall not be required to provide support regarding software other than the PowerSchool Software. If Licensee so requests, GWAEA may diagnose a software problem to the extent of its capability. Software support will be charged per call at the then-current GWAEA pricing schedule.

4.7. Support requests will be prioritized by severity of the problem and handled in the order of most severe to least severe, with Technical issues ahead of other problems and questions. Priority is assigned in descending severity: the PowerSchool Software unavailable; a portion of the PowerSchool Software is unavailable; operational questions that are holding up use; operational questions that do not interfere with normal use; enhancement suggestions/requests and requests for custom applications. Support requests should be submitted through the Grant Wood AEA helpdesk system.

4.8. GWAEA shall undertake commercially reasonable efforts to: 1) maintain the security of User Data; 2) not release User Data to any person or entity without the express written consent of the District, except pursuant to an agency or judicial order, provided that GWAEA shall notify the District of such order before releasing any User Data.

4.9. GWAEA shall not be responsible for performing back-ups of the PowerSchool Software or User Data, although daily back-ups of the PowerSchool Software and User Data are provided by the PowerSchool Hosting environment.

4.10. After the end of the License Period, Licensee may request that GWAEA assist Licensee in obtaining a copy of User Data from PowerSchool Hosting environment as that data existed upon the date of termination of this Agreement. Any such request by Licensee must be made within thirty (30) days of the date of termination of this Agreement. District acknowledges that GWAEA does not have the ability to extract User Data from the PowerSchool Hosting environment.

4.11. GWAEA agrees to provide other services as listed in Exhibit A.

5. Obligations of Licensee.

5.1. Licensee agrees to pay GWAEA in the amounts and on the schedule listed in Exhibit A.

5.2. Licensee shall designate appropriate contacts with whom GWAEA is to work. Licensee should provide these contacts when requested or when changes are made. The maximum number of contacts per district is five. Other Licensee personnel contacting GWAEA support will be referred to the appropriate contact listed by the Licensee. Contacts should have sufficient technical skill and knowledge of Licensee's computers and the PowerSchool Software to be able to assist GWAEA in resolving any problems.

5.3. When reporting a technical issue, Licensee shall provide as accurate and complete description as possible including: 1) details of what menu item or module was being accessed, 2) what Licensee was attempting to do, 3) the exact error message text as as well as any other pertinent details. Licensee shall assist in technical issue resolution

by
providing copies of reports and/or files deemed necessary by GWAEA, via email or uploading files to GWAEA. All materials provided by Licensee during resolution of technical issues shall be considered confidential by GWAEA.

5.4. Licensee agrees that it alone is responsible for: 1) use of User Data; and 2) the confidentiality of and use of all usernames, passwords, and accounts, by the Licensee, its Users, employees, agents, and third parties, whether authorized or unauthorized. Licensee agrees to indemnify GWAEA and hold GWAEA harmless for any loss or damage incurred by GWAEA or by any other person as a result of the use or misuse of User Data, usernames, passwords, and accounts that are outside the control of GWAEA. GWAEA recommends the use of multi-factor-authentication.

5.5. Licensee agrees to immediately notify GWAEA when it becomes aware of any loss or theft or unauthorized use of any of its usernames, passwords, and/or accounts.

5.6. Licensee agrees to abide by acceptable computer and network usage policies published by GWAEA from time to time. Licensee agrees to require its Users to agree to abide by acceptable computer and network usage policies published by GWAEA from time to time. Failure of Licensee to abide by such policies, or to require its Users to abide by such policies, may result in immediate termination of this Agreement or immediate termination of Users access to the PowerSchool Software.

5.7. Licensee agrees that it is solely responsible for ensuring the accuracy of User Data. Licensee acknowledges that the PowerSchool Software may provide incorrect information to Licensee; however, Licensee has numerous opportunities to detect the occurrence of such errors and control their effect. Licensee shall have the responsibility to establish and use appropriate measures in its operations to detect the occurrence of such error promptly and to minimize their effect on it. In addition, Licensee shall promptly inform GWAEA of all errors it believes to exist and render all reasonable assistance in correcting said errors.

5.8. Licensee agrees that it is responsible for all obligations and liabilities arising out of use and ownership of User Data. This means, without limitation, that Licensee shall be responsible for all third-party requests for User Data, whether by subpoena or otherwise. If a third-party serves GWAEA with a request for User Data, GWAEA will, as soon as practicable, provide the request to Licensee. Licensee shall thereafter be responsible for appropriately responding to the request. Licensee shall indemnify and reimburse GWAEA for all reasonable expenses, including attorneys' fees, that GWAEA incurs arising out of the request. Licensee shall not direct third parties to make requests for the User Data to GWAEA, but shall instead direct that requests be made to Licensee. GWAEA will cooperate with Licensee in responding to the request by providing the requested User Data to Licensee or the third-party if so directed by Licensee.

5.9. Prior to purchase of a third party add-on or tool for the PowerSchool Software, Licensee is responsible for notifying GWAEA of its intent to utilize such an add-on or tool so that GWAEA can determine whether the add-on is compatible with the Licensee's instance of PowerSchool. GWAEA is not responsible for making any add-on or tool function with PowerSchool. GWAEA may assist and additional fees may apply.

5.10 Licensee agrees and acknowledges that the SIS hosting is provided by PowerSchool Group LLC and not Grant Wood AEA. Grant Wood AEA assumes no responsibility or liability for hosting issues.

6. Ownership.

6.1. Title, ownership rights and intellectual property rights in and to the PowerSchool Software shall remain with Powerschool Group LLC and are protected by US and international laws and treaties. Access and use of the PowerSchool Software is licensed, not sold. There is no transfer to Licensee of any title to or ownership of the PowerSchool Software or any software or hardware owned or controlled by GWAEA or the PowerSchool Hosting environment.

6.2. Title, ownership rights and intellectual property rights in User Data shall remain with Licensor.

7. Termination.

7.1. This Agreement shall terminate at the end of the License Period or upon the occurrence of any of the following events:

7.1.1. Failure of Licensee to pay GWAEA any sums or amounts due, where such delinquency is not fully corrected within sixty (60) days of GWAEA written demand; or

7.1.2. Failure Licensee or GWAEA to observe, keep or perform any of the terms and conditions of this Agreement where such nonperformance is not corrected by Licensee or GWAEA Within thirty (30) days after prior written notice by the other party.

7.2. Except as provided above, upon the expiration or other termination of this Agreement, all rights and obligations of the parties under this Agreement shall cease as of the termination date.

8. Miscellaneous.

8.1. No Warranties. GWAEA AND ITS SUPPLIERS DISCLAIM ALL WARRANTIES AND CONDITIONS, EITHER EXPRESSED OR IMPLIED, INCLUDING, WITHOUT LIMITATION, IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE, AND NON-INFRINGEMENT, AND THOSE ARISING OUT OF USAGE OF TRADE OR COURSE OF DEALING, CONCERNING THE SOFTWARE PRODUCT, AND THE PROVISION OF OR FAILURE TO PROVIDE SUPPORT SERVICES. NO ORAL OR WRITTEN INFORMATION OR ADVICE GIVEN BY GWAEA, ITS AGENTS, DEALERS, DISTRIBUTORS OR EMPLOYEES SHALL INCREASE THE SCOPE OF THE ABOVE WARRANTIES OR CREATE ANY OTHER WARRANTIES.

8.2. No Liability for Damages. EXCEPT FOR THE EXPRESS REMEDIES AND INDEMNITIES PROVIDED TO THE COMPANY UNDER THIS AGREEMENT, REGARDLESS OF WHETHER ANY REMEDY SET FORTH HEREIN FAILS OF ITS ESSENTIAL PURPOSE, TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, IN NO EVENT SHALL

GWAEA OR ITS SUPPLIERS (OR THEIR RESPECTIVE AGENTS, DIRECTORS, EMPLOYEES OR REPRESENTATIVES) BE LIABLE FOR ANY DAMAGES WHATSOEVER (INCLUDING, WITHOUT LIMITATION TO: CONSEQUENTIAL, INCIDENTAL, INDIRECT, SPECIAL, ECONOMIC, PUNITIVE OR SIMILAR DAMAGES, OR DAMAGES FOR LOSS OF BUSINESS PROFITS, LOSS OF GOODWILL, BUSINESS INTERRUPTION, COMPUTER FAILURE OR MALFUNCTION, LOSS OF BUSINESS INFORMATION OR ANY AND ALL OTHER COMMERCIAL OR PECUNIARY DAMAGES OR LOSSES) ARISING OUT OF THE USE OF OR INABILITY TO USE THE POWERSCHOOL SOFTWARE OR THE PROVISION OF OR FAILURE TO PROVIDE SUPPORT SERVICES, HOWEVER CAUSED AND ON ANY LEGAL THEORY OF LIABILITY (WHETHER IN TORT, CONTRACT OR OTHERWISE), EVEN IF GWAEA HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES, OR FOR ANY CLAIM BY ANY OTHER PARTY. LICENSEE ACKNOWLEDGES THAT THE LICENSE FEE REFLECTS THIS ALLOCATION OF RISK. In any event, if any statute implies warranties or conditions not stated in this Agreement, GWAEA's entire liability under any provision of this Agreement shall be limited to the greater of the amount actually paid by Licensee to license the PowerSchool Software and Five United States Dollars (US$5.00). Because some jurisdictions do not allow the exclusion or limitation of liability for consequential or incidental damages, the above limitation may not apply to Licensee.

8.3. No Indemnity. GWAEA shall have no obligation to defend Licensee or to pay any resulting costs, damages, or attorneys' fees for any claims alleging direct or contributory infringement of the PowerSchool Software by: 1) GWAEA's provision of access to the PowerSchool Software; or 2) Licensee's access or use of the PowerSchool Software.

8.4. Entire Agreement. This Agreement, and any exhibits, constitutes the entire agreement between GWAEA and Licensee with regard to the PowerSchool Software and supersedes any and all prior agreements on this topic. This Agreement shall not be modified except by a written agreement between authorized representatives of GWAEA and Licensee.

8.5. Severability. If a court of competent jurisdiction determines that a provision of this Agreement is unenforceable in any jurisdiction, then such provision shall be deemed modified to the minimum extent necessary to make it comply with the applicable law of such jurisdiction.

8.6. Governing Law. This Agreement is governed by the laws of the State of Iowa and applicable U.S. federal law and the state and federal courts located in Cedar Rapids, Iowa, USA shall have exclusive jurisdiction and venue over any claim arising from this License Agreement.

We the undersigned agree to the terms and conditions set forth in this Agreement and Exhibits.

GRANT WOOD AREA EDUCATION AGENCY	LICENSEE Linn-Mar CSD
By:	By:
Name: Randy Bauer	Name: Katie Lowe Lancaster
Position: GWAEA Board President	Position: Board President
Date: 4/9/2026	Date:

EXHIBIT A

PowerSchool Software means:
The PowerSchool SIS software provided by Powerschool Group LLC, including all of the base functionality plus State Reporting.

K-12 Student Enrollment: 7,136
Per Pupil Cost: $9.40
Base Charge: $2,500.00
PowerSchool SIS Charge (Base Charge + Per Pupil Charge): $69,580.28
Whole Grade Sharing Charge: $0.00
Enrollment Express Charge: $0.00
ECollect Forms Charge: $0.00
PowerSchool Registration Charge: $0.00
Registration Translation Charge: $0.00
Schoology Charge: $0.00
Naviance Charge: $0.00
School Messenger: $0.00
School Messenger Secure File: $0.00
School Messenger Implementation: $0.00
Admin Service: $0.00

Total Cost: $69,580.28

License Period: July 1, 2026 - June 30, 2027
Term of this Agreement: July 1, 2026 - June 30, 2027

Billing Schedule

Payment will be made no later than thirty days after the invoice. Invoicing will be in August 2026.

GRANT WOOD
AREA EDUCATION AGENCY

2026-2027 Service Agreement

between

Grant Wood Area Education Agency

and

Linn-Mar Community School District

Grant Wood Area Education Agency, hereinafter referred to as GWAEA, and Linn-Mar Community School District, hereinafter referred to as the District, hereby enter into an agreement for services between July 1, 2026 and June 30, 2027.

Scope of the Work will be as follows:
GWAEA and the District seek a cooperative agreement pursuant to Iowa Code section 280.15 to share the services of a Math Consultant.

Roles and Responsibilities:
GWAEA will:

- Assign a qualified staff member with appropriate licensure and experience in providing education services in compliance with Iowa state regulations.
- Ensure that the Consultant/Administrator performs duties as described.
- Provide ongoing support to the Consultant/Administrator as needed.

The District will:

- Provide the Consultant/Administrator with access to the necessary materials, information, and personnel required to fulfill the scope of the work.
- Ensure collaboration between the consultant and District staff to support the scope of the work.
- Pay the Agency for the services rendered in accordance with the agreement.

The Consultant/Administrator will:

- Maintain regular and transparent communication, provide progress updates, and share any changes that may impact the scope of the work or the delivery of services.
- Deliver services with professional integrity and alignment to district goals.

Ongoing Professional Training for the Consultant: 10% of the consultant's time will be dedicated to planning and their own professional learning.

Employment: Any consultant(s)/administrator(s) employed pursuant to this Agreement shall be considered the sole employee of GWAEA and shall be governed by the existing personnel policies, board policies and practices of GWAEA. GWAEA shall have sole authority to recruit, hire, train, evaluate, discipline, and terminate all such personnel.

Payment Terms: The District agrees to pay a total of **$30,362** for 38 days of service (0.20 FTE) for the work outlined above. This cost includes salary, benefits, mileage and other related expenses. GWAEA will invoice the District at the end of each fiscal quarter for 25% of the total amount.

Term and Termination: This term of this Agreement is from July 1, 2026 through June 30, 2027. This Agreement may be automatically renewed for successive one-year terms, unless either entity notifies the other in writing by February 1.

GRANT WOOD
AREA EDUCATION AGENCY

This Agreement may be terminated only as follows:

- Automatically, at the end of the current term, if the parties have not agreed to extend the contract by February 1 of the current contract year.
- By mutual written agreement executed by both parties.
- In the event of a material breach of this Agreement by either party, provided the non-breaching party provides 30-day written notice to the other party, and the other party has not cured the breach within 30 days of receipt of written notice.

Early Termination: In the event the District chooses to terminate this agreement before its completion for any reason other than a material breach by GWAEA, the District agrees to assume full financial responsibility for the total contracted amount. This includes payment for all services rendered up to the date of termination and any remaining balance outlined in the agreement, regardless of whether those services have been completed. The District acknowledges that this provision ensures compensation for GWAEA's allocation of time, resources, and opportunity costs incurred in anticipation of fulfilling the contract in its entirety.

Dispute Resolution: Any disputes arising from or in connection with this Service Agreement will be resolved through mutual discussion and negotiation between the Chief Administrator of GWAEA and the Superintendent of the District.

Amendments: This agreement may be amended only by a written agreement signed by both parties.

Governing Law: The agreement shall be governed by the laws of the State of Iowa.

Severability: If any provision of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then such provisions shall be modified to the extent necessary to be valid and enforceable, and all other provisions of this Agreement shall remain in full force and effect.

Independent Contractors: The relationship between the parties is that of independent contractors. No joint venture, partnership, employment, or agency relationship exists between the parties as a result of this Agreement. Neither party has the authority to create any obligations for the other, or to bind the other to any representation, statement or document.

This agreement contains the entire understanding between GWAEA and the District, and is executed by the respective officers.

Randy Barr ______________________ 6/11/26
Grant Wood AEA
Board President — Date

______________________ ______________
Linn-Mar Community School District
Board President — Date

Exhibit 805.10

GRANT WOOD
AREA EDUCATION AGENCY

2026-2027 Service Agreement

between

Grant Wood Area Education Agency

and

Linn-Mar Community School District

Grant Wood Area Education Agency, hereinafter referred to as GWAEA, and Linn-Mar Community School District, hereinafter referred to as the District, hereby enter into an agreement for services between July 1, 2026 and June 30, 2027.

Scope of the Work will be as follows:
GWAEA and the District seek a cooperative agreement pursuant to Iowa Code section 280.15 to share the services of a Literacy Consultant.

Roles and Responsibilities:
GWAEA will:

- Assign a qualified staff member with appropriate licensure and experience in providing education services in compliance with Iowa state regulations.
- Ensure that the Consultant/Administrator performs duties as described.
- Provide ongoing support to the Consultant/Administrator as needed.

The District will:

- Provide the Consultant/Administrator with access to the necessary materials, information, and personnel required to fulfill the scope of the work.
- Ensure collaboration between the consultant and District staff to support the scope of the work.
- Pay the Agency for the services rendered in accordance with the agreement.

The Consultant/Administrator will:

- Maintain regular and transparent communication, provide progress updates, and share any changes that may impact the scope of the work or the delivery of services.
- Deliver services with professional integrity and alignment to district goals.

Ongoing Professional Training for the Consultant: 10% of the consultant's time will be dedicated to planning and their own professional learning.

Employment: Any consultant(s)/administrator(s) employed pursuant to this Agreement shall be considered the sole employee of GWAEA and shall be governed by the existing personnel policies, board policies and practices of GWAEA. GWAEA shall have sole authority to recruit, hire, train, evaluate, discipline, and terminate all such personnel.

Payment Terms: The District agrees to pay a total of **$30,362** for 38 days of service (0.20 FTE) for the work outlined above. This cost includes salary, benefits, mileage and other related expenses. GWAEA will invoice the District at the end of each fiscal quarter for 25% of the total amount.

Term and Termination: This term of this Agreement is from July 1, 2026 through June 30, 2027. This Agreement may be automatically renewed for successive one-year terms, unless either entity notifies the other in writing by February 1.

GRANT WOOD
AREA EDUCATION AGENCY

This Agreement may be terminated only as follows:

- Automatically, at the end of the current term, if the parties have not agreed to extend the contract by February 1 of the current contract year.
- By mutual written agreement executed by both parties.
- In the event of a material breach of this Agreement by either party, provided the non-breaching party provides 30-day written notice to the other party, and the other party has not cured the breach within 30 days of receipt of written notice.

Early Termination: In the event the District chooses to terminate this agreement before its completion for any reason other than a material breach by GWAEA, the District agrees to assume full financial responsibility for the total contracted amount. This includes payment for all services rendered up to the date of termination and any remaining balance outlined in the agreement, regardless of whether those services have been completed. The District acknowledges that this provision ensures compensation for GWAEA's allocation of time, resources, and opportunity costs incurred in anticipation of fulfilling the contract in its entirety.

Dispute Resolution: Any disputes arising from or in connection with this Service Agreement will be resolved through mutual discussion and negotiation between the Chief Administrator of GWAEA and the Superintendent of the District.

Amendments: This agreement may be amended only by a written agreement signed by both parties.

Governing Law: The agreement shall be governed by the laws of the State of Iowa.

Severability: If any provision of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then such provisions shall be modified to the extent necessary to be valid and enforceable, and all other provisions of this Agreement shall remain in full force and effect.

Independent Contractors: The relationship between the parties is that of independent contractors. No joint venture, partnership, employment, or agency relationship exists between the parties as a result of this Agreement. Neither party has the authority to create any obligations for the other, or to bind the other to any representation, statement or document.

This agreement contains the entire understanding between GWAEA and the District, and is executed by the respective officers.

Randy Barr ______________________ 6/11/26 __________

Grant Wood AEA
Board President — Date

______________________ __________

Linn-Mar Community School District
Board President — Date

Exhibit 805.11

GRANT WOOD
AREA EDUCATION AGENCY

2026-2027 Service Agreement

between

Grant Wood Area Education Agency

and

Linn-Mar Community School District

Grant Wood Area Education Agency, hereinafter referred to as GWAEA, and Linn-Mar Community School District, hereinafter referred to as the District, hereby enter into an agreement for services between July 1, 2026 and June 30, 2027.

Scope of the Work will be as follows:
GWAEA and the District seek a cooperative agreement pursuant to Iowa Code section 280.15 to share the services of a SEBH Consultant.

Roles and Responsibilities:
GWAEA will:

- Assign a qualified staff member with appropriate licensure and experience in providing education services in compliance with Iowa state regulations.
- Ensure that the Consultant/Administrator performs duties as described.
- Provide ongoing support to the Consultant/Administrator as needed.

The District will:

- Provide the Consultant/Administrator with access to the necessary materials, information, and personnel required to fulfill the scope of the work.
- Ensure collaboration between the consultant and District staff to support the scope of the work.
- Pay the Agency for the services rendered in accordance with the agreement.

The Consultant/Administrator will:

- Maintain regular and transparent communication, provide progress updates, and share any changes that may impact the scope of the work or the delivery of services.
- Deliver services with professional integrity and alignment to district goals.

Ongoing Professional Training for the Consultant: 10% of the consultant's time will be dedicated to planning and their own professional learning.

Employment: Any consultant(s)/administrator(s) employed pursuant to this Agreement shall be considered the sole employee of GWAEA and shall be governed by the existing personnel policies, board policies and practices of GWAEA. GWAEA shall have sole authority to recruit, hire, train, evaluate, discipline, and terminate all such personnel.

Payment Terms: The District agrees to pay a total of **$30,362** for 38 days of service (0.20 FTE) for the work outlined above. This cost includes salary, benefits, mileage and other related expenses. GWAEA will invoice the District at the end of each fiscal quarter for 25% of the total amount.

Term and Termination: This term of this Agreement is from July 1, 2026 through June 30, 2027. This Agreement may be automatically renewed for successive one-year terms, unless either entity notifies the other in writing by February 1.

GRANT WOOD
AREA EDUCATION AGENCY

This Agreement may be terminated only as follows:

- Automatically, at the end of the current term, if the parties have not agreed to extend the contract by February 1 of the current contract year.
- By mutual written agreement executed by both parties.
- In the event of a material breach of this Agreement by either party, provided the non-breaching party provides 30-day written notice to the other party, and the other party has not cured the breach within 30 days of receipt of written notice.

Early Termination: In the event the District chooses to terminate this agreement before its completion for any reason other than a material breach by GWAEA, the District agrees to assume full financial responsibility for the total contracted amount. This includes payment for all services rendered up to the date of termination and any remaining balance outlined in the agreement, regardless of whether those services have been completed. The District acknowledges that this provision ensures compensation for GWAEA's allocation of time, resources, and opportunity costs incurred in anticipation of fulfilling the contract in its entirety.

Dispute Resolution: Any disputes arising from or in connection with this Service Agreement will be resolved through mutual discussion and negotiation between the Chief Administrator of GWAEA and the Superintendent of the District.

Amendments: This agreement may be amended only by a written agreement signed by both parties.

Governing Law: The agreement shall be governed by the laws of the State of Iowa.

Severability: If any provision of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then such provisions shall be modified to the extent necessary to be valid and enforceable, and all other provisions of this Agreement shall remain in full force and effect.

Independent Contractors: The relationship between the parties is that of independent contractors. No joint venture, partnership, employment, or agency relationship exists between the parties as a result of this Agreement. Neither party has the authority to create any obligations for the other, or to bind the other to any representation, statement or document.

This agreement contains the entire understanding between GWAEA and the District, and is executed by the respective officers.

Randy Barr 6/11/26

Grant Wood AEA
Board President | Date

Linn-Mar Community School District
Board President | Date

Exhibit 805.16

Independent Contractor Agreement

LINN-MAR Community School District

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Brenda Cerwick dba: Amore Music Academy, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Hazel Point Orchestra Coaching
2. **GROUP/DEPARTMENT WORKING WITH:** Linn-Mar Orchestra
3. **AMOUNT OF PAYMENT:** $30/hour x 250 hours = $7500

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on June 11th, 2027, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.

6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.

8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.

9. **TERM:** This agreement shall begin on August 24th, 2026 and shall continue in effect until June 11th, 2027, unless earlier terminated by either party in accordance with Section 11.

10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.

11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.

12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.

13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.

14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 9th day of June, 2026.

Independent Contractor Signature:	**Linn-Mar CSD Representative Signature:**
Title:	Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

Internal Use Only	Account Code: HP Orchestra	
Business Office: 6.26.26 Date	CAA Initial	Board Meeting: 7.13.26 Date

Exhibit 805.17

Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Braxton Carr, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Show Choir Choreography
2. **GROUP/DEPARTMENT WORKING WITH:** LM In Step Show Choir
3. **AMOUNT OF PAYMENT:** Up to $8,000

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on March 1, 2027, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.

6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.

8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.

9. **TERM:** This agreement shall begin on August 1, 2026 and shall continue in effect until March 1, 2027, unless earlier terminated by either party in accordance with Section 11.

10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.

11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.

12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.

13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.

14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 4 day of June, 2026.

Independent Contractor Signature:	**Linn-Mar CSD Representative Signature:**
[signature]	
Title: Choreographer	~~Title: School Board President~~

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

Internal Use Only	Account Code: HS Show Choir - In Step	
Business Office: 7.8.26 Date	CA Initial	Board Meeting: 7.13.26 Date

Revised 1.30.25

Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Braxton Carr, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Show Choir Choreography and Clinics

2. **GROUP/DEPARTMENT WORKING WITH:** 10th Street Edition

3. **AMOUNT OF PAYMENT:** 8000

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on 4/1/2027, which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Road, Marion, IA 52302.

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.

6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.

8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.

9. **TERM:** This agreement shall begin on 08/01/2026 and shall continue in effect until 04/01/2027 unless earlier terminated by either party in accordance with Section 11.

10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.

11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.

12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.

13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.

14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 3rd day of June, 206

Independent Contractor Signature:

Linn-Mar CSD Representative Signature: ______________________

Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

Internal Use Only	Account Code: HS Show Choir - 10th St	
Business Office: 6.26.26 Date	CA Initial	Board Meeting: 7.13.26 Date

Exhibit 805.19

Independent Contractor Agreement

LINN-MAR Community School District

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Allen Chapman, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** All State Rehearsal and Clinic__________________

2. **GROUP/DEPARTMENT WORKING WITH:** All State Chorus___________________________

3. **AMOUNT OF PAYMENT:** 1500____

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on 12/1/2026, which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Road, Marion, IA 52302.

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.

6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.

8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.

9. **TERM:** This agreement shall begin on 08/01/2026 and shall continue in effect until 12/01/2026 unless earlier terminated by either party in accordance with Section 11.

10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.

11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.

12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.

13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.

14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 3rd of June, 2026

Independent Contractor Signature:

Linn-Mar CSD Representative Signature:

____

Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

Internal Use Only	Account Code: Choir	
Business Office: 6.26.26 Date	CA Initial	Board Meeting: 7.13.26 Date

Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Matthew Paul Greco, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Choreography - Will also work with the team throughout the year
2. **GROUP/DEPARTMENT WORKING WITH:** Dance Team - Varsity Poms
3. **AMOUNT OF PAYMENT:** $3,500 - $5,000 **Range based on average choreo, consult, travel costs etc.

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on Initial date of completion 7/20/2026, will also work with team throughout the year ending 6/30/27, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.

6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.

8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.

9. **TERM:** This agreement shall begin on July 14th, 20 26 and shall continue in effect until May 1st, 20 27, unless earlier terminated by either party in accordance with Section 11.

10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.

11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.

12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.

13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.

14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this July day of 1st, 20 26.

Independent Contractor Signature: Matthew Greco

Title: Choreographer/ Consultant

Linn-Mar CSD Representative Signature: ______________________

Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

Internal Use Only

Account Code: HS Varsity Poms

Business Office: 7.8.26 Date CA Initial

Board Meeting: 7.13.26 Date

Exhibit 805.21

Independent Contractor Agreement

LINN-MAR Community School District

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Anna Hilty, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Choreography - Will also work with the team through out the year.
2. **GROUP/DEPARTMENT WORKING WITH:** Dance Team - Varsity Poms
3. **AMOUNT OF PAYMENT:** $10,000.00 - $13,000.00 - Range based on average choreo, consult, travel costs, etc.

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on - Initial date of completion 7/20/2026, will also work with team throughout the year ending 6/30/27, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.

6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.

8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.

9. **TERM:** This agreement shall begin on July 14, 2026 and shall continue in effect until May 1, 2027, unless earlier terminated by either party in accordance with Section 11.

10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.

11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.

12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.

13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.

14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this __26__ day of __June__, 2026__________.

Independent Contractor Signature:

[signature]

Title: __Choreograper______ 06.26.25

Linn-Mar CSD Representative Signature:

____

Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

Internal Use Only	Account Code: HS Varsity Poms	
Business Office: 7.8.26 Date	CA Initial	Board Meeting: 7.13.26 Date

Revised 1.30.25

Exhibit 805.22

Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with April James, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** 10th Street Choreography
2. **GROUP/DEPARTMENT WORKING WITH:** 10th Street Show Choir
3. **AMOUNT OF PAYMENT:** 4500

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on 10/1/26, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.

6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.

8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.

9. **TERM:** This agreement shall begin on 8/1, 2026 and shall continue in effect until 10/1, 2026, unless earlier terminated by either party in accordance with Section 11.

10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.

11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.

12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.

13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.

14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 3 day of June, 2026.

Independent Contractor Signature:	**Linn-Mar CSD Representative Signature:**
April James	
Title:	Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

Internal Use Only	Account Code: HS Show Choir - 10th St	
Business Office: 6.26.26 Date CAA Initial		Board Meeting: 7.13.26 Date

Revised 1.30.25

Exhibit 805.23

LINN-MAR Community School District

Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Graci Pritzkau, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Choreography
2. **GROUP/DEPARTMENT WORKING WITH:** Linn-Mar Varsity Poms
3. **AMOUNT OF PAYMENT:** $3500

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on 8/9/2026, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.

6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.

8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.

9. **TERM:** This agreement shall begin on Aug 7th, 20 26 and shall continue in effect until Aug 9th, 20 26, unless earlier terminated by either party in accordance with Section 11.

10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.

11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.

12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.

13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.

14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this July day of 2, 20 26.

Independent Contractor Signature:	**Linn-Mar CSD Representative Signature:**
Graci Pritzkau	
Title: The Pritzkau Sisters	Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

Internal Use Only	Account Code: HS Varsity Poms	
Business Office: 7.8.26 Date CA Initial		Board Meeting: 7.13.26 Date

Exhibit 805.24

Independent Contractor Agreement

LINN-MAR Community School District

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Maggi Pritzkau, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Choreography
2. **GROUP/DEPARTMENT WORKING WITH:** Linn-Mar Varsity Poms
3. **AMOUNT OF PAYMENT:** $3500

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on August 9th, 2026, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.*

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.

6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.

8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.

9. **TERM:** This agreement shall begin on August 7th, 20 26 and shall continue in effect until August 9th, 20 26, unless earlier terminated by either party in accordance with Section 11.

10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.

11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.

12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.

13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.

14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this June day of 26th, 20 26.

Independent Contractor Signature: [signature]

Title:

Linn-Mar CSD Representative Signature: ______________________

Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Rd, Marion IA 52302

Internal Use Only	Account Code: HS Varsity Poms	
Business Office: 7.8.26 Date	CA Initial	Board Meeting: 7.13.26 Date

Revised 1.30.25

Exhibit 805.25

Independent Contractor Agreement

LINN-MAR Community School District

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Carol Tralau, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** All State Rehearsal and Clinic__________________

2. **GROUP/DEPARTMENT WORKING WITH:** All State Chorus__________________________

3. **AMOUNT OF PAYMENT:** 1500____

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on 12/1/2026, which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Road, Marion, IA 52302.

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.

6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.

8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.

9. **TERM:** This agreement shall begin on 08/01/2026 and shall continue in effect until 12/01/2026 unless earlier terminated by either party in accordance with Section 11.

10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.

11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.

12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.

13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.

14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 3rd day of June, 2026

Independent Contractor Signature:

Carol A. [illegible]

Linn-Mar CSD Representative Signature:

____

Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Road, Marion IA 52302

Internal Use Only Account Code: Choir

Business Office: 6.26.26 Date CA Initial Board Meeting: 7.13.26 Date

Exhibit 805.26

Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Heath Weber, Independent Contractor ("IC"), for the performance of certain services,

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES AND REPRESENTATIONS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

1. **SERVICES TO BE PERFORMED:** Team Building and Bonding 8/7 & 8/8 detail email attached

2. **GROUP/DEPARTMENT WORKING WITH:** 10th Street Edition

3. **AMOUNT OF PAYMENT:** 1500

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on 10/1/2026, which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Road, Marion, IA 52302.

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.

5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.

6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.

8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.

9. **TERM:** This agreement shall begin on 08/01/2026 and shall continue in effect until 010/01/26 unless earlier terminated by either party in accordance with Section 11.

10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.

11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.

12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.

13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.

14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 3rd day of June 2026

Independent Contractor Signature:

Linn-Mar CSD Representative Signature: ______________________________

Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 3556 Winslow Road, Marion IA 52302

Internal Use Only	Account Code: HS Show Choir - 10th St	
Business Office: 7.8.26 Date	CAA Initial	Board Meeting: 7.13.26 Date

Cortnee Hemesath

From: Abbie Parker
Sent: Wednesday, July 1, 2026 4:13 PM
To: Cortnee Hemesath
Cc: Jon Galbraith; Accounts Payable
Subject: Re: IC Agreements

Heath will bring his own materials to facilitate team building and leadership training amongst the students of 10th Street Edition. He typically starts with a few hours of get-to-know-you activities and games to get the students more comfortable with each other. Then we will break into our first goal-setting activity before dinner. After dinner, we typically do the first round of solo auditions for the year. This takes about 1.5 to two hours. We will end by recapping or finishing our goal-setting activity. Then we send the students home.

The second day, we begin with solo callbacks for the season. Heath will help judge these. We then go to lunch. When we return, we do a couple more team-building activities or games, then go through our final goal-setting project. The students make individual goals, then share and gather together with others to make small group goals, then collaborate with the whole group to make final group goals. We put these on a poster and store it in the room for the season.

I don't yet have the exact schedule for this year, so I can't share that. Heath plans for, provides materials for, and coaches students through the entire two-day event.

Abbie Parker
Associate Principal
Linn-Mar High School
319-447-3044
abbie.parker@linnmar.k12.ia.us

From: Cortnee Hemesath <cortnee.hemesath@linnmar.k12.ia.us>
Sent: Wednesday, July 1, 2026 1:27 PM
To: Abbie Parker <abbie.parker@linnmar.k12.ia.us>
Cc: Jon Galbraith <jon.galbraith@linnmar.k12.ia.us>; Accounts Payable <AP@linnmar.k12.ia.us>
Subject: RE: IC Agreements

What does the team building and bonding session consist of?
What specific instructional services are occurring for 9 hours 8/7 and 7 hours 8/8?

Team building and bonding are too vague for description of services.

Please respond with more detail for this service.

Thanks
Cortnee Hemesath
Supervisor of Business Services

AGREEMENT FOR STATEWIDE VOLUNTARY PRESCHOOL PROGRAM BETWEEN THE LINN-MAR COMMUNITY SCHOOL DISTRICT AND HAND IN HAND EARLY CARE AND EDUCATION CENTER

This Contract is entered into between the Linn-Mar Community School District, 3556 Winslow Road, Marion, Iowa 52302, hereinafter referred to as District, and Hand In Hand Early Care and Education Center, located at 905 Barrington Parkway, Marion, Iowa 52302, hereinafter referred to as Center.

Program
The Linn-Mar Community School District and Hand In Hand Early Care and Education Center are entering into this Contract for the purpose providing space for an educational four-year-old program. Programs will be held at both the Barrington Parkway location and 3524 35th Avenue. The Program shall consist of a half-day class providing services to students in a morning session from 8:15 a.m. to 11:15 a.m., Monday through Friday, and an afternoon session from 12:30 to 3:30 p.m., Monday thru Friday, per the agreed upon preschool calendar.

Term
The term of this Contract shall be from August 24, 2026, to June 11, 2027. The parties may renew this contract for subsequent school years upon the written agreement of the parties. Either party may terminate the contract with or without cause upon sixty (60) days written notice to the other. Notice shall be deemed to have been given if delivered or mailed to a representative of the party at the address set forth below.

Center Responsibilities
The Center is an approved and licensed child development center by the Department of Health and Human Services (HHS). The Center agrees that during the term of this contract and any subsequent renewal it shall maintain such approval and licensing and will abide by all licensing requirements of HHS. If at any time Center shall no longer be HHS approved or licensed, District may terminate this Contract.

The Center agrees to provide a full-time appropriately licensed teacher and associate with program qualifications to teach in the Program. The Center shall be responsible for all costs, including salary and benefits, for the teacher. Any employee of the Center assigned to teach at the facility will remain an employee of the Center and shall not be considered an employee of the District for any purpose. The District shall be entitled to supervise and observe any assigned teacher during the hours of operation of the program. The District will support the Center classroom through collaboration and weekly visits to the Center classroom and staff.

The Center will provide the District audit-quality documentation of expenditures allocated to Statewide Voluntary Preschool Programming. At a minimum, such documentation will be provided to the District on a quarterly basis. However, the District reserves the right to request such documentation at any time during the term of this agreement.

At the end of the agreement term (June 11, 2027), the Center will return any unused SWVPP funds to the District.

District Responsibilities
The District shall provide an approved curriculum for such class and shall provide any necessary supporting materials for the curriculum. The District's coordinator assigned to the Program shall be responsible for ensuring that the approved curriculum is taught and for overseeing the implementation of the curriculum.

The District shall be responsible for determining special education and related services categorization and placement in accordance with state and federal law and shall be responsible for any special costs or programming involved for students enrolling with an individual education plan (IEP).

The District shall not be responsible for providing transportation for any students enrolled in the program. Transportation for field trips planned by the Center will be provided by the Center.

Students
Students shall be required to complete the District enrollment process in order to be enrolled in the Program and shall be subject to all of District policies, practices, and procedures. The District shall be responsible for monitoring attendance requirements.

Calendar
The Program shall conduct classes according to District's school calendar for each day that classes are in session with a starting date of September 01, 2026.

School Records
The District and the Center shall cooperate regarding student records for students enrolled in the Program, and District shall maintain all educational records as required by law. Each party and its employees shall be responsible for maintaining the confidentiality of any education records as required by law. The parties shall furnish each other with any educational records as required by law. The parties will furnish each other with any necessary documentation needed to comply with each party's federal and state standards, regulations, and requirements, including, but not limited to, free and reduced lunch applications, enrollment reports, and attendance reports.

Financial Arrangements
The Center agrees not to charge tuition or fees for the District instructional portion of the day for any four-year-old who is receiving childcare services.

Equipment and materials purchased with the Statewide Voluntary Preschool Program Funds are the property of the district. The District will provide subscriptions to Teaching Strategies GOLD for use by the Center.

Hand In Hand Early Care and Education Center will invoice Linn-Mar Community School District on a monthly basis, stating a per pupil cost. Hand In Hand can be reimbursed for up to 78 children, (based on the October 1, 2025, enrollment data) but not to exceed 20 students per session per IQPPS Guidelines. Linn-Mar Community School District will make payments within 30 days after receipt of Hand in Hand Early Care and Education Center invoice. This is based on the nine months from September to May.

The monthly per pupil cost at which Linn-Mar Community Schools will pay Hand In Hand Early Care and Education Center is $426.83. For this agreement, the total annual distribution to Hand in Hand will not exceed $299,634.66.

Representatives
The contact person for each party shall be as follows:

District: Anne Faber, Executive Director of Student Services
Center: Kathy Kolthoff, Director, Hand in Hand Early Care and Education Center

Amendment of Contract
This contract may not be modified, changed, or varied, except by a written instrument signed by the parties. This Contract shall not be assigned by either party unless the other party agrees to assignment in writing.

The foregoing terms are agreed to, and accepted by, Linn-Mar Community School District and Hand in Hand Early Care and Education Center.

Hand in Hand Early Care and Education Center

Kathy Kolthoff Date
Director

Linn-Mar Community School District

Anne Faber Date
Executive Director of Student Services

Nathan Wear Date
Superintendent

Katie Lowe Lancaster Date
Board President

Exhibit 805.28

Agreement for Provision of Daycare Services

This agreement is made this 13th day of July 2026, between the Linn-Mar Community School District, hereinafter referred to as District, and Hand In Hand, a licensed childcare provider, pursuant to Iowa Code §279.49. (Note this contract supersedes the previous daycare services contract between the aforementioned parties that was dated June 1, 2024.)

Recitals

The District sets forth this agreement for the operation of a program at Echo Hill Elementary, 400 Echo Hill Road, Marion, IA; Indian Creek Elementary, 2900 Indian Creek Road, Marion, IA; Bowman Woods Elementary, 151 Boyson Road NE, Cedar Rapids, IA; Linn Grove Elementary, 2301 50th Street, Marion, IA; Novak Elementary, 401 29th Avenue, Marion, IA; Wilkins Elementary, 2127 27th Avenue, Marion, IA; and Westfield Elementary, 901 East Main Street NE, Robins, IA to provide before and after school childcare and summer childcare to students to students enrolled in kindergarten through grade four. Hand In Hand recognizes that continuity of personnel, program quality, and maintaining the low cost of a program is important to both the DISTRICT and the parents who use this service. The District and Hand In Hand set forth in writing the terms and conditions of their agreement and understanding.

IT IS THEREFOR AGREED AS FOLLOWS:

Appointment: The District hereby grants Hand In Hand the contract to offer a before and after school childcare and summer childcare program at Echo Hill Elementary (85), Indian Creek Elementary (83), Bowman Woods Elementary (65), Novak Elementary (98), Wilkins Elementary (70), Linn Grove Elementary (85), and Westfield Elementary (100) to students enrolled in Linn-Mar Schools' kindergarten (or age five per Hand In Hand Director discretion) through grade four (with consideration of requests for exceptions to serve students in grades 5-8 with special needs – as approved annually on a case-by-case basis review by the Executive Director of Student Services and the Department of Health and Human Services).

Location:

School Year – Before and after school childcare: The aforementioned before and after school childcare will be housed in the multipurpose room at Echo Hill Elementary, Indian Creek Elementary, Bowman Woods Elementary, Linn Grove Elementary, Novak Elementary, Wilkins Elementary, and Westfield Elementary. This space shall be available Monday through Friday, from 6:00 a.m. until the first bell and from the last bell until 6:00 p.m. on days when school is in session. During the school year on scheduled in-service days, emergency days, and days mutually agreed upon by the district and Hand In Hand, the space shall be available from 6:00 am to 6:00 p.m. In addition, the District grants Hand In Hand, its agents, employees, clients, and other persons doing work for or business with Hand In Hand that is related to this agreement, the right to use the commons areas consisting of the parking area, roadways, pathways, sidewalks, and entrances and exits designated by the District for common use, subject to the terms and conditions of this agreement. The District further grants Hand In Hand access to the outdoor play area at such times as may be mutually agreed upon between the school principal and Hand In Hand.

Summer childcare: During the summer, the designated primary space (multipurpose room and gym) shall be available from 6:00 a.m. to 6:00 p.m. In addition, the District grants Hand In Hand, its agents, employees, clients, and other persons doing work for or business with Hand In Hand that is related to this agreement, the right to use the common areas consisting of the parking area, roadways, pathways, sidewalks, and entrances and exits designated by the District for common use, subject to the terms and conditions of this agreement. The District further grants Hand In Hand access to the outdoor play area at such times as may be mutually agreed upon between the school principal and Hand In Hand. See use of premises section for use of other areas. The District will notify Hand In Hand in the Spring which buildings will be available for summer use due to construction, District programs, or other circumstances.

Rental: Hand In Hand agrees to rent the multipurpose room and gym (as available) at Echo Hill Elementary, Indian Creek Elementary, Bowman Woods Elementary, Linn Grove Elementary, Novak Elementary, Wilkins Elementary, and Westfield Elementary for the monthly fee of $1200 per building during the 2026-2027 school year and $1300 per building during the 2027-2028 school year. The summer rental fee of the multipurpose room and gym per building will be $1950 for the summer of 2026 and $2000 for the summer of 2027 (the "summer" consists of three complete months – June, July, and August. Overlapping school days with summer childcare during June or August will be pro-rated).

During the school year, the gym at Echo Hill Elementary, Indian Creek Elementary, Bowman Woods Elementary, Linn Grove Elementary, Novak Elementary, Wilkins Elementary, and Westfield Elementary may be available for use from 3:45 p.m. - 4:45 p.m. by Hand In Hand. The District and/or building programming activities will take priority for use of gym space. Hand In Hand will have the option to use the gym space at any available time during that month; not already scheduled by the District. The District and/or Building Administrator will inform the provider when the gym space is not available. The District reserves the right to use the gym on a reserved day, as needed, for school-sponsored programming, provided the principal gives at least seven days advance notice to the Business Office and Hand In Hand. Use of the gym is included in the monthly rent.

Hand In Hand shall advise the District on or before April 1st of any intention to discontinue renting the space for the following year.

Use of Premises: Hand In Hand covenants and agrees during the term of this agreement to use and occupy the leased premises only for the operation of a before and after school childcare program or the summer childcare program. Should Hand In Hand desire to use other areas in the school (for example, kitchen, stoves, prep areas, etc.) Hand In Hand staff must first request use and receive approval from the building principal; use the space appropriately; and be responsible for cleaning/returning the space to the condition it was in prior to their use.

In the event the District determines that overtime custodial service may be necessary (paid holiday day), Hand In Hand will be responsible for the overtime custodial wages at the overtime rate of pay at 3.5 times their normal pay. The District will provide Hand In Hand a yearly calendar of school dates as soon as approved by the school board. All non-workdays due to holidays will be communicated with Hand In Hand as established by the District. Winter holiday dates will be communicated by December 1st of that year. Any day that the District closes due to weather conditions, Hand In Hand will also be closed for the day. Any day that the District delays the start of school by two hours due to weather conditions, Hand In Hand will delay their start time by two hours. Any day that the District dismisses school early due to weather conditions, Hand In Hand will not provide after-school care.

Hand In Hand will include the fee for one swipe card per child into the registration fee for families. Each family will be provided one swipe card to be used to access the building in the mornings and afternoons. Hand In Hand will pay the District the cost of one card per family. Hand In Hand will provide the District with the information to program cards for families and inform the District of any lost cards. The District will be responsible for programming the cards. If a family wishes to request additional cards or needs to replace a lost card, they will work with Hand In Hand to submit a technology ticket and pay the cost for the addition card. The cost per card is $10.00. Cards will be used during the school year and summer.

In response to any other future health emergencies, Hand In Hand agrees to follow all District guidelines, restrictions, and guidance.

Agreement for Provision of Extended Care Services

Care and Maintenance of Premises: Hand In Hand takes said premises in their present conditions except for such repairs and alterations as may be expressly herein provided. The District will keep the roof, walls, and other structural parts of the building in good repair. The District shall provide custodial services including trash, garbage, cleaning supplies, and snow removal and shall pay for all utilities and heat for the before and after school childcare program and the summer childcare program areas. Hand In Hand shall care for and maintain said premises in a reasonably safe and serviceable condition. Except for normal wear and tear, Hand In Hand will not permit or allow said premises to be damaged or depreciated in value by its own act or negligence or any act of negligence of its agents, employees, or the students enrolled in the before and after school childcare program or the summer childcare program. Hand In Hand will make no unlawful use of said premises and agrees to comply with all valid regulations of the Board of Health and the Department of Health and Human Services, city ordinances, or applicable municipality, the law of the State of Iowa and the Federal Government. This provision shall not be construed as creating any duty by Hand In Hand to the general public.

Assignment and Subletting: Hand In Hand may not mortgage, pledge, assign, or otherwise encumber its interest in this agreement or sublease the property which it is renting. If for any reason, Hand In Hand ceases doing business as Hand In Hand, and/or ceases to be a licensed childcare provider, Hand In Hand must notify an official of the District immediately. The District retains the right to revoke this agreement by written notice at any time after such notification.

Standards of Operation: Hand In Hand agrees to operate a before and after school childcare and summer childcare program in compliance with the District's standards. Hand In Hand will confer with the District on the programs offered, the fees charged, and all other matters of importance to the school administration. Hand In Hand will provide a copy of the fee schedule on an annual basis to the Business Office as well as provide any other information that is requested due to state reporting requirements. In the event of a disagreement regarding these matters, Hand In Hand agrees to abide by the standards set by the District. In the event of severe inclement weather and the District must close, Hand In Hand will agree to leave the premises as soon as children are safely relocated. The District retains the right to revoke this agreement via written notice in the event Hand In Hand fails to operate the before and after school childcare program and the summer childcare program in compliance with the District standards.

Insurance: Hand In Hand shall procure, maintain, and provide the District with proof of a bodily injury and property damage liability policy in the following limits and add the District as an additional insured under the policy:

a. $1,000,000 aggregate limit of liability and property damage
b. Split limits of $250,000 for each person and $5,000,000 for each accident for bodily injury liability, and $100,000 for property damage
c. $1,000,000 umbrella coverage

Hand In Hand shall deliver to the District, promptly after this agreement commences, insurer's certificates evidencing all insurance that Hand In Hand must maintain under this agreement and within thirty (30) days before any such insurance expires, another certificate evidencing its renewal.

Terms: Except as herein and otherwise provided, this agreement shall remain in force and effect for the summer of 2026 through the end of the 2027-2028 school year. This agreement shall, subject to applicable state law, terminate at the end of the stated term or if written notice of termination is sent by either party to the other at least ninety (90) days in advance of such termination. The agreement will be reviewed annually in January at which time either party can terminate the agreement at the end of the current school year with good cause.

The District retains the right to revoke this agreement in the event that Hand In Hand is no longer licensed by the State of Iowa as a childcare center pursuant to Iowa Code §237A, or Hand In Hand fails to maintain adequate insurance coverage. Hand In Hand is obligated to notify the District immediately in the event of a change of nature described above.

Indemnification/Independent Contractor Status: Hand In Hand and the District are independent contractors, and shall not be construed as joint ventures, partners, agents, servants, or employees of each other. Hand In Hand shall indicate its independent status on any advertising or signs it may use. Further, Hand In Hand shall indemnify and hold the District harmless from and against any and all loss, damage, liability, and expense incurred arising from a violation of this agreement and from any and all claims, damages, causes of action, or suits arising out of the business operations of Hand In Hand, including any made by employees of Hand In Hand.

Agreement for Provision of Extended Care Services

Compliance with Laws: Hand In Hand shall comply with all applicable laws, statutes, ordinances, orders, or codes of any public or governmental authority having jurisdiction over its business operations.

Waiver: Failure of either party to enforce any of the provisions of this agreement or to exercise any rights or remedies granted herein shall in no way be deemed to be a waiver of such provisions or in any way affect the validity of this agreement. An exercise by either party of any of the rights or remedies contained in this agreement shall not prohibit them from exercising the same or any other rights thereafter. All rights and remedies are cumulative and severable.

Notices: All notices required to be sent to the District shall be sent by registered or certified mail addressed to the Linn-Mar Community School District at its office located at 3556 Winslow Road, Marion, IA 52302, or at such other address as the District shall designate in writing. All notices required to be sent to Hand In Hand shall be sent by registered or certified mail addressed to: Hand In Hand, 3524 35th Avenue, Marion, IA 52302, or at such other address as Hand In Hand shall designate in writing.

Separability of Provisions: Should any part of this agreement between the District and Hand In Hand be found to be illegal, or in violation of public of board policy, or for any other reason unenforceable in law, such findings shall in no event invalidate the other parts of this agreement.

Entire Agreement: This agreement between the District and Hand In Hand encompasses all of the terms and conditions and representations made by either party and supercedes any other agreement discussed by the parties. This agreement may not be amended except in writing signed by the parties to this agreement.

Applicable Law: This agreement has been made in the State of Iowa and shall be interpreted and construed in accordance with the laws of that state.

In witness whereof, the parties have executed this agreement on the date indicated.

Date	Date	Date
Kathy Kolthoff Owner/Executive Director Hand In Hand	Katie Lowe Lancaster School Board President Linn-Mar Community School District	Jon Galbraith Board Secretary Linn-Mar Community School District

Exhibit 805.29

CHANGE ORDER NO. 2

PROJECT: Linn Mar Activities Center – Early Site Package

DATE: July 7, 2026

CONTRACTOR: Eastern Iowa Excavating and Concrete, LLC
Cascade, Iowa

ORIGINAL CONTRACT AMOUNT: $918,291.25
CO #1 (Increase): $10,109.15

NEW TOTAL AMOUNT: $ 928,400.40

Change Order Item Description

COR 2-1	Excavation, Export, haul off site	2250	CY	$ 19.55	$ 43,987.50
COR 2-2	Electrical, ITC 002	1	LS	$ 4,375.00	$ 4,375.00
COR 2-3	15" HDPE	167	LF	$ 172.50	$ 28,807.50
COR 2-4	6" PVC	41	LF	$ 218.50	$ 8,958.50
COR 2-5	SW-401, 48" MH	1	EA	$ 9,135.00	$ 9,135.00
COR 2-6	SW-301, 48" MH	1	EA	$ 9,025.00	$ 9,025.00
COR 2-7	GEO. Frame and Grate	1	LS	$3,835.00	$ 3,835.00
COR 2-8	Subgrade Stabilization, Macadam	332	CY	$ 45.25	$ 15,023.00
COR 2-9	Geogrid, Type 1	973	SY	$ 3.35	$ 3,259.55
COR 2-10	Electrical, Additional Work	1	LS	$ 4,925.00	$ 4,925.00
CO # 2				**TOTAL**	**$ 131,331.05**

Original Contract Amount	$918,291.25
Change Order #1 (Increase)	$10,109.15
Change Order #2 (Increase)	**$131,331.05**
Revised Contract Amount	**$1,059,731.45**

Eastern Iowa Excavating and Concrete, LLC

By: Grant Krum

Title: Project Manager

Date: 7/7/26

Hall & Hall Engineers, Inc.

By: Brent Jackman

Title: Project Manager

Date: 7-8-26

Linn Mar Community School District

By: ____________________

Title: Board President

Date: ____________________

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Exhibit 806.1

LM LINN-MAR Community School District

Fundraising Request Form

Code: 1005.4-E1

Forms should be submitted to the Business Office per the following deadlines

Request Form Due	Board Approval Date	Fundraiser Start Date
First day of school for fundraisers occurring from October 1st thru December 31st	First meeting in September	Fundraisers should NOT start until the day immediately following board approval
Last day of school before Thanksgiving break for fundraisers occurring from January 1st thru March 31st	December meeting	
By February 15th for fundraisers occurring from April 1st thru May 31st	March meeting	
By April 15th for fundraisers occurring from June 1st thru September 30th	First meeting in May	

REMINDERS: All groups are required to submit a request for each fundraiser to the Business Office specifying how all funds raised will be spent. A Fundraising Project Summary (Refer to Policy 1005.4-E2) is due six weeks after the fundraiser ends. Proceeds should be spent during the year funds are raised.

Building Name: Excelsior Middle School **Sponsoring Group:** Athletics (TRACK)

Contact Name: Joe Behmer **Contact Phone:** 319-447-3139

Contact Email: joe.behmer@linnmar.k12.ia.us **District Account Code:** 21.0209.1900.950.7406.1790

Description of Fundraising Activity *(All information is required for the request to be considered)*

Fundraising Activity: Kona Ice & Travelin' Toms

Activity Start/End Dates: 5/4/26 & 5/12/26 **Estimated Proceeds:** 20% of SALES

Purpose/Use of Funds Raised *(Must be specific)*:

I was in contact with Mr. Jon Booms to have Kona Ice & T.T. sell their products during home track meets on 5/6/26 + 5/12/26

Administrator Approval:

I approve that this request is necessary to provide funds for the purposes described above.

Building Administrator's Signature: JD Christian Date: 6/11/26

Business Office and Board Review/Approval:

Business Office Review/Approval: [signature] Date: 6/16/26

Board Review/Approval: Date:

Summary Due Date: Rcvd 6/16/26

Revised: 6/22; 7/22

7/6/26

Exhibit 806.2

LM LINN-MAR Community School District

Fundraising Request Form

Code: 1005.4-E1

Forms should be submitted to the Business Office per the following deadlines

Request Form Due	Board Approval Date	Fundraiser Start Date
First day of school for fundraisers occurring from October 1st thru December 31st	First meeting in September	Fundraisers should NOT start until the day immediately following board approval
Last day of school before Thanksgiving break for fundraisers occurring from January 1st thru March 31st	December meeting	
By February 15th for fundraisers occurring from April 1st thru May 31st	March meeting	
By April 15th for fundraisers occurring from June 1st thru September 30th	First meeting in May	

REMINDERS: All groups are required to submit a request for each fundraiser to the Business Office specifying how all funds raised will be spent. A Fundraising Project Summary (Refer to Policy 1005.4-E2) is due six weeks after the fundraiser ends. Proceeds should be spent during the year funds are raised.

Building Name: High School **Sponsoring Group:** JV Poms

Contact Name: Nikki Russell **Contact Phone:** 319-981-0444

Contact Email: nikolesrussell@gmail.com **District Account Code:** 21.0109.1900.920.6696

Description of Fundraising Activity *(All information is required for the request to be considered)*

Fundraising Activity: Poster-sponsorship

Activity Start/End Dates: 7/14/26 - 8/22/26 **Estimated Proceeds:** $3000

Purpose/Use of Funds Raised *(Must be specific)*: Uniforms, Poms, music, competition travel, competition entry fees

Administrator Approval:
I approve that this request is necessary to provide funds for the purposes described above.

Building Administrator's Signature: [signature] Date: 7/2/26

Business Office and Board Review/Approval:

Business Office Review/Approval: [signature] Date: 7/7/26

Board Review/Approval: ______ Date: ______

Summary Due Date: ______

Revised: 6/22; 7/22

Exhibit 807.1

LINN-MAR Community School District

Excursions and Trips Request Form

Code 603.3-E

Date Request Received by CFO/COO: 6/18/26

A written request for overnight excursions/trips must be submitted to the Chief Financial/Operating Officer **NOT LESS THAN FOUR WEEKS PRIOR TO THE PROPOSED EXCURSION/TRIP AND PRIOR TO ANY TRAVEL ARRANGEMENTS BEING FINALIZED.**

Overnight excursions/trips require prior approval of the building administrator, the superintendent [or designee], and the school board. In authorizing excursions/trips, the building principal will consider the financial condition of the school district, the educational benefit of the activity, the inherent risks or dangers of the activity, and other factors deemed relevant by the superintendent including the participation of the membership of the regular activity group. Students who have graduated may not participate in school sponsored excursions/trips unless the event is sanctioned by the state athletic associations.

THE REQUEST WILL INCLUDE:

a. Rationale for the excursion/trip including the purpose and objectives
b. Clarification if request is dependent upon pre-qualifying for event
c. Detailed plans for student supervision
d. Proposed itinerary
e. Cost and source of funding
f. Number of student participants
g. Copy of required participation paperwork

- Within three weeks of the completion of the excursion/trip the sponsor will submit a written summary of the event to the building principal.
- The building will be responsible for obtaining a substitute teacher if one is needed.
- Students eligible for a fee waiver will be covered through contingency/discretionary funds as appropriate.

EXCURSION/TRIP CRITERIA: The following checklist ***MUST BE*** signed and submitted to the Chief Financial/Operating Officer with required documentation ***NOT LESS THAN 4 WEEKS PRIOR TO*** the proposed excursion/trip and prior to any travel arrangements being finalized:

Group: FFA *(Examples: Robotics, FBLA, etc.)* **Submitted by:** Jacob Mayes *(Name)*

Criteria		Description	Provided
Purpose	**Required**	Purpose of excursion/trip is clearly defined and *". . . is a vital part of the curriculum or current activity."* *Reference Board Policy 603.3.*	✓
Pre-Planning	**Required**	Evidence of pre-planning that will maximize the learning experiences of students on this excursion/trip. *(Dates, location, number of student participants, plan for supervision, proposed itinerary, hotel, cost/budget source, required participation paperwork, clarification if request is dependent upon pre-qualifying for an event, etc.)*	✓
Follow-Up	**Required**	Evidence of planning for follow-up in order to maximize the learning experiences of students on this excursion/trip.	✓
Assessment	**Required**	Evidence that students will be required to demonstrate their understanding of the learning expected from this experience.	✓
Funding	**Required**	Source of funding has been determined that meets Department of Education and district guidelines. *Reference Board Policy 603.3.*	✓
Common Experience	*Recommended*	This excursion/trip is a common experience that all students at this grade level or activity group should have.	✓
Multi-disciplinary	*Recommended*	This excursion/trip addresses more than one curricular area and offers the opportunity for curriculum integration.	✓
Building Principal Approval		Zach M[illegible] Date	6/16/26
Chief Financial/Operating Officer Approval		[illegible] Date	7/1/26
Board of Directors Approval		Date	

Linn-Mar FFA Chapter – Overnight Field Trip Request

Trip Title: FFA Officer Retreat

Dates: July 11th-13th, 2026

Destination: Panora, Iowa

Lodging: Waterfront Cabin booked through Airbnb

Advisor/Chaperones: Jacob Mayes, Agriculture Instructor

Students Attending: Kylie Brown (President), Paige Rector(Vice-President), Josie Brown (Secretary), Sahana Nagarajan (Treasurer), Lily Albers(Reporter), Aidan Cady (Sentinel)

Purpose of the Trip

The FFA Officer Retreat serves as a leadership development and team-building experience for the newly elected Linn-Mar FFA Officer Team. The retreat will focus on goal setting, strategic planning for the upcoming year, enhancing communication and collaboration skills, and building a cohesive officer team that can lead our chapter effectively.

Pre-Planning Activities

- Officer elections and confirmation before the retreat
- Completion of pre-retreat surveys on leadership styles and team roles
- Executive Officers Advisor-President/Vice-President led planning meetings to set retreat objectives
- Preparation of materials for workshops and goal-setting exercises
- Parent and participant information meeting outlining expectations

Follow-Up Activities

- Officers will develop and present a strategic chapter Program of Activities (POA) based on retreat planning, completion of officer binders
- Implementation of leadership roles assigned during the retreat
- Monthly officer check-ins and goal reviews
- Student-led officer reflection presentations to the chapter and/or school board
- Officer retreat reflection assignments

Assessment of Trip Impact

- Pre and post-retreat leadership self-assessments
- Evaluation of group performance during the retreat activities
- Growth in officer participation, communication, and event planning noted over the school year
- Measured the success of chapter initiatives planned during the retreat

Funding and Budget

Item	Cost Estimate
Lodging (2 nights)	$1300
Meals (6 meals x 7 people)	$300
Transportation (bus/van)	$100
Supplies & Materials	$100
Team-Building Activities	$200
Total Estimated Cost	~~$1,400~~ $2,000 jm

Funding Sources:
- Chapter FFA Funds
- Possible Community Donations or Sponsors
- Fundraising Events
- Participant Contribution (only if needed)

Common Experience & Multidisciplinary Connections

- Leadership: Public speaking, ethics, and servant leadership
- Communication: Active listening, conflict resolution, team dynamics
- Agricultural Education: Strategic planning for FFA events tied to agriscience and community outreach
- Business & Marketing: Planning fundraising, budgeting, and promoting events
- English Language Arts: Written reflections, mission statement drafting, public speaking
- Social Studies: Understanding group behavior and civic responsibility through team activities

Proposed Itinerary

Day 1
- 9:00 AM – Depart from Linn-Mar High School

- 12:00 AM – Arrive & settle in & get room assignments
- 11:00 AM – Team icebreakers & leadership styles workshop
- 12:30 PM – Lunch
- 1:30 PM – Chapter goals & Program of Activities planning
- 4:00 PM – Group outdoor challenge course or industry tour
- 6:00 PM – Dinner
- 7:30 PM – Fireside reflection & team bonding
- 10:00 PM – Lights out

Day 2
- 8:00 AM – Breakfast
- 9:00 AM – Officer role deep dives and goal setting
- 11:00 AM – Team-building simulation
- 12:30 PM – Lunch
- 1:30 PM – workshop: running effective meetings (Basics, Parli Pro)
- 3:30 PM – Free time/hiking or Industry Tour
- 5:30 PM – Dinner
- 7:00 PM – Final planning for FFA year: calendar, committee structure
- 9:00 PM – Movie/relaxation
- 10:30 PM – Lights out

Day 3
- 8:00 AM – Breakfast
- 9:00 AM – Personal mission statements & final reflections
- 11:00 AM – Clean-up and pack
- 12:00 PM – Depart
- 1:30 PM – Arrive back at Linn-Mar High School

Conclusion

This retreat is a key leadership development tool for Linn-Mar FFA. It empowers student leaders to gain essential skills that will be used throughout the school year and beyond. With strong planning, curriculum alignment, and effective assessment, this trip will build a foundation of success for the entire chapter.

Exhibit 808.1

School Finance Report
May 31, 2025

92% of the School Year Complete

	Current Budget	Beginning Fund Balance	Y-T-D Revenue	Exp This Mon	Exp. Last Month	Exp Y-T-D	% Exp (Budget)		Balance (Budget)	Balance (Revenues)	Balance (Fund)
1) Instructional (1000-1999)	$71,955,000			$5,479,670	$6,094,317	$53,914,101	74.9%		$18,040,899		
2) Support Services(2000-2999)	$34,849,700			$2,496,090	$2,837,029	$28,989,655	83.2%		$5,860,045		
3) Non-Instructional(3000-3999)	$5,207,500			$471,279	$358,862	$3,754,756	72.1%		$1,452,744		
4) Other Expenditures((4000-6000)	$28,110,865			$497,316	$6,005,269	$28,808,593	102.5%		-$697,728		
5) Interfund Transfers (000910)	$8,820,274			$621,472	$621,472	$6,836,191	77.5%		$1,984,083		
Total	**$148,943,339**			**$9,565,826**	**$15,916,949**	**$122,303,297**	**82.1%**		**$26,640,042**		
Operating Fund-10	$102,500,000	$7,108,796	$96,269,524	$7,985,952	$8,874,590	$79,854,519	77.9%		22,645,481	16,415,005	23,523,800
Activity-21	$1,100,000	$1,004,117	$1,051,252	$97,488	$105,737	$1,120,203	101.8%		(20,203)	(68,951)	935,167
Management-22	$2,800,000	$2,014,469	$2,516,231	$2,534	$1,485	$2,798,734	100.0%		1,266	(282,503)	1,731,967
PERL-24	$248,000	$37,667	$381,223	$3,768	$25,323	$127,652	51.5%		120,348	253,571	291,238
SAVE-33	$13,562,000	$19,890,609	$9,744,366	$756,043	$1,838,000	$20,271,022	149.5%		(6,709,022)	(10,526,655)	9,363,954
Other Capital Projects-31, 32, 35	$4,116,000	$6,493,636	$267,641	$7,002	$23,193	$3,696,359	89.8%		419,641	(3,428,718)	3,064,919
PPEL-36	$4,931,663	$6,280,709	$5,121,343	$240,859	$311,500	$3,961,524	80.3%		970,139	1,159,819	7,440,528
Debt Service-40	$15,125,676	$542,598	$5,587,775	$300	$4,377,687	$6,673,814	44.1%		8,451,862	(1,086,039)	(543,441)
Nutrition-61	$4,100,000	$3,184,707	$3,260,624	$423,376	$336,406	$3,423,681	83.5%		676,319	(163,057)	3,021,650
Aquatic Center-65	$410,000	$276,646	$393,917	$43,060	$22,608	$335,536	81.8%		74,464	58,381	335,027
Student Store-68	$50,000	$33,225	$40,975	$5,445	$419	$40,254	80.5%		9,746	721	33,946
Total	**$148,943,339**	**$46,867,180**	**$124,634,871**	**$9,565,826**	**$15,916,949**	**$122,303,297**	**82.1%**		**26,640,042**	**2,331,574**	**49,198,754**

Linn-Mar Community School District

Cash Balances

Fiscal Year: 2024-2025

Date Range: 07/01/2024 - 05/31/2025

Account Number	Title	Beginning Balance	Increases Debits	Decreases Credits	Cash Balance
10.0000.0000.000.0000.101000	CASH IN BANK	0.00	250.00	250.00	0.00
10.0000.0000.000.0000.111001	ISJIT-General Fund	13,410,150.20	18,990,128.79	27,960,920.42	4,439,358.57
10.0001.0000.000.0000.101000	CASH IN BANK	21,500.12	138,295,302.58	137,057,695.88	1,259,106.82
10.0002.0000.000.0000.101000	CASH IN BANK	5,201.98	2,480.73	2,461.80	5,220.91
10.0005.0000.000.0000.101000	CASH IN BANK	0.00	50.00	50.00	0.00
21.0000.0000.000.0000.111001	ISJIT - Student Activity	924,741.34	1,267,447.32	924,741.34	1,267,447.32
21.0000.0000.000.0000.111011	1.555 RESERVE CD	0.00	13,673.66	13,673.66	0.00
21.0001.0000.000.0000.101000	CASH IN BANK	0.00	116,351.49	116,351.49	0.00
21.0002.0000.000.0000.101000	CASH IN BANK	72,326.35	4,670,019.38	4,813,261.40	(70,915.67)
21.0004.0000.000.0000.101000	CASH IN BANK	0.00	3,942.81	3,942.81	0.00
22.0000.0000.000.0000.111001	ISJIT - Management	770,617.78	1,513,962.32	771,366.46	1,513,213.64
22.0006.0000.000.0000.101000	CASH IN BANK	1,133,619.80	4,827,385.46	5,742,251.97	218,753.29
24.0001.0000.000.0000.101000	CASH IN BANK	0.00	41,489.56	41,489.56	0.00
24.0003.0000.000.0000.101000	CASH IN BANK	191,997.32	381,911.53	271,821.90	302,086.95
33.0003.0000.000.0000.101000	CASH IN BANK	5,331,284.43	22,604,333.80	20,929,352.80	7,006,265.43
35.0003.0000.000.0000.101000	CASH IN BANK	611,705.91	5,474,463.04	6,113,008.13	(26,839.18)
36.0003.0000.000.0000.101000	CASH IN BANK	6,764,579.40	5,179,313.13	4,481,588.87	7,462,303.66
40.0003.0000.000.0000.101000	CASH IN BANK	532,204.24	12,434,959.90	6,674,414.12	6,292,750.02
61.0000.0000.000.0000.111001	ISJIT - Nutrition	2,568,726.02	106,493.71	0.00	2,675,219.73
61.0001.0000.000.0000.101000	CASH IN BANK	0.00	2,458,895.77	2,458,895.77	0.00
61.0004.0000.000.0000.101000	CASH IN BANK	646,462.70	4,137,109.59	4,454,808.80	328,763.49
65.0001.0000.000.0000.101000	CASH IN BANK	0.00	334,611.47	334,611.47	0.00
65.0002.0000.000.0000.101000	CASH IN BANK	402,746.45	426,673.03	428,380.13	401,039.35
65.0004.0000.000.0000.101000	CASH IN BANK	0.00	17,048.07	17,048.07	0.00
68.0002.0000.000.0000.101000	CASH IN BANK	30,350.76	42,327.85	41,606.62	31,071.99
		33,418,214.80	223,340,624.99	223,653,993.47	33,104,846.32

End of Report

Exhibit 808.2

School Finance Report
May 31, 2026

92% of the School Year Complete

	Current Budget	Beginning Fund Balance	Y-T-D Revenue	Exp This Mon	Exp. Last Month	Exp Y-T-D	% Exp (Budget)		Balance (Budget)	Balance (Revenues)	Balance (Fund)
1) Instructional (1000-1999)	$74,303,000			$5,612,233	$5,915,920	$56,067,591	75.5%		$18,235,409		
2) Support Services(2000-2999)	$36,190,000			$2,517,487	$2,786,866	$28,910,324	79.9%		$7,279,676		
3) Non-Instructional(3000-3999)	$4,815,000			$500,305	$411,554	$3,880,246	80.6%		$934,754		
4) Other Expenditures((4000-6000)	$27,130,695			$809,441	$4,976,745	$20,618,396	76.0%		$6,512,299		
5) Interfund Transfers (000910)	$6,400,000			$683,039	$3,231,939	$10,062,329	157.2%		-$3,662,329		
Total	**$148,838,695**			**$10,122,505**	**$17,323,025**	**$119,538,885**	**80.3%**		**$29,299,810**		
Operating Fund-10	$107,120,000	$10,186,140	$98,025,270	$8,152,353	$8,644,908	$81,762,322	76.3%		25,357,678	16,262,949	26,449,089
Activity-21	$1,300,000	$100,716	$1,057,330	$114,316	$79,552	$995,151	76.6%		304,849	62,179	162,895
Management-22	$2,500,000	$1,753,557	$2,748,531	$0	$6,413	$2,567,933	102.7%		(67,933)	180,598	1,934,155
PERL-24	$350,000	$289,990	$558,692	$3,860	$33,143	$504,331	144.1%		(154,331)	54,360	344,350
SAVE-33	$12,000,000	$13,885,463	$10,692,842	$1,175,444	$994,151	$17,357,423	144.6%		(5,357,423)	(6,664,581)	7,220,882
Other Capital Projects-31, 32, 35	$200,000	$2,896,916	$77,650	$6,632	$2,548,900	$2,736,904	1368.5%		(2,536,904)	(2,659,254)	237,662
PPEL-36	$6,000,000	$5,707,531	$5,011,704	$129,542	$165,737	$2,945,225	49.1%		3,054,775	2,066,479	7,774,010
Debt Service-40	$14,500,000	$721,121	$5,055,924	$31,956	$4,430,561	$6,713,431	46.3%		7,786,569	(1,657,506)	(936,385)
Nutrition-61	$4,371,195	$2,538,301	$3,445,016	$473,991	$363,704	$3,509,942	80.3%		861,253	(64,926)	2,473,375
Aquatic Center-65	$450,000	$246,154	$431,271	$31,967	$52,880	$391,021	86.9%		58,979	40,250	286,404
Student Store-68	$47,500	$32,601	$52,622	$2,443	$3,076	$55,202	116.2%		(7,702)	(2,580)	30,021
Total	**$148,838,695**	**$38,358,491**	**$127,156,853**	**$10,122,505**	**$17,323,025**	**$119,538,885**	**80.3%**		**29,299,810**	**7,617,967**	**45,976,458**

Linn-Mar Community School District

Cash Balances

Fiscal Year: 2025-2026

Date Range: 07/01/2025 - 05/31/2026

Account Number	Title	Beginning Balance	Increases Debits	Decreases Credits	Cash Balance
10.0000.0000.000.0000.101000	CASH IN BANK	0.00	2,357.37	2,357.37	0.00
10.0000.0000.000.0000.111001	ISJIT-General Fund	4,454,026.03	6,150,637.96	1,200,000.00	9,404,663.99
10.0001.0000.000.0000.101000	CASH IN BANK	867.41	134,532,289.12	133,276,813.10	1,256,343.43
10.0002.0000.000.0000.101000	CASH IN BANK	5,220.91	1,505.76	1,499.31	5,227.36
10.0004.0000.000.0000.101000	CASH IN BANK	0.00	42.00	42.00	0.00
21.0000.0000.000.0000.111001	ISJIT - Student Activity	1,006,634.90	306,207.59	100,000.00	1,212,842.49
21.0001.0000.000.0000.101000	CASH IN BANK	0.00	148,701.06	148,115.61	585.45
21.0002.0000.000.0000.101000	CASH IN BANK	3,685.24	4,163,611.88	4,327,191.26	(159,894.14)
21.0004.0000.000.0000.101000	CASH IN BANK	0.00	25,591.89	25,591.89	0.00
22.0000.0000.000.0000.111001	ISJIT - Management	4,158.77	2,219,919.16	324,158.77	1,899,919.16
22.0006.0000.000.0000.101000	CASH IN BANK	1,751,700.82	3,574,105.44	5,291,570.35	34,235.91
24.0001.0000.000.0000.101000	CASH IN BANK	0.00	42,835.94	42,835.94	0.00
24.0003.0000.000.0000.101000	CASH IN BANK	301,991.17	560,068.41	516,578.81	345,480.77
33.0003.0000.000.0000.101000	CASH IN BANK	6,980,044.61	22,957,131.15	22,794,027.32	7,143,148.44
35.0003.0000.000.0000.101000	CASH IN BANK	894,901.61	2,376,337.63	2,859,332.25	411,906.99
36.0003.0000.000.0000.101000	CASH IN BANK	6,181,951.16	5,922,213.78	3,910,663.76	8,193,501.18
40.0003.0000.000.0000.101000	CASH IN BANK	702,905.50	12,588,769.58	6,714,630.58	6,577,044.50
61.0000.0000.000.0000.111001	ISJIT - Nutrition	2,684,058.53	91,789.65	0.00	2,775,848.18
61.0001.0000.000.0000.101000	CASH IN BANK	0.00	2,161,286.22	2,161,286.22	0.00
61.0004.0000.000.0000.101000	CASH IN BANK	338,769.35	3,367,772.82	3,608,839.37	97,702.80
65.0000.0000.000.0000.111001	ISJIT Investment Account	265,000.00	0.00	265,000.00	0.00
65.0001.0000.000.0000.101000	CASH IN BANK	0.00	461,565.10	461,565.10	0.00
65.0002.0000.000.0000.101000	CASH IN BANK	130,225.06	711,968.58	488,584.42	353,609.22
65.0004.0000.000.0000.101000	CASH IN BANK	0.00	87,850.86	87,850.86	0.00
68.0002.0000.000.0000.101000	CASH IN BANK	30,000.61	54,330.76	57,184.72	27,146.65
		25,736,141.68	202,508,889.71	188,665,719.01	39,579,312.38

End of Report