

District Honors & Highlights

August 18, 2025

New Teacher Highlight: A warm welcome was extended to the 20 new teachers that joined the Linn-Mar PRIDE this year during the new teacher orientation sessions on August 13th and 14th. Six of the teachers are first-year, and the rest are veteran teachers. #WeAreLinnMar!



Pete King Honor: A special honor was extended on behalf of Pete King, former President of the Linn-Mar Booster Club, on August 16th as the concession stand at the Linn-Mar Baseball/Softball/ Tennis Complex was renamed, "The Pete King Concession Stand".



Community Outreach Highlight: Kudos to the Linn Grove and Wilkins staff and volunteers for working with Marion Cares to host their annual "Back to School Bash," which provides hundreds of local students with backpacks filled with essential school supplies.



First Reading of Policy Recommendations (25.08.18 Board Meeting Exhibit)

The following policies were reviewed by the Policy Committee on August 12th and are being submitted for first reading.

Policy#	Title
103.1	Anti-Bullying/Harassment Policy
103.1-R	Anti-Bullying/Harassment Policy Investigation Procedures
103.1-E1	Anti-Bullying/Harassment Complaint Form
103.1-E2	Anti-Bullying/Harassment Witness Disclosure Form
103.1-E3	Anti-Bullying/Harassment Disposition of Complaint Form
105.1	Abuse of Students by District Employees
105.1-E	Abuse of Students by District Employees Reporting Form
204.8	Open Meetings of the School Board
501.1	Compulsory Attendance
501.11	Chronic Absenteeism and Truancy
501.11-R	Chronic Absenteeism and Truancy Regulation
504.1	Student Health and Immunization Certificates
602.1	Basic Instruction Program
603.11	Health Education
605.3	Graduation Requirements
1001.4-R	Distribution of Materials Regulation

Policy Series 100 – School District Anti-Bullying/Harassment



Policy 103.1 Anti-Bullying/Harassment Policy

The Linn-Mar Community School District is committed to providing all students, employees, and volunteers with a safe and civil school environment in which all members of the school community are treated with dignity and respect. Bullying and/or harassing behavior can seriously disrupt the ability of school employees and volunteers to maintain a safe and civil environment, and the ability of students to learn and succeed.

Bullying and/or harassment of or by students, employees, and volunteers is against federal, state, and local policy and are not tolerated by the board.

Accordingly, school employees, volunteers, and students shall not engage in bullying or harassing behavior while on school property, while on school-owned or school-operated vehicles, while attending or participating in school-sponsored or sanctioned activities, and while away from school grounds if the conduct materially interferes with the orderly operation of the educational environment or is likely to do so.

The board also requires all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for the district to subscribe to all applicable federal, state, and local laws, executive orders, rules, and regulations pertaining to bullying/harassment, compliance, and equal opportunity.

To that end, the board has policies, procedures, and practices in place that are designed to reduce and eliminate bullying and harassment, as well as processes and procedures to deal with incidents of bullying and harassment. Complaints may be filed with the superintendent or superintendent's designee pursuant to the regulation accompanying this policy. The superintendent is responsible for implementation of this policy and all accompanying procedures. Complaints will be investigated within a reasonable time frame. Within 24 hours of receiving a report that a student may have been the victim of conduct that constitutes bullying and/or harassment, the district will notify the parent or guardian of the student.

If, as a result of viewing surveillance system data or based on a report from a district employee the district determines that a student has suffered bullying or harassment by another student enrolled in the district, a parent or guardian of the student may enroll the student in another attendance center within the district that offers classes at the student's grade level, subject to the requirements and limitations established in lowa law related to this topic.

A school employee, volunteer, student, or a student's parent or guardian who promptly, reasonably, and in good faith reports an incident of bullying or harassment, in compliance with the procedures in the regulation, to the appropriate school official designated by the district, shall be immune from civil or criminal liability relating to such report and to participation in any administrative or judicial proceeding resulting from or relating to the report.

Individuals who knowingly file false bullying or harassment complaints and any person who gives false statements in an investigation may be subject to discipline by appropriate measures.

RETALIATION PROHIBITED

Retaliation against any person because the person has filed a bullying or harassment complaint or assisted or participated in an investigation is prohibited.

Any student found to have violated or retaliated in violation of this policy shall be subject to measures up to, and including, suspension and expulsion. Any school employee found to have violated or retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. Any school volunteer found to have violated or retaliated in violation of this policy shall be subject to measures up to, and including, removal from service and exclusion from school grounds.

DEFINITIONS

For the purposes of this policy, the defined words shall have the following meanings:

- **Electronic** means any communication involving the transmission of information by wire, radio, optic cable, electromagnetic, or other similar means. "Electronic" includes but is not limited to communication via electronic mail, internet-based communications, pager service, cell phones, and electronic text messaging or similar technologies.
- Harassment and Bullying mean any repeated and targeted or potentially repeated electronic, written, verbal, or physical act or other ongoing conduct toward an individual that based on any trait or characteristic of the individual which creates an objectively hostile school environment that meets one or more of the following conditions:
 - a. Places the individual in reasonable fear of harm to the individual's person or property;
 - b. Has a substantial detrimental effect on the individual's physical or mental health;
 - c. Has the effect of substantially interfering with the individual's academic or career performance; or
 - d. Has the effect of substantially interfering with the individual's ability to participate in or benefit from the services, activities, or privileges provided by a school.

- Sexual Harassment means unwelcome sexual advances; requests for sexual favors; or verbal, non-verbal, or physical conduct of a sexual nature may constitute sexual harassment where:
 - a. Submission to such conduct is made either explicitly or implicitly as a term or condition of a person's employment or educational development;
 - b. Submission to or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual; or
 - c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working or educational environment.
- Trait or Characteristic of the Individual includes but is not limited to age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, genetic information, physical or mental ability or disability, ancestry, political party preference, political belief, military status, socioeconomic status, pregnancy, or familial status.
- Volunteer means any individuals who have regular, significant contact with students.

PUBLICATION OF POLICY

The board will publish this policy on an annual basis. The policy may be publicized by the following means:

- Inclusion in the student handbook;
- Inclusion in the employee handbook;
- Inclusion in the registration materials;
- o Inclusion on the school or district website;
- o Inclusion on student and employee display boards; or
- o Inclusion in volunteer registration materials and information.

Adopted: 8/07

Reviewed: 9/10; 4/13; 9/16; 3/23 Revised: 10/11; 7/13; 5/14; 6/20; 8/23

Related Policy: 103.1-R; 103.1-E1-E3

Legal Reference (Code of Iowa): §§ 216.9; 279.82; 280.3, .28; 281 IAC 12.3(11)

IASB Reference: 104

Mandatory Policy

Policy Series 100 – School District Anti-Bullying/Harassment



Policy 103.1-R Anti-Bullying/Harassment Policy Investigation Procedures

Individuals who feel that they have been bullied or harassed should:

1. If the individual is comfortable doing so, communicate to the bully/harasser that the individual expects the behavior to stop. If the individual wants assistance communicating with the bully/harasser, the individual should ask a teacher, counselor, or principal for help.

- 2. If the harassment does not stop or the individual does not feel comfortable confronting the bully/harasser, the individual should:
 - a. Tell a teacher, counselor, or principal;
 - b. Write down exactly what happened, keep a copy, and give another copy to the teacher, counselor, or principal including the following information:
 - What, when, and where the incident occurred;
 - Who was involved in the incident;
 - Exactly what was said or what the bully/harasser did;
 - Names of witnesses to the harassment;
 - What the victim said or did either at the time or later;
 - How the victim felt;
 - How the bully/harasser responded; and
 - Any additional information deemed pertinent.

FILING A COMPLAINT

An individual who believes that the individual has been harassed or bullied may file a complaint with the district's equity coordinators (hereinafter "investigators") who will investigate the complaint superintendent or superintendent's designee. The complaint form is available in Policy 103.1-E1. If the complainant is a school employee, after filing the complaint with the investigators superintendent or superintendent's designee, the employee may separately notify the parent or guardian of the student alleged to have been harassed or bullied.

An alternate investigator will be designated in the event it is claimed that the district's equity coordinator(s) superintendent or superintendent's designee committed the alleged bullying or harassment or some other conflict of interest exists. Complaints shall be filed within 180 days of the event giving rise to the complaint or from the date the complainant could reasonably become aware of such occurrence. The complainant will state the nature of the complaint and the remedy requested. The complainant shall receive assistance as needed.

INVESTIGATION

The district will promptly and reasonably investigate allegations of bullying or harassment upon receipt of a written complaint. The equity coordinators

district's Nondiscrimination Coordinator (hereinafter "investigator") will be responsible for handling all complaints alleging bullying or harassment or appoint a qualified person to undertake the investigation. The investigators, along with the building principal, have the authority to initiate an investigation in the absence of a written complaint.

The district's Nondiscrimination Coordinators are:

Equity Equal Employment/Nondiscrimination Coordinator/Title IX Coordinator/Affirmative Action Coordinator:

Karla Christian, Chief Human Resources Officer 319-447-3036 / kchristian@Linnmar.k12.ia.us

Equity Nondiscrimination Coordinator:

Nathan Wear, Associate Superintendent 319-447-3028 / nathan.wear@Linnmar.k12.ia.us

Special Education/Student Services Equity Nondiscrimination Coordinator: Melissa Frick Anne Faber, Executive Director of Student Services 319-730-3663 / melissa.frick@Linnmar.k12.ia.us anne.faber@Linnmar.k12.ia.us

Address: 3556 Winslow Road, Marion, IA 52302

Fax: 319-403-8008

The investigation may include, but is not limited to the following:

- Interviews with the complainant and the individual named in the complaint ("respondent");
- 2. A request for the complainant to provide a written statement regarding the nature of the complaint;
- 3. A request for the respondent to provide a written statement;
- 4. Interviews with witnesses identified during the course of the investigation;
- 5. A request for witnesses identified during the course of the investigation to provide a written statement; and
- 6. Review and collection of documentation or information deemed relevant to the investigation.

The investigator shall consider the totality of circumstances presented in determining whether conduct objectively constitutes bullying or harassment as defined in board policy. Upon completion of the investigation, the investigator shall issue a report with respect to the findings and provide a copy of the report to the appropriate building principal or to the superintendent if the investigation involved the building principal.

Following receipt of the Investigator's report the building principal may investigate further, if deemed necessary, and make a determination of any appropriate additional steps, which may include discipline. Prior to the determination of the appropriate remedial action the building principal may, at

their discretion, interview the complainant and the respondent. At the conclusion of the additional investigation, the building principal will file a written report closing the case and documenting any disciplinary action taken or any other action taken in response to the complaint. The complainant, the respondent, and the investigator shall receive notice as to the conclusion of the building principal's additional investigation. The building principal will maintain a log of information necessary to comply with lowa Department of Education reporting procedures.

The complaint and identity of the complainant, respondent, or witnesses will only be disclosed as reasonably necessary in connection with the investigation or as required by law or policy. Similarly, evidence uncovered in the investigation shall be kept confidential to the extent reasonably possible.

DECISION

The investigator, building principal, or superintendent, depending on the individuals involved, shall inform the complainant and the accused about the outcome of the investigation. If, after an investigation, a student is found to be in violation of policy, the student shall be disciplined by appropriate measures, which may include suspension and expulsion. If after an investigation a school employee is found to be in violation of policy, the employee shall be disciplined by appropriate measures, which may include termination. If after an investigation a school volunteer is found to be in violation of this policy, the volunteer shall be subject to appropriate measures, which may include removal from service and exclusion from school grounds.

Individuals who knowingly file false bullying and/or harassment complaints and any person who gives false statements in an investigation may be subject to discipline by appropriate measures, as shall any person who is found to have retaliated against another in violation of this policy. Any student found to have retaliated in violation of this policy shall be subject to measures up to, and including, suspension and expulsion. Any school employee found to have retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. Any school volunteer found to have retaliated in violation of this policy shall be subject to measures up to, and including, removal of service and exclusion from school grounds.

Reports of false complaints, false statements, or retaliation should be submitted to the district's equity coordinators.

It is the responsibility of the superintendent, in conjunction with the equity coordinators and building principals, to develop district procedures regarding anti-bullying/harassment. The superintendent [or designee] will also be responsible for organizing training programs for students, school employees, and volunteers regarding how to recognize bullying and harassing behavior and what do to if this behavior is witnessed.

The superintendent [or designee] is responsible for developing a process for evaluating the effectiveness of policy in reducing bullying and harassment and will report on the progress of reducing bullying and harassment to the board.

Adopted: 6/00

Reviewed: 9/10; 10/11; 4/13; 5/14; 9/16; 3/23

Revised: 7/13; 6/20; 8/23; 10/23; 9/24 Related Policy: 103.1; 103.1-E1-E3

IASB Reference: 104-R(1)

Policy Series 100 – School District Anti-Bullying/Harassment



Policy 103.1-E1 Anti-Bullying/Harassment Complaint Form

Name of Person Filing Complaint (Complainant):						
Relationship of Complainant to District: Date of Complaint: Name of Alleged Victim:						
				Name of Alleged Bully/Hard	ısser:	
				Date and Place of Alleged I	Date and Place of Alleged Incident:	
_						
Names of Witnesses (if any): Nature of alleged bullying/t						
Age	Marital Status					
Color	Sex					
	Sexual Orientation	-				
Creed		_				
National Origin	Gender Identity	_				
Race	Political Party					
Policion	Preference Political Beliefs	-				
Religion		-				
Ancestry Discoin all Attributes	Socioeconomic Status	_				
Physical Attributes	Familial Status	_				
Genetic Information	Pregnancy	_				
Physical/Mental Ability or Disability	Military Status					
please describe what happe	ened and why you believe	needed): In the space below, e that you or someone else has ble and attach additional pages if				

Evidence of bullying/harassment such as letter possible):	s, photos, etc. (Attach evidence, if
agree that all the information on this form is a	ccurate and true to the best of my
Complainant's Signature:	Date:
complainant s signature.	bale
Please return this completed form to:	THE IN COLUMN TO A
Equity Equal Employment/Nondiscrimination C /Affirmative Action Coordinator:	oordinator/litie ix Coordinator
Karla Christian, Chief Human Resources Officer	
319-447-3036 / kchristian@Linnmar.k12.ia.us	
717 177 0000 7 ROTHISHIGH & EHRHITIGH RT 2.10.103	
Equity Nondiscrimination Coordinator:	
Nathan Wear, Associate Superintendent	
319-447-3028 / <u>nathan.wear@Linnmar.k12.ia.us</u>	
<u> Special Education/Student Services Equity Non</u>	

Special Education/Student Services <u>Equity Nondiscrimination Coordinator</u>: <u>Melissa Frick Anne Faber</u>, Executive Director of Student Services 319-730-3663 / <u>melissa.frick@Linnmar.k12.ia.us</u> anne.faber@linnmar.k12.ia.us

Address: 3556 Winslow Road, Marion, IA 52302

Fax: 319-403-8008

Reviewed: 5/14; 9/16; 3/23 Revised: 6/20; 10/23; 9/24

Related Policy: 103.1; 103.1-R; 103.E2-E3 IASB Reference: 104-E(1)

Policy Series 100 - School District Anti-Bullying/Harassment



Policy 103.1-E2 Anti-Bullying/Harassment Witness Disclosure Form

Name of Witness:					
			Date of Initial Complaint:		
			Nature of alleged bullying/harassment (Check all that apply):		
Age	Marital Status	Other - Please specify			
Color	Sex	below:			
Creed	Sexual Orientation				
National Origin	Gender Identity				
Race	Political Party Preference				
Religion	Political Beliefs				
Ancestry	Socioeconomic Status				
Physical Attributes	Familial Status				
Genetic Information	Pregnancy				
Physical/Mental Ability or Disability	Military Status				

Additional Pertinent Information:		
I agree that all the information on this form is accurately knowledge.	urate and true to the best of my	
Witness's Signature:	Date:	
Return this completed form to:		
Equity Equal Employment/Nondiscrimination (/Affirmative Action Coordinator:	Coordinator/Title IX Coordinator	
Karla Christian, Chief Human Resources Office	er	
319-447-3036 / kchristian@Linnmar.k12.ia.us		

Equity Nondiscrimination Coordinator: Nathan Wear, Associate Superintendent

319-447-3028 / nathan.wear@Linnmar.k12.ia.us

Special Education/Student Services Equity Nondiscrimination Coordinator: Melissa Frick Anne Faber, Executive Director of Student Services 319-730-3663 / melissa.frick@Linnmar.k12.ia.us anne.faber@Linnmar.k12.ia.us

Address: 3556 Winslow Road, Marion, IA 52302

Fax: 319-403-8008

Reviewed: 5/14; 9/16; 3/23 Revised: 6/20; 10/23; 9/24

Related Policy: 103.1; 103.1-R; 103.E1; 103.1-E3

IASB Reference: 104-E(2)

Policy Series 100 – School District Anti-Bullying/Harassment



Policy 103.1-E3 Anti-Bullying/Harassment Disposition of Complaint Form

Name of Person Filing Complain	nt (Complainant):		
Relationship of Complainant to	District:		
Date of Initial Complaint:			
Name of Alleged Victim:			
Grade or Position and Building	of Alleged Victim:		
Date and Place of Alleged Incid	dent:		
Name and Grade/Position of Alleged Bully/Harasser:			
Nature of alleged bullying/hard	Marital Status	Other – Please specify	
Color	Sex	below:	
Creed	Sexual Orientation	1	
National Origin	Gender Identity	1	
Race	Political Party Preference	1	
Religion	Political Beliefs	1	
Ancestry	Socioeconomic Status	1	
Physical Attributes	Familial Status	1	
Genetic Information	Pregnancy	1	
Physical/Mental Ability or Disability	Military Status]	
Nature of Alleged Bullying/Hard			
Summary of Investigation (Attac	ch an additional sheet, if nee	ded):	

I agree that all the information on this form is accurate and true to the best of my knowledge.

Signature of Equity Nondiscrimination Coordinator:

Date:	

Reviewed: 5/14; 9/16; 3/23

Revised: 6/20

Related Policy: 103.1; 103.1-R; 103.1-E1-E2

IASB Reference: 104-E(3)

Policy Series 100 – School District Allegations of Injury or Abuse



Policy 105.1 Abuse of Students by District Employees

Physical or sexual abuse of students, including but not limited to sexual or physical relationships, grooming behavior, and otherwise inappropriate relationships with students by employees will not be tolerated. The definition of employees for the purpose of this policy includes not only those who work for pay, but also those who are volunteers of the district under the direction and control of the district. Employees found in violation of this policy will be subject to disciplinary action up to and including discharge.

The district will respond promptly to allegations of abuse of students by district employees by investigating or arranging for the investigation of an allegation and timely reporting to all relevant agencies as required by law. The processing of a complaint or allegation will be handled confidentially to the maximum extent possible. Employees are required to assist in the investigation when requested to provide information and to maintain confidentiality of the reporting and investigation process. If the Iowa Department of Health and Human Services reports to the board of directors of the district that an allegation of abuse of a student has been made against a school employee, the district will place the employee on administrative leave until the resolution of the investigation. The employee will be prohibited from entering school property while on administrative leave.

The district has appointed a Level Linvestigator and an alternate Level Linvestigator. The district has also arranged for a trained, experienced professional to serve as the Level II investigator. The Level I investigator and alternate will be provided training in conducting an investigation at the expense of the district. The names of the investigators are listed in student handbooks, published annually in the local newspaper, and posted in all school facilities. (Refer to Policy 105.1-E)

The superintendent is responsible for drafting administrative regulations to implement this policy.

Adopted: 5/90

Reviewed: 3/11; 12/11; 4/13; 3/23

Revised: 2/10; 9/14; 3/17; 11/18; 6/20; 10/23; 8/24

Related Policy: 105.1-E; 401.15; 401.15-R; 505.52; 505.52-R

Legal Reference (Code of Iowa): §§ 232.67, .70, .73, .75; 235A; 256.160; 272A; 280.17; 709; 728.12(1); 281 IAC 12.3(6), 102; 103; 441 IAC 155; 175

IASB Reference: 402.03

Policy Series 100 – School District Allegations of Injury or Abuse



Policy 105.1-E Abuse of Students by District Employees Reporting Form

Please complete the following as fully as possible. If you need assistance, contact the district's Level Linvestigators Nondiscrimination Coordinators as listed at the end of the form. Please print all information.

Student's Name and Address:		
Student's Telephone	Number:	
Student's School:		
-	employment of school e	mployee accused of injuring/
Allegation is of:	Physical Abuse	Sexual Abuse**
children are the alle see and hear any ir	eged victims of or witness	rten through sixth grade and whose to sexual abuse have the right to in the investigation. Please indicate se this right:
Yes _	No Telephone Nu	mber:
took place, if know		te, time, and where the incident ged, also state the nature of the needed):

may have information about this incident?	•	
If yes, please list by name (if known) or classif (Example: Third grade class, fourth period geo		
Complainant's Signature:	Date:	
Complainant's Relationship to Student:		

Please return this completed and signed form to the Level I investigators:

- Karla Christian, Chief Human Resources Officer, Equity Equal Employment/Nondiscrimination Coordinator, Title IX Coordinator, and Affirmative Action Coordinator
 - o 319-447-3036 / kchristian@Linnmar.k12.ia.us
- Nathan Wear, Associate Superintendent and Equity Nondiscrimination Coordinator
 - o 319-447-3028 / <u>nathan.wear@Linnmar.k12.ia.us</u>
- Melissa Frick, Anne Faber, Executive Director of Student Services and Special Education/Student Services Equity Nondiscrimination Coordinator
 - o 319-730-3663 / melissa.frick@Linnmar.k12.ia.us anne.faber@Linnmar.k12.ia.us

Address: 3556 Winslow Road, Marion, IA 52302

Fax: 319-403-8002

Related Policy: 105.1 Reviewed: 9/14; 3/17; 3/23 Revised: 6/20; 10/23; 8/24

Policy Series 200 – Board of Directors Meetings of the Board



Policy 204.8 Open Meetings of the School Board

Any gathering of a majority of board members, either in-person or electronically, in which deliberation of an issue within the scope of the board's policy-making duties takes place is defined as a board meeting. A gathering for the purpose of social or ministerial action will not constitute a board meeting when there is no discussion of policy or no intent to avoid the purpose of the open meetings law. Meetings of the board will be conducted in an open meeting unless a closed session is authorized by law or the meeting is exempt from the open meetings law.

All such meetings, unless specifically exempt from the open meetings law, are required to have proper notification, public access, open board discussion and voting by the board members on the issues properly before the board, and a public record of the proceedings in the form of written minutes. All public board meetings will be conducted in accordance with the provisions of lowa law.

The board secretary will be responsible for public notification of all meetings, arranging for recording (when necessary), producing minutes of all meetings, and retaining appropriate minutes and records as required by law. The minutes will be kept on file as the permanent official records of school legislation for the district. The secretary will act as custodian of the minutes and will make them available to any citizen who wishes to examine them during usual office hours of the district. The minutes will be posted on the district's website after board approval.

Board members who are elected or appointed to office will, within 90 days of election or taking the oath of office, participate in an approved training course on lowa's open meetings and public records laws. The training will comply with and be approved by the lowa Public Information Board (IPIB). After training is complete, the board secretary or their designee shall maintain a record of the board members' certification of completion.

Adopted: 9/85

Reviewed: 4/13; 8/14; 10/19; 10/22

Revised: 10/11; 9/16

Related Policy: 202.5; 204.1-5; 204.16

Legal Reference (Code of Iowa): §§ 21; 279.1-2 IASB Reference: 211

Policy Series 500 - Students Student Attendance



Policy 501.1 Compulsory Attendance

Parents within the district who have children over age 6 and under age 16 by September 15th, in proper physical and mental condition to attend school, will have the children attend the school district at the attendance center designated by the board.

A child who has reached the age of 5 by September 15th, and who is enrolled in the district, shall be considered to be of compulsory attendance age unless the parent/legal guardian of the child notifies the district in writing of their intent to remove the child from enrollment in the district.

A child who has reached the age of 4 by September 15th, and who is enrolled in the statewide preschool program under Chapter 256C, shall be considered to be of compulsory attendance age unless the parent/legal guardian of the child submits written notice to the district implementing the program of their intent to remove the child from enrollment in the preschool program.

Students will attend school the number of days or hours school is in session in accordance with the school calendar. Students of compulsory attendance age will attend school a minimum of 90% of the approved calendar days or hours. Students not attending the minimum days or hours must be exempted by this policy as listed below or referred to the county attorney.

Exceptions to this policy include children who:

- a. Have completed the requirements for graduation in an accredited school or have obtained a high school equivalency diploma;
- b. Are excused for sufficient reason by any court of record or judge;
- c. Are attending religious services or receiving qualifying religious instruction in accordance with relevant laws;
- d. Are unable to attend school due to legitimate medical reasons;
- e. Has an Individualized Education Program (IEP) that affects the child's attendance;
- f. Has a plan under Section 504 of the Federal Rehabilitation Act (29 U.S.C. §794) that affects the child's attendance;
- g. Are attending an approved or probationally approved private college preparatory school;
- h. Are attending an accredited nonpublic school;
- i. Are receiving independent private instruction; or
- j. Are receiving competent private instruction;
- k. Are a military applicant undergoing military entrance processing;
- I. Are engaged in military service;
- m. Are traveling to attend a funeral; or
- n. Are traveling to attend a wedding.

It is the responsibility of the parent of a child to provide evidence of the child's mental and physical inability to attend school or of the child's qualifications for one of the exceptions listed above. Evidence may be shown in written or verbal communications with the building level administration. Reasonable travel time will be afforded for engaging in the exceptions listed above.

Adopted: 6/70

Reviewed: 4/12; 7/13; 10/14; 1/15; 9/20 Revised: 5/11; 10/17; 2/21; 10/23; 8/24

Related Policy: 501.11; 501.11-R; 601.2

Legal Reference: lowa Code §§ 259A; 279.10-11; 299; 299.A

IASB Reference: 501.03

Mandatory Policy

Policy Series 500 - Students Student Attendance



Policy 501.11 Chronic Absenteeism and Truancy

The district believes that traditional, in-person school attendance leads to the greatest learning opportunities for students. Students who are present in school and engaged active learners take great ownership over their educational outcomes. For this reason, it is the priority of the district to foster regular student attendance throughout the school year and reduce barriers to regular attendance for students in the district.

CHRONIC ABSENTEEISM/ABSENCES means any absence from school for more than 10% of the days in the academic term, quarter/semester (block schedule format) established by the district.

TRUANT/TRUANCY means a child of compulsory attendance age who is absent from school for any reason for at least 20% of the days in the in the academic term, quarter/semester (block schedule format) established by the district.

Chronic absenteeism and truancy does not apply to the following students who:

- a. Have completed the requirements for graduation in an accredited school or have obtained a high school equivalency diploma;
- b. Are excused for sufficient reason by any court of record or judge;
- c. Are attending religious services or receiving qualifying religious instruction in accordance with relevant laws;
- d. Are unable to attend school due to legitimate medical reasons;
- e. Have an Individualized Education Program (IEP) that affects the student's attendance;
- f. Have a plan under Section 504 of the Federal Rehabilitation Act (29 U.S.C. §794) that affects the student's attendance;
- g. Are attending a private college preparatory school accredited or probationally accredited;
- h. Are excused under lowa Code §299.22;
- i. Are exempt under lowa Code §299.24;
- j. Are a military applicant undergoing military entrance processing;
- k. Are engaged in military service;
- I. Are traveling to attend a funeral; or
- m. Are traveling to attend a wedding.

Evidence may be shown in written or verbal communications with the building level administration. Reasonable travel time will be afforded for engaging in the exceptions listed above. Students are subject to disciplinary action for truancy including suspension and expulsion. It is within the discretion of the principal to determine, in light of the circumstances, whether a student may make up work missed because of truancy. Students receiving special education services will not be assigned to supervised study hall/in-school suspension unless the goals and objectives of the student's Individualized Education Program (IEP) are capable of being met.

It is the responsibility of the superintendent, in conjunction with the designated school officials, to develop administrative regulations regarding this policy. The administrative regulations will indicate the disciplinary action to be taken for truancy.

Adopted: 9/98

Reviewed: 5/11; 3/12; 7/13; 10/14; 1/15; 10/17; 10/23

Revised: 9/20; 8/24

Related Policy: 501.1; 501.11-R Legal Reference (lowa Code): §§ 294.4; 299; 281 IAC 12.3(4); 34 CFR Sec 300; 28 CFR Pt 35

Iowa Senate File 2435

IASB Reference: 501.09

Mandatory Policy

Policy Series 500 - Students Student Attendance



Policy 501.11-R Chronic Absenteeism and Truancy Regulation

Daily, punctual attendance is an integral part of the learning experience. The education that goes on in the classroom builds from day to day and absences can cause disruption in the educational progress of the absent student. Irregular attendance or tardiness by students not only limits their own studies, but also interferes with the progress of those students who are regular and prompt in attendance. Attendance is a shared responsibility that requires cooperation and communication among students, parents, and the school.

This regulation is divided into two sections: Section I addresses legal requirements related to chronic absenteeism and truancy and Section II addresses additional academic, disciplinary, and extracurricular consequences students face due to chronic absenteeism and truancy. It is important for students to recognize that chronic absenteeism and truancy impacts all these facets of their educational experience.

SECTION I – LEGAL REQUIREMENTS

Chronic Absenteeism

When a student meets the threshold to be considered chronically absent, the school official will send notice by mail or email to the county attorney where the district's central office is located. The school official will also notify the student, or if a minor, the student's parent, guardian, or legal or actual custodian via certified mail U.S. mail, electronic mail, electronic message, or in person delivery that includes information related to the student's absences from school and the policies and disciplinary processes associated with additional absences.

School officials will send notice when the student's absences meet the 10% threshold of the grading term, but before the student is deemed chronically absent.

School Engagement Meeting

After 10% of absences, if a student is absent from school multiple times with unexcused absences in the grading period, the school official will attempt to find the cause of the absences. and If the school official determines that the student's absences are negatively affecting the student's academic progress, the school official will start and participate in a school engagement meeting. All of the following individuals must participate in the school engagement meeting:

- The student;
- The student's parent, guardian, or legal or actual custodian if the student is an unemancipated minor; and
- A school official.

The purpose of the meeting is to understand the reasons for the student's absences and attempt to remove barriers to the student's ongoing absences; and to create and sign an absenteeism prevention plan.

Absenteeism Prevention Plan

The absenteeism prevention plan will identify the causes of the student's absences and the future responsibilities of each participant. The school official will contact the student and student's parent/guardian at least once per week for the remainder of the school year to monitor the performance of the student and student's parent/guardian under the plan. If the student and student's parent/guardian do not attend the meeting, do not enter into a plan, or violate the terms of the plan, the school official will notify the county attorney.

SECTION II - ACADEMIC AND DISCIPLINARY REQUIREMENTS

Students are required to be in attendance, pursuant to board policy, for a designated amount of days or hours per school year. Preschool students have a requirement of 10 hours per week of scheduled instruction, and students in kindergarten through 12th grade have a requirement of 176 per school year. The number of hours or days a student is required to be in attendance may be adjusted if their absences have been excused by the principal for illness (absences of five or more consecutive days due to illness require a doctor's note), family emergencies, doctor or dental appointment, recognized religious observances, and school sponsored or approved activities. Reasonable excuses may also include family trips or vacations approved by the building principal if the student's work is finished prior to the trip or vacation. Absences that do not fall within the categories listed above will be considered unexcused unless approved by the principal. Parents are expected to telephone the school office to report a student's absence.

If a student accumulates five unexcused absences in a class at the high school level, they may lose credit for the class if the student was previously warned at two unexcused absences that two more may result in loss of credit. Prior to imposing the loss of credit in one or more classes, the principal will provide the student an opportunity for an informal hearing.

School work missed because of absences must be made up within two times the number of days absent, not to exceed five days. The time allowed for make-up work may be extended at the discretion of the classroom teacher.

Students will remain in class until the principal makes a decision regarding loss or restoration of credit. Full credit is awarded to all assignments and test submitted that meet the teacher's specifications until a decision regarding credit has been made.

If a student loses credit, this will be recorded in the student's record as an administrative drop (AD).

A student who loses credit due to excessive absences is assigned to supervised study hall, in-school suspension, or online course work for the period(s) in which the course(s) meets or the student may be reassigned to another class or location. A student who receives an administrative drop (AD) in all courses due to unexcused absences will not be allowed to participate in any school activities until the following quarter/semester. However, the student is eligible to participate in practice if all other eligibility criteria have been met.

The administration and school counseling staff will make reasonable efforts to advise and counsel and may impose discipline upon any student approaching five unexcused absences. Such advice, discipline, and counseling is in addition to the requirements listed in Section I of this regulation and includes, but is not limited to, oral or written

notices to the student and their parents, conferences with the student and parents, written contracts, or loss of non-academic privileges such as extracurricular activities, open campus, late arrival, early dismissal, or others as added by the principal.

Adopted: 8/24

Related Policy: 501.1; 501.11

Legal Reference (Code of Iowa): §§ 294.4; 299; 281 IAC 12.3; 28 CFR 35; 34 CFR Pt 300

IASB Reference: 501.09-R(1) Option II

Policy Series 500 - Students Student Health & Safety



Policy 504.1 Student Health and Immunization Certificates

Students desiring to participate in athletic activities or enrolling in kindergarten or first grade in the district will have a physical examination by a licensed physician healthcare provider and provide proof of such examination to the district. A physical examination is recommended for students enrolling in kindergarten or first grade. A physical examination and proof of such examination may be recommended required by district the administration for students in other grades enrolling for the first time in the district.

A copy of the physical examination form signed by the physician will be on file at the student's attendance center. A certificate of health stating the results of a physical examination and signed by the licensed healthcare provider is on file at the attendance center. Each student will submit an up-to-date certificate of health upon the request of the superintendent. Failure to provide this information may be grounds for disciplinary action.

Students enrolling for the first time in the district will also submit a certificate of immunization against Diphtheria, Pertussis, Tetanus, Poliomyelitis, Rubeola, Rubella, Hepatitis B, Varicella, the meningococcal vaccine, and other immunizations as required by law. The student may be admitted provisionally conditionally to the attendance center if the student has not yet completed the immunization process but is in the process of doing so. Failure to meet the immunization requirements after the provisional period will be grounds for suspension, expulsion, or denial of admission. Upon recommendation of the lowa Department of Education and the lowa Department of Health and Human Services, students entering the district for the first time may be required to pass a TB test prior to admission. The district may conduct TB tests of current students.

Exemptions from the immunization requirement in this policy will be allowed only for medical or religious reasons recognized under the law. The student must provide a valid lowa State Department of Health Certificate of Immunization Exemption to be exempt from this policy. The district will include information related to immunization requirements as well as exemption requirements in the district's registration documentation as well as on the district's website.

Adopted: 6/70

Reviewed: 4/11; 4/12; 7/13; 10/14; 11/17; 12/20; 10/23

Revised: 7/07; 11/07; 4/18 Relate Policy: 504.1-E

Legal Reference (Code of Iowa): §§ 139A.8; 280.13; 281 IAC 33.5; 641 IAC 7

IASB Reference: 507.01

Policy Series 600 – Education Program Programs of Instruction



Policy 602.1 Basic Instruction Program

The basic instruction program will include, but not be limited to, the courses required for each grade level by the lowa Department of Education and reflect educational standards. The instructional approach will be gender-fair and multicultural.

The basic instruction program of students enrolled in early childhood programming will include curricula and instruction designed to develop and extend literacy skills in expressive and receptive language, numeracy, social and interaction skills, and fine and gross motor skill acquisition.

The basic instruction program of students enrolled in junior kindergarten or kindergarten is designed to develop healthy emotional and social habits, literacy and communication skills, numeracy, the capacity to complete individual tasks, character education, and the ability to protect and increase physical wellbeing with attention given to experiences relating to the development of life skills and human growth and development.

The basic instruction program of students enrolled in grades 1 through 6 will include English-language arts, social studies, mathematics, science, health, age-appropriate and research-based human growth and development, physical education, traffic safety, music, visual arts, and computer science. Career planning and pathways will also be taught in grades 5 and 6. Computer science will be offered during at least one grade level.

The basic instruction program of students enrolled in grades 7 and 8 will include English-language arts; social studies including instruction related to civics; mathematics; science; health; age-appropriate and research-based human growth and development; family and consumer science; career instruction, exploration, and development; technology education; physical education; music; visual arts; world languages; and computer science. Computer science will be offered during at least one grade level.

The basic instruction program of students enrolled in grades 9 through 12 will include English-language arts (6 units), social studies (5 units), mathematics (6 units), science (5 units), health (1 unit), age-appropriate and research-based human growth and development, physical education (1 unit), fine arts (2 units), foreign language (2 units), financial literacy (1/2 unit), vocational education (12 units), and computer science (1/2 unit).

The board may, in its discretion, offer additional courses in the instruction program for any grade level.

Each instruction program is carefully planned for optimal benefit taking into consideration the financial condition of the district and other factors deemed relevant by the board or superintendent. Each instruction program's plan should describe the program, its goals, the effective materials, the activities, and the method for student evaluation.

An individual student may advance through the academic sequence offered in the instruction program at an accelerated pace provided the age, appropriateness, and affordability can be reasonably accommodated.

It is the responsibility of the superintendent to develop administrative regulations stating the required courses and optional courses for early childhood, junior kindergarten, kindergarten, grades 1 through 6, grades 7 and 8, and grades 9 through 12.

Adopted: 6/70

Reviewed: 6/11; 1/18; 2/24

Revised: 7/12; 9/13; 4/15; 9/19; 2/21; 6/21; 8/24; 1/25

Legal Reference (Code of Iowa): §§216.9; 256.9, .11; 279.8; 280.3-14;

281 IAC 12.5, .11; 20 USC § 1232h; 34 CFR Pt 98

IASB Reference: 603.01

Policy Series 600 – Education Program Instructional Arrangements



Policy 603.11 Health Education

Students in grades kindergarten through 12 will receive as part of their health education instruction about personal health, food and nutrition, environmental health, safety and survival skills, consumer health, family life, age-appropriate and research-based human growth and development, substance abuse and non-use (including the effects of alcohol, tobacco, drugs, and poisons on the human body), human sexuality, self-esteem, stress management, interpersonal relationships, emotional and social health, health resources, prevention and control of disease, and communicable diseases (including sexually transmitted diseases and acquired immune deficiency syndrome), and current crucial health issues. The purpose of the health education program is to help each student protect, improve, and maintain physical, emotional, and social well-being.

The areas stated above are included in health education and the instruction are adapted at each grade level in compliance with relevant laws to the age and maturity level of students to aid in their understanding of the content by the students.

Parents, guardians, or legal custodians who object to health education instruction in human growth and development may file a written request that their student be excused from the instruction. The written request (Refer to Policy 603.11-E) will include a proposed alternate activity or study acceptable to the superintendent. The superintendent will have the final authority to determine the alternate activity or study.

Adopted: 6/90

Reviewed: 7/11; 9/12; 9/13; 2/15; 4/18; 6/21; 2/24

Revised: 7/08

Related Policy: 603.11-E

Legal Reference (Code of Iowa): §§ 256.11; 279.8, .80; 280.3-14; 281 IAC 12.5

IASB Reference: 603.05

Mandatory Policy

Policy Series 600 – Education Program Student Progress



Policy 605.3 Graduation Requirements

Students must successfully complete the courses required by the school board and the lowa Department of Education in order to graduate.

It is the responsibility of the superintendent to ensure that students complete grades 1 through 12, and that high school students earn a minimum of 250 credit hours to be awarded a Linn-Mar High School diploma.

EARLY GRADUATION

Students meeting all requirements for graduation and electing to graduate early must apply for early graduation at least one month prior to the student's final quarter. Applications can be picked up in the high school counseling office and submitted to the principal's office. The principal will meet with each early graduation applicant prior to recommending candidates to the school board for approval.

GRADUATION REQUIREMENTS

Linn-Mar High School students are required to earn 250 credits to graduate. In addition, the following department requirements must be met to earn a diploma:

- English (40 credits): Must include English I or Advanced English I (10 credits each), English II or Advanced English II (may opt out if student passes English I with a 90% or higher grade), English III or Advanced English III, and one public speaking (rhetoric/speech/acting/communications) course (5 credits).
- Mathematics (30 credits): Must include Algebra 1 (10 credits) or Algebra 1A and Algebra 1B (20 credits). Students who successfully complete both semesters of Algebra 1 may not then take Algebra or Algebra 1B to fulfill the Algebra or three-year math requirement.
- Science (30 credits): Must include General Biology (10 credits) or AP Biology 1&2 (15 credits) an earth science course [Earth Science (10 credits), Earth and Space Science (10 credits), or AP Environmental Science 1&2 (15 credits)], a chemistry course [Applied Physics and Chemistry (10 credits) or Chemistry I (10 credits)], and a physics course (Earth and Space Science (10 credits), Applied Chemistry and Physics (10 credits), Physics I (10 credits), or AP Physics 1&2 (20 credits)].
- Social Studies (30 credits): Must include US History 9 or Advanced US History 9 (10 credits) or AP US History (15 credits), World History (10 credits or AP World History (15 credits), American Government (5 credits) or AP American Government (10 credits), and Introductory Psychology or Sociology (5 credits).

- Personal Finance (5 credits): Students must receive credit for Personal Finance (5 credits) or complete and demonstrate financial literacy competencies gained through MOC or a designated online financial literacy course.
- **Health/Fitness (20 credits):** Must include Health I (5 credits). Must include a Lifetime Fitness course each school year.

Graduation requirements for students with an Individualized Education Program (IEP) will be in accordance with the prescribed course of study as written in their IEP. This course of study will be in alignment with the Linn-Mar High School graduation requirements. The IEP team will determine strategies to meet the graduation requirements for the student. Beginning with the class of 2022, graduation requirements for Special Education students include successful completion of four years of English, three years of math, three years of social studies, and three years of science [4-3-3-3].

COMPASS CREDITS

High school credits are available via the COMPASS Alternative Program. Linn-Mar will accept credit hours for approved courses that can be applied to requirements for the Linn-Mar High School diploma. Students should visit with their assigned counselor or Academic Assistance Counselor to develop an approved plan for this option.

POST-SECONDARY OPPORTUNITIES (PSEO) & CONCURRENT ENROLLMENTCredit may be awarded by a college upon successful completion of course requirements. Any college credit determination is made by the individual college.

ADVANCED PLACEMENT

Linn-Mar High School offers Advanced Placement (AP) courses in Environmental Science, Art History, Calculus (AB and BC), Statistics, Biology, Chemistry, Physics (1&2), Computer Science A, English Literature & Composition, Microeconomics, Music Theory, Comparative Government, World History, Psychology, US Government, and US History. A minimal number of AP courses are available thru the Iowa AP Online Academy. Students who complete these courses can take a standard AP exam. Many colleges and universities accept AP courses for college credit depending upon individual AP exam scores. More information is available through the high school counseling and TAG office.

LEGISLATIVE PAGE PROGRAM

Students who complete a regular session in the Legislative Page Program of the General Assembly at the State Capitol will receive a 1/2 credit in Social Studies.

JUNIOR ROTC

Students enrolled in the Junior Reserve Officer Training Corp Program will receive 1/8 credit in physical education for each semester they are enrolled in the program.

CIVICS TEST

Beginning with the school year starting July 1, 2026, students must receive a passing score on the civics test as set forth by the lowa Department of Education and required by relevant laws.

FEDERAL STUDENT AID

Prior to graduation, the district will advise students on how to successfully complete the free application for federal student aid.

BOARD RECOGNITION

The Board of Education will recognize students who earn 300 or more credits at graduation as Linn-Mar Board of Education Scholars for exceeding the graduation requirements at an exemplary level.

Adopted: 12/71

Reviewed: 9/12; 4/18; 6/21

Revised: 6/11; 10/3; 2/15; 11/18; 6/19; 2/21; 9/21; 10/22; 2/24

Related Policy: 605.31; 605.31-R; 605.31-E1-E2; 605.32

Legal Reference (Code of Iowa): §§ 256.7, .11, .41; 279.8; 279.61; 280.3, .14;

281 IAC 12.3(5); 12.5

IASB Reference: 505.05 Mandatory Policy

Policy Series 1000 – School and Community Relations Public Communications



Policy 1001.4-R Distribution of Materials Regulation

All unofficial written materials will be distributed to students and the school community through the Virtual Backpack, which is the district's digital/online platform. All activities or information must be appropriate for school-aged students. Non-school sponsored information will only be distributed from 501(c)(3) non-profit organizations.

I. GUIDELINES

Individuals, including students, may have the right to distribute on school premises, at reasonable times and places, unofficial written materials or, petitions, buttons, badges, or other insignia which align with the educational goals and strategic plan of the district except materials and expressions which:

- 1. Are Is obscene to minors;
- 2. Are Is libelous and slanderous;
- 3. Contains indecent, vulgar, profane, or lewd language;
- 4. Advertises any product or service not permitted to minors by law;
- Constitutes insulting or fighting words, the very expression of which injures or harasses other people (e.g., threats of violence, defamation of character or of a person's race, religion, gender, disability, age, or ethnic origin);
- 6. Presents a clear and present likelihood that, either because of its content or the manner of distribution, it will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities, will cause the commission of unlawful acts, or the violation of lawful school regulations;
- 7. Promote private businesses without educational relevance; or
- 8. Advance political candidates running for elected national, state, county, or local offices or campaign materials; or
- 9. Non-school sponsored information will only be distributed from 501(c)(3) non-profit organizations.

II. PROCEDURES

All unofficial written materials will be distributed to students and the school community through the Virtual Backpack, which is the district's digital/online platform. The distribution of physical materials is prohibited; exceptions can be considered by requesting prior approval by the superintendent [or designee]. All activities or information must be appropriate for school-aged students.

III. TIME, PLACE, AND MANNER OF DISTRIBUTION

The distribution of material is prohibited when it blocks the safe flow of traffic within corridors and entrance ways of the school or otherwise disrupts school activities. The distribution of unofficial material is limited to a reasonable time, place, and manner as follows:

- 1. The material will be distributed in a centralized location designated by the principal; which location will not block the safe flow of traffic or block the corridors or entrance ways, but which will give reasonable access to students;
- 2. The distribution of material will not interrupt the regular instructional day;
- 3. No material may be distributed during and at the place of a normal school activity if it is reasonably likely to cause a material and substantial disruption of that activity.
- All unofficial written materials being distributed must be appropriate for students, and activities should relate to an educational function, event, or purpose; or relate to an agency that offers widely appealing recreational program options for students;
- 2. The unofficial written materials submitted for distribution must include the following statement printed in a font at least as large as the majority of the other text in the materials, separate from the other text, and located in a conspicuous location:

This is not a Linn-Mar Community School District publication and is being distributed through the district as a community service to share information on additional community activities or available services; and

3. Suitability and approval are at the discretion of the district. Unofficial written materials distributed through the district's Virtual Backpack are for informational purposes only and does not imply approval of the content by the district, administration, board, or the individual reviewing the material submitted for distribution.

IV. PRINTED OR OTHER PHYSICAL MATERIAL DISTRIBUTION

Anyone wishing to distribute unofficial materials must first submit for approval a copy of the materials to the superintendent [or designee] at least seven working days in advance of desired distribution together with the following information:

- 1. Name, email, and phone number of the person submitting request;
- 2. Name of sponsoring organization and non-profit 501(c)(3) tax id number;
- 3. Dates and time(s) of day of intended display or distribution;
- 4. Location where materials will be displayed or distributed; and
- 5. The grades of students to whom the display or distribution is intended; and
- 6. A copy of the material in PDF format.

Within five working days of submission, the superintendent [or designee] will render a decision whether the material violates the guidelines in Subsection I or the time, place, and manner restrictions in Subsection III of this policy. Suitability and approval are at the discretion of the superintendent [or designee].

In the event that permission to distribute the material is denied, the person submitting the request should be informed of the reasons for the denial.

At every level of the process, the person submitting the request will have the right to appear and present the reasons, supported by relevant witnesses and material, as to why distribution of the material is appropriate.

Unofficial written materials distributed through the district are for informational purposes only and Permission to distribute material does not imply agreement with the contents by the district, the administration, the board, or the individual reviewing the materials submitted for distribution.

The unofficial written materials submitted for distribution must include the following statement printed in a font at least as large as the majority of the other text in the materials, separate from the other text, and located in a conspicuous location:

This is not a Linn-Mar Community School District publication and is being distributed through the district as a community service to share information on additional community activities or available services.

It is the requesting organization's responsibility to provide physical or paper copies of the materials to be distributed. It is not possible for the district or individual school buildings to make additional copies, or to distribute the information to individual classrooms/students.

V. DEFINITIONS

The following definitions apply to terms used in this policy:

- 1. Obscene to minors is defined as:
 - a. The average person, applying contemporary community standards, would find that the written material, taken as a whole, appeals to the prurient interest of students minors of the age to whom distribution is requested;
 - b. The material depicts or describes conduct, illustrations, sounds, lyrics, actions, pictures, or other modes such as digital or electronic that are patently offensive to prevailing standards in the community. in a manner that is patently offensive to prevailing standards in the adult community concerning how such conduct should be presented to minors of the age to whom distribution is requested, sexual conduct such as intimate sexual acts (normal or perverted), masturbation, excretory functions, and lewd exhibition of the genitals; and
 - c. The material, taken as a whole, lacks serious literary, artistic, political, or scientific value for minors.
- 2. **Minor** means any person under the age of 18.
- Material and substantial disruption of a normal school activity is defined as follows:
 - a. Where the normal school activity is an educational program of the district for which student attendance is compulsory, "material and substantial disruption" is defined as any disruption which interferes with or impedes the implementation of the program;

- b. Where the normal school activity is voluntary in nature (including, without limitation, school athletic events, school plays and concerts, and lunch periods), "material and substantial disruption" is defined as student rioting, unlawful seizure of property, widespread shouting or boisterous demonstrations, sit-in, stand-in, walk-out, or other similar related forms of activities activity; and
- c. In order for expression to be considered disruptive there must exist specific facts upon which the likelihood of disruption can be forecasted including past experience in the school, current events influencing student activities and behavior, and instances of actual or threatened disruption relating to the written material in question.
- 4. **School activities** means any activity of students sponsored by the school or district and includes, by way of example but not limited to, classroom work, library activities, physical education classes, official assemblies and other similar gatherings, school athletic contests, band concerts, school plays, and in-school lunch periods.
- 5. **Unofficial written material** includes all written material except school or district newspapers, literary magazines, yearbooks, and other publications funded and/or sponsored or authorized by the school or district. Examples include leaflets, brochures, flyers, petitions, placards, and underground newspapers, whether written by students or others.
- 6. **Libelous** is a false and unprivileged statement about a specific individual that tends to harm the individual's reputation or to lower him/her in the esteem of the community.
- 7. **Distribution** means circulation or dissemination of written material by means of electronic distribution, handing out free copies, selling or offering copies for sale, and accepting donations for copies. It includes displaying written material in areas of the school or district which are generally frequented by students.

V. DISCIPLINARY ACTION

Distribution by any student of unofficial written material prohibited in Subsection I or in violation of Subsection III may be halted, and students may be subject to discipline including suspension and expulsion. Employees may also be subject to discipline for distributing unapproved materials. Any other party violating this policy may be requested to leave the school property immediately and, if necessary, local law enforcement officials will be called.

VI. NOTICE OF POLICY TO STUDENTS

A copy of this policy will be published in student handbooks and posted conspicuously in school buildings and noted on publications as appropriate.

Adopted: 9/98 Reviewed: 3/13; 6/15; 7/19

Revised: 1/13; 4/14; 7/22 Related Policy: 1001.4

Legal Reference (Code of Iowa): § 279.8; 280.22 IASB Reference: 903.05-R(1)

First Reading of Policy Recommendations (25.08.18 Board Meeting Exhibit)

The following policies were reviewed by the Policy Committee on August 12th and are being submitted for first reading.

Policy#	Title
104.1	Equal Educational Opportunity
104.1-R	Equal Educational Opportunity Grievance Procedures
104.2-E	Notice of Section 504 Student/Parental Rights
302.1	Superintendent: Qualifications, Recruitment, Appointment
303.1	Administrator: Qualifications, Recruitment, Appointment
400.1	Equal Employment Opportunity

Policy Series 100 – School District Equal Educational Opportunity, Nondiscrimination, and Section 504 Compliance



Policy 104.1
Equal Educational Opportunity

The following statement is to be published in written and electronic form in the district's official documents and on the district's website.

It is the goal of the board to develop a healthy social, intellectual, emotional, and physical self-concept in the students enrolled in the district. Each student attending school will have the opportunity to use its education program and services as a means for self-improvement and individual growth. In so doing, the students are expected to conduct themselves in a manner that assures each student the same educational opportunity.

The Linn-Mar Community School District does not to discriminate on the basis of race, color, national origin, sex, physical or mental ability or disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity, socioeconomic status (for programs), physical attributes, genetic information, ancestry, political party preference, political belief, military status, pregnancy, or familial status in its educational programs and its employment practices. The belief in equal educational opportunity serves as a guide for the board and employees in making decisions relating to district facilities, employment, selection of educational materials, equipment, curriculum, and regulations affecting students.

Further, the board affirms the right of all students, staff, and volunteers to be treated with respect and to be protected from intimidation, discrimination, physical harm, and harassment. In the delivery of the educational program, students will treat the employees with respect and students will receive the same in return. Employees have the best interest of the students in mind and will assist them in school-related or personal matters if they are able to do so. Students should feel free to discuss problems, whether school-related or personal, with school counselors or other employees.

Board policies, rules, and regulations affect students while they are on district property or on property within the jurisdiction of the district; while on school owned and/or operated school or chartered vehicles, while attending or engaged in school activities; and while away from school grounds if misconduct will directly affect the good order, efficient management, and welfare of the district.

Board policy refers to the term "parents" in many policies. The term "parents" for purposes of the Linn-Mar Community School District means the legal parents, the legal guardians or custodians of a student, and students who have reached the age of majority or are otherwise considered an adult by law.

The board requires all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for the district to subscribe to all

applicable federal and state laws, executive orders, rules, and regulations pertaining to bullying/harassment, contract compliance, and equal opportunity.

There is a grievance procedure related to this policy. If you have questions or a grievance related to this policy, please contact the district's Equity Nondiscrimination Coordinators.

Inquiries regarding compliance with equal educational opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, are directed to the Equal Employment/Nondiscrimination Coordinators by writing to:

Equal Employment/Nondiscrimination Coordinator/Title IX: Karla Christian, Chief Human Resources Officer 319-447-3036 / kchristian@Linnmar.k12.ia.us

Nondiscrimination Coordinator:
Nathan Wear, Associate Superintendent
319-447-3028 / nathan.wear@Linnmar.k12.ia.us

<u>Special Education/Student Services Nondiscrimination Coordinator</u>: Anne Faber, Executive Director of Student Services 319-730-3663 / anne.faber@Linnmar.k12.ia.us

Address: 3556 Winslow Road, Marion, IA 52302

Fax: 319-403-8008

Inquiries regarding compliance with equal educational opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Director of the Region VII Office of Civil Rights, US Department of Education, John C. Kluczynski Federal Building, 230 S Dearborn Street, 37th Floor, Chicago, IL 60604 / 312-730-1560 / Fax 312-730-1576 / OCR.Chicago@ed.gov / the lowa Civil Rights Commission, 6200 Park Avenue, Suite 100, Des Moines, IA 50321-1270 / https://icrc.iowa.gov / 515-281-4121; or the lowa Department of Education, Grimes State Office Building, 400 E 14th Street, Des Moines, IA 50319 / 515-281-5294. This inquiry or complaint to the federal or state office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Further information and copies of the procedures for filing a complaint are available in the district's central administrative offices and the administrative office in each attendance center.

Adopted: 11/08

Reviewed: 10/11; 5/14; 9/16; 3/23

Revised: 9/10; 4/13; 7/17; 10/17; 11/18; 6/20; 2/21; 10/23; 9/24

Related Policy: 104.1-R; 104.1-E1-E5; 400.1

Legal Reference (Code of Iowa): §§ 216.6; 216.9; 256.11; 280.3; 281 IAC 12

IASB Reference: 102 Mandatory Policy

Policy Series 100 – School District Equal Educational Opportunity, Nondiscrimination, and Section 504 Compliance



Policy 104.1-R

Regulations Regarding Equal Educational Opportunity Grievances Procedures

It is the policy of the Linn-Mar Community School District not to discriminate on the basis of race, color, national origin, sex, physical or mental ability or disability, religion, creed, age (for employment), marital status (for programs) sexual orientation, gender identity, socioeconomic status (for programs), physical attributes, genetic information, ancestry, political party preference, political belief, military status, pregnancy, or familial status in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact:

Equal Employment/Nondiscrimination Coordinator/Title IX Coordinator: Karla Christian, Chief Human Resources Officer 319-447-3036 / kchristian@Linnmar.k12.ia.us

Nondiscrimination Coordinator: Nathan Wear, Associate Superintendent 319-447-3028 / nathan.wear@Linnmar.k12.ia.us

Special Education/Student Services Nondiscrimination Coordinator: Anne Faber, Executive Director of Student Services 319-730-3663 / anne.faber@Linnmar.k12.ia.us

Address: 3556 Winslow Road, Marion, IA 52302

Fax: 319-403-8008

Students, parents of students, employees, volunteers, and applicants for employment in the district have the right to file a formal complaint alleging discrimination. The district has policies and procedures in place to identify and investigate complaints alleging discrimination. This policy and procedures are to be used for complaints of discrimination, in lieu of any other general complaint policies or procedures that may be available. If appropriate, the district will take steps to prevent the recurrence of discrimination and to correct its discriminatory effects on the complainant and others.

A complainant may attempt to resolve the problem informally by discussing the matter with a building principal or a direct supervisor. However, the complainant has the right to end the informal process at any time and pursue the formal grievance procedures outlined below. Use of the informal or formal grievance procedures is not a prerequisite to the pursuit of other remedies. Please note that informal processes and procedures are not to be used in certain circumstances (Example: sexual harassment and sexual assault).

LEVEL ONE: (Informal and Optional – May be bypassed by the complainant) FILING A COMPLAINT

Employees or volunteers with a complaint of discrimination based upon their race, color, national origin, sex, physical or mental ability or disability, religion, creed, age (for employment), marital status (for programs) sexual orientation, gender identity, socioeconomic status (for programs), physical attributes, genetic information, ancestry, political party preference, political belief, military status, pregnancy, or familial status are encouraged to first discuss it with their immediate supervisor with the objective of resolving the matter informally. This paragraph is for employees and marital status isn't a protected class for employees.

An applicant for employment with a complaint of discrimination based upon their race, color, national origin, sex, physical or mental ability or disability, religion, creed, age (for employment), marital status (for programs) sexual orientation, gender identity, socioeconomic status (for programs), physical attributes, genetic information, ancestry, political party preference, political belief, military status, pregnancy, or familial status are encouraged to first discuss it with the Chief Officer of Human Resources. This paragraph is for employees and marital status isn't a protected class for employees.

A student or a parent/guardian of a student with a complaint of discrimination based upon their race, color, national origin, sex, physical or mental ability or disability, religion, creed, age (for employment), marital status (for programs) sexual orientation, gender identity, socioeconomic status (for programs), physical attributes, genetic information, ancestry, political party preference, political belief, military status, pregnancy, or familial status are encouraged to discuss it with the instructor, counselor, supervisor, building administrator, program administrator, or personnel contact person directly involved.

LEVEL TWO: FILING A GRIEVANCE AND INVESTIGATION

Filing a Grievance: If the complaint is not resolved at Level One and the complainant wishes to pursue a grievance, they may formalize it by filing a complaint in writing with the district's equity coordinators. A complainant who wishes to use this grievance procedure may do so by filing a complaint with the Equal Employment/Nondiscrimination Coordinator. An alternate investigator will be designated in the event it is claimed that the Equal Employment/Nondiscrimination Coordinator or superintendent committed the alleged discrimination or some other conflict of interest exists.

The complainant will provide a written statement of the nature of the grievance and the remedy requested. The filing of the formal, written complaint at Level Two must be within 15 working days from the date of the event giving rise to the grievance or from the date the complainant could reasonably become aware of such occurrence. Complaints shall be filed within 15 working days of the

event giving rise to the complaint or from the date the complainant could reasonably become aware of such occurrence. The complainant will state the nature of the complaint and the remedy requested. The Equal Employment/Nondiscrimination Coordinator shall assist the complainant as needed.

The complainant may request that a meeting concerning the grievance be held with the equity coordinators. The complainant will be given the opportunity to present witnesses and other relevant information. A minor student may be accompanied at the meeting by a parent or guardian. The equity coordinators shall assist the complainant as needed.

LEVEL TWO: INVESTIGATION

Within 15 working days, the Equal Employment/ Nondiscrimination Coordinator will begin the investigation of the complaint or appoint a qualified person to undertake the investigation (hereinafter "Equal Employment/ Nondiscrimination Coordinator) and attempt to resolve it. If the complainant is under 18 years of age, the Equal Employment/Nondiscrimination Coordinator shall notify his or her parents/guardians that they may attend investigatory meetings in which the complainant is involved. The grievance complaint and identity of the complainant, respondent, or witnesses will only be disclosed as reasonably necessary in connection with the investigation or as required by law or policy. The investigation may include but is not limited to the following:

- a. A request for the complainant to provide a written statement regarding the nature of the complaint;
- b. A request for the individual named in the grievance complaint to provide a written statement;
- c. A request for the witnesses identified during the course of the investigation to provide a written statement;
- d. Interviews of the complainant, respondent, or witnesses;
- e. An opportunity to present witnesses or other relevant information; and
- f. Review and collection of documentation or information deemed relevant to the investigation.

Within 30 working days, the Equal Employment/Nondiscrimination Coordinators shall complete the investigation and issue a report with respect to the findings.

If, in cases of disability grievances at the elementary and secondary level, the issue is not resolved through the grievance process the parents/guardians have a right to an impartial hearing to resolve the issue.

LEVEL THREE: DECISION AND APPEAL TO THE SUPERINTENDENT

The Equal Employment/Nondiscrimination Coordinator shall notify the complainant and respondent of the decision within 5 working days of completing the written report. Notification shall be by U.S. mail, first class.

LEVEL THREE: DECISION AND APPEAL

If the grievance is not resolved at Level Two, the complainant may appeal it to Level Three by presenting a written appeal detailing why they believe the

decision should be reconsidered to the superintendent within 10 working days after the complainant receives the report from the equity coordinators.

The complainant may request a meeting with the superintendent. The superintendent may also request a meeting with the complainant to discuss the appeal. The complaint is closed after the Equal Employment/Nondiscrimination Coordinator has issued the report, unless within 10 working days after receiving the decision, either party appeals the decision to the superintendent by making a written request detailing why he/she believes the decision should be reconsidered. The Equal Employment/Nondiscrimination Coordinator shall promptly forward all materials relative to the complaint and appeal to the superintendent. Within 30 working days the superintendent shall affirm, reverse, or amend the decision or direct the Equal Employment/Nondiscrimination Coordinator to gather additional information. The superintendent shall notify the complainant, respondent, and the Equal Employment/Nondiscrimination Coordinator within 5 working days of the decision. Notification shall be by U.S. mail, first class.

The decision of the superintendent shall be final.

LEVEL FOUR: APPEAL TO THE SCHOOL BOARD

If the complainant is not satisfied with the superintendent's decision, they can file a written appeal with the school board president within 5 days of the superintendent's decision detailing why they believe the decision should be reconsidered. It is within the discretion of the school board to determine whether it will hear the appeal.

The decision of the superintendent in no way prejudices a party from seeking redress through state or federal agencies as provided by in law.

This policy and procedures are to be used for complaints of discrimination, in lieu of any other general complaint policies or procedures that may be available.

If any of the stated timeframes cannot be met by the district, the district will notify the parties and pursue completion as promptly as possible.

Retaliation against any person, because the person filed a grievance complaint or assisted or participated in an investigation, is prohibited. Persons found to have engaged in retaliation shall be subject to discipline by appropriate measures.

Adopted: 9/10

Reviewed: 10/11; 9/16; 3/23

Revised: 4/13; 5/14; 7/17; 10/17; 11/18; 6/20; 10/23; 9/24 Related Policy: 104.1; 104.1-E1-E5

IASB Reference: 102-R(1)

Policy Series 100 – School District Equal Educational Opportunity, Nondiscrimination, and Section 504 Compliance



Policy 104.2-E
Notice of Section 504 Student/Parental Rights

The following statement is to be published in written and electronic form in the district's official documents and on the district website.

The Linn-Mar Community School District does not discriminate in its educational programs and activities on the basis of a student's disability. It has been determined that your child has a qualifying disability for which accommodations may need to be made to meet his or her individual needs as adequately as the needs of other students. As a parent you have the right to the following:

- 1. Participation of your child in district programs and activities including extra-curricular programs and activities, to the maximum extent appropriate, free of discrimination based upon the student's disability, and at the same level as students without disabilities;
- 2. Receipt of free educational services to the extent they are provided students without disabilities;
- 3. Receipt of information, either orally or written, about your child and your child's educational programs and activities in your native language about your child and your child's educational programs and activities;
- 4. Notice of identification of your child as having a qualifying disability for which accommodations may need to be made, notice prior to evaluation and placement of your child, and the right to periodically request a re-evaluation of your child;
- 5. Inspect and review your child's educational records including a right to copy those records for a reasonable fee; you also have a right to ask the district to amend your child's educational records if you feel the information in the records is misleading or inaccurate; should the district refuse to amend the records, you have a right to a hearing and to place an explanatory letter in your child's file explaining why you feel the records are misleading or inaccurate; and
- 6. A hearing before an impartial hearing officer if you disagree with your child's evaluation or placement; you have a right to counsel at the hearing and to have the decision of the impartial hearing officer reviewed.

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There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact the district's Section 504 coordinator:

Section 504 Coordinator:

Megan Brunscheen Associate Director of Student Services

Address: 3556 Winslow Road, Marion, IA 52302

Phone: 319-447-3359 Fax: 319-403-8002

Email: megan.brunscheen@Linnmar.k12.ia.us

Adopted: 11/08

Reviewed: 10/11; 4/13; 5/14; 9/16; 3/23

Revised: 6/20; 10/23; 9/24

Related Policy: 104.1; 104.1-R; 104.1.E1-E5; 104.2

IASB Reference: 102-E(3)

Policy Series 300 – Administration Superintendent



Policy 302.1

Superintendent: Role Qualifications, Recruitment, Appointment

The school board will employ a superintendent to serve as the chief executive officer of the board, to conduct the daily operations of the district, and to implement board policy with the power and duties prescribed by the board and law.

The board will consider applicants that meet or exceed the standards set by the lowa Department of Education and the qualifications established in the job description for the superintendent position. In employing a superintendent, the board will consider the qualifications, credentials, and records of the applicants without regard to race, color, creed, religion, sex, national origin, age, sexual orientation, gender identity, physical or mental ability or disability, marital status, attributes, genetic information, ancestry, political party preference, political belief, military status, socioeconomic status, pregnancy, or familial status. In keeping with the law, however, the board will consider the veteran status of the applicants. The board will look closely at the training, experience, skill, and demonstrated competence of qualified applicants in making its final decision.

In choosing a superintendent, the board will also consider the district's educational philosophy, financial situation, organizational structure, education programs, and other factors deemed relevant by the board.

The board may contract for assistance in the search for a superintendent.

Adopted: 8/14

Reviewed: 12/16; 11/19; 3/23

Related Policy: 300.1; 301.1; 302.2-302.6; 304.1

Legal Reference (Code of Iowa): §§ 21.5(1)(i); 35C; 216; 279.8, .20; 281 IAC 12.4(4)

IASB Reference: 302.01 Mandatory Policy

Policy Series 300 – Administration Administrative Employees



Policy 303.1 Administrator Qualifications, Recruitment, Appointment

The board will employ building principals, and other administrators, and managers in addition to the superintendent, to assist in the daily operations of the district.

The board will consider applicants who meet or exceed the standards set by the lowa Department of Education and the qualifications established in the job descriptions for the position. In employing an administrator or manager, the board will consider the qualifications, credentials, and records of the applicants without regard to race, color, creed, religion, sex, national origin, age, sexual orientation, gender identity, physical or mental ability or disability, marital status, physical attributes, genetic information, ancestry, political party preference, political belief, military status, socioeconomic status, pregnancy, or familial status. In keeping with the law, however, the board will consider the veteran status of the applicants. The board will look closely at the training, experience, skill, and demonstrated competence of qualified applicants in making its final decision.

In approving the selection of choosing an administrator or manager, the board will also consider the district's educational philosophy, financial condition, organizational structure, education programs, and other factors deemed relevant by the board.

It is the responsibility of the superintendent to make a recommendation to the board for filling an administrative or managerial position, based on the requirements stated in this policy. The board will act only on the superintendent's recommendation.

The board may contract for assistance in the search for administrators or managers.

Adopted: 8/14

Reviewed: 12/16; 11/19; 3/23

Related Policy: 300.1; 301.1; 303.2-6; 304.1

Legal Reference (Code of Iowa): §§ 279.8, .21; 281 IAC 12.4 IASB Reference: 303.02

Reference: 303.02
Mandatory Policy

Policy Series 400 – Staff/Personnel Employment, Equity, Opportunity, and Qualifications



Policy 400.1

Educational and Employment Equity Equal Employment Opportunity

The Linn-Mar Community School District will provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity (EEO) and affirmative action (AA) laws, directives, and regulations of federal, state, and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. The district will take affirmative action in major job categories where women, men, minorities, and persons with disabilities are underrepresented. Employees will support and comply with the district's established equal employment opportunity and affirmative action policies. Employees will be given notice of this policy annually.

The board will appoint an Equal Employment Coordinator. The Employment Coordinator will have the responsibility of drafting the affirmative action plan. The affirmative action plan will be reviewed by the board at least every two years.

The district will provide a workplace that fosters respect and appreciation for the cultural diversity found in our country; an awareness of the rights, duties, and responsibilities of each individual as a member of a pluralistic society; and reduce stereotyping and bias on the basis of race, color, creed, sex, national origin, religion, age, sexual orientation, gender identity, physical or mental ability or disability, marital status, physical attributes, genetic information, ancestry, political party preference, political belief, military status, socioeconomic status, pregnancy, or familial status.

Individuals who file an application with the district will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and Iowa Department of Education for the position for which they apply. In employing individuals, the board will consider the qualifications, credentials, and records of the applicants regard to race, color, creed, sex, national origin, religion, age, sexual orientation, gender identity, physical or mental ability or disability, marital status, physical attributes, genetic information, ancestry, political party preference, political belief, military status, socioeconomic status, pregnancy, or familial status. In keeping with the law, the board will consider the veteran status of applicants.

Prior to final offer of employment, the district will perform the background checks required by law. Based upon the results of the background checks, the district will determine whether an offer will be extended. If the candidate is a teacher who has an initial license from the Board of Educational Examiners (BOEE), then the requirement for a background check is waived. The district will perform repeat background checks on the applicable employees as required by law.

Advertisements and notices for vacancies within the district will contain the following statement: "The Linn-Mar Community School District is an EEO/AA employer." The statement will also appear on application forms.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, will be directed to the Linn-Mar Equal Employment Coordinator and/or by writing to:

Linn-Mar Community School District Equal Employment Coordinator

Karla Christian, Chief Human Resources Officer 319-447-3036 / kchristian@Linnmar.k12.ia.us

Address: 3556 Winslow Road, Marion IA 52302

Fax: 319-403-8008

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and/or affirmative action laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to:

Equal Employment Opportunity Commissions

Milwaukee Area Office - Reuss Federal Plaza 310 West Wisconsin Avenue, Suite 800 Milwaukee, WI 53203-2292

800-669-4000 or TTY 800-669-6820

Website: http://www.eeoc.gov/field/milwaukee/index.cfm

Iowa Civil Rights Commission

400 E 14th Street 6200 Park Avenue, Suite 100 Des Moines, IA 50319-1004 50321-1270

515-281-4121 or 800-457-4116

Website: http://www.state.ia.us/government/crc/index.html https://icrc.iowa.gov/

This inquiry or complaint to the federal office may be done instead of, or in addition to, an inquiry or complaint to the local level.

Further information and copies of the procedures for filing a complaint are available in the district's central administrative office and the administrative office in each attendance center.

Adopted: 7/81 Reviewed: 12/11; 2/14; 9/14; 12/16; 4/23

Revised: 1/11; 4/13; 11/18; 4/20; 10/23; 2/24; 9/24

Related Policy: 400.1-E; 401.1; 403.11

Legal Reference (Code of Iowa): §§ 19B; 20; 35C; 73; 216; 279.8; 281 IAC 12.4; 95; HF672

IASB Reference: 401.01 Mandatory Policy



INSPIRE LEARNING. UNLOCK POTENTIAL. EMPOWER ACHIEVEMENT.

BOARD OF DIRECTORS MINUTES AUGUST 4, 2025

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100: CALL TO ORDER & DETERMINATION OF A QUORUM

The meeting of the Linn-Mar Board of Directors was called to order at 5:00 PM in the boardroom of the Educational Leadership Center (3556 Winslow Rd, Marion). Roll was taken to determine a quorum. Present: Buchholz, Foss, Mansoor, Morey, Thomas, Walker, and Lowe Lancaster. Administration present: Kortemeyer, Galbraith, Ramos, Wear, Christian, and Nelson. Absent: Faber.

200: ADOPTION OF AGENDA

- Motion 14.08.04

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

<u>300: PUBLIC HEARING</u> — Refer to Exhibit 601.1 (SPG #1-Community Engagement)
A public hearing was held on the proposed extension of the Instructional Support Levy.
No comments were received.

400: AUDIENCE COMMUNICATIONS

(SPG #1-Community Engagement)

1. Scott Foens, parent, equality

500: INFORMATIONAL REPORTS

501: Marion City Council Report (SPG #1-Community Engagement / BG #3.d-District Culture) Director Mansoor reported that during the July 17th Marion City Council meeting a hold harmless agreement was approved for the LM homecoming parade and property east of Lucore Road and north of Artesian Road was approved for rezoning from SR-2 to SR-3 suburban, medium-density, single-family residential.

<u>502: Superintendent's Report</u> – Exhibit 502.1 (SPG #1-Community Engagement) Superintendent Kortemeyer shared several district highlights and honors, updates on current facilities projects, welcomed back the LM administrators and staff, highlighted several meetings she has recently attended, and shared several reminders of upcoming events.

600: UNFINISHED BUSINESS

601: Approval of Resolution for Continued Participation in ISL — **Exhibit 601.1 MOTION** by Buchholz to approve the resolution authorizing continued participation in the Instructional Support Levy Program. Second by Walker. Voice vote, all ayes. Motion carried. (SPG #5-Resource Management / BG #3.a-District Culture) — Motion 15.08.04

602: Second Reading of Policy Recommendations - Exhibit 602.1

MOTION by Morey to approve the second reading of the policy recommendations as presented in Exhibit 602.1. Second by Thomas. Director Foss requested clarification on possible legal liabilities. President Lowe Lancaster and Director Thomas shared that removing the DEI titles was per legislation and legal advice and that the other policy recommendations were still pending additional consideration by the Policy Committee. Voice vote, all ayes. Motion carried. — *Motion 16.08.04*

603: Approval of Legislative Priorities – Exhibits 603.1-2 (BG #1.a-Visionary Team) President Lowe Lancaster facilitated a discussion of the board's legislative priorities for 2025-26. After discussion, the Board selected, in no particular order, Local Accountability/Decision-Making, School Funding Policy, Mental Health, and Preschool as their top four areas of focus. The Board also agreed to focus on Dropout/At-Risk and Student Achievement for the 2025-26 school year.

MOTION by Morey to approve the board's legislative priorities for 2025-26 as discussed. Second by Mansoor. Voice vote, all ayes. Motion carried. – <u>Motion 17.08.04</u>

700: NEW BUSINESS

701: Approval of Metro Interagency Insurance Program Representatives **MOTION** by Buchholz to approve Jon Galbraith as the 2025-26 MIIP representative and Karla Christian as the alternate. Second by Mansoor Voice vote, all ayes. Motion carried.

— Motion 18.08.04

702: Approval of Open Enrollment Requests (SPG #2-Learning Excellence & 3-Learner Experience) **MOTION** by Mansoor to approve the open enrollment requests as presented. Second by Buchholz. Voice vote, all ayes. Motion carried. — **Motion 19.08.04**

	Student Name	Grade	Resident District
	Chin, Emily	11 th	Cedar Rapids CSD
Approved	Cook, Scarlet	5 th	College CSD
Approved IN	Houchin, Ann	K	Cedar Rapids CSD
III	Loftsgard, Avery	1 st	Cedar Rapids CSD
	McNeil, Karter	K	Marion Independent
	Taylor, Alexis	5 th	Center Point-Urbana CSD

Denied	Student Name	Grade	District Requested	Reason
OUT	Martin, Lexi	1 st	Cedar Rapids CSD	Late, no good cause
001	Ruprecht, Olivia	12 th	Marion Independent	Late, no good cause

703: Approval of Indoor Activities Center Owner/Architect Agreement Exhibits 703.1a-b

MOTION by Walker to approve the indoor activities center owner/architect agreement as presented in Exhibit 703.1. Second by Buchholz. Director Foss clarified that this was part of the previously approved 10-year facilities plan and is a continuation of the architect agreement. Voice vote, all ayes. Motion carried. — <u>Motion 20.08.04</u>

704: Approval of Franklin Covey Leader in Me Renewal – Exhibit 704.1

MOTION by Walker to approve the Franklin Covey Leader in Me renewal agreement as presented in Exhibit 704.1. Second by Buchholz. Director Morey stated that some people support the program and some don't and that she would be representing the voice of those who don't in her vote. Voice vote. Ayes: Buchholz, Foss, Mansoor, Thomas, Walker, and Lowe Lancaster. Nays: Morey. Motion carried. — *Motion 21.08.04*

705: Approval of 2025-26 Strategic Plan Short-Term Goals (BG #1.a-Visionary Team) **MOTION** by Buchholz to approve the 2025-26 Strategic Plan short-term goals as presented. Second by Walker. Director Foss thanked Superintendent Kortemeyer and the Cabinet for their work on the Strategic Plan. Voice vote, all ayes. Motion carried.

- <u>Motion 22.08.04</u>

800: CONSENT AGENDA (SPG #4-People/Culture & #5-Resource Mngmt / BG #3.a, c, d-District Culture) **MOTION** by Thomas to approve the consent agenda as presented. Second by Mansoor. Congratulations were shared with the retirees and McKenna Keeney was welcomed back from RIF status. Director Foss highlighted the Raptor Technologies agreement and shared that last year's pilot of the program received great reviews. Director Thomas was excited to see several student event approvals in the fundraising and overnight trip requests.

— **Motion 23.08.04**

801: Personnel

Certified Staff: Assignments/Reassignments/Transfers

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Name	Assignment	Dept Action	Salary Placement
Deahl, Jessica	LMHS: From Student Assistance Specialist to Academic Assistance Counselor	8/4/25	MA, Step 15
Keeney, McKenna	BW: Kindergarten Teacher (Recall from RIF)	8/18/25	BA, Step 2
Kuper, Colin	LMHS: Social Studies Teacher	8/13/25	BA, Step 1
Warren, Brenda	EX: Literacy Teacher	8/13/25	BA, Step 7

Certified Staff: Extended Leave of Absence

Continua Stanii Extendea Ecuve of Absence			
Name	Assignment	Dept Action	Reason
Krueger, Angela	BW: Kindergarten Teacher	2025-26 School Year	Personal, LMEA good cause

Classified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Bhawna, Fnu	LMHS: Student Support Associate	8/19/25	LMSEAA A, Step 1
Bures, Jessica	LMHS: Student Support Associate	8/19/25	LMSEAA A, Step 1
Crosser, Tammy	NS: EX From Lead Cook to Production Mngr	8/5/25	\$18.75/hour
Erbes, Dorian	NS: IC General Help	8/18/25	PTNS, Step 1
Fisher, Danielle	NS: BW General Help	8/18/25	PTNS, Step 1
Gurumurthy, Jayashree	LMHS: Student Support Associate	8/19/25	LMSEAA A, Step 1
Herring, Ayaka	NS: EH From General Help to Baker	8/18/25	LMSA A+.25, Step 1
Karthik Raja, Eswari	LMHS: Student Support Associate	8/19/25	LMSEAA A, Step 1
Koehler, Luke	LMHS: Student Supervisor	8/18/25	\$15.00/hour
McCalley, Carissa	HP: Student Support Associate	8/19/25	LMSEAA A, Step 1
McLaughlin, Gail	NS: BW Satellite Mngr/General Help	8/4/25	PTNS, Step 5
Noble, Christina	NS: LMHS General Help	8/18/25	PTNS, Step 1
Pollard, Dustin	O&M: WE From Custodian to Lead Custodian	7/1/25	LMSA C+.50, Step 11
Robbins, Casey	LMHS: From SSA to Employment Specialist	8/18/25	\$20.00/hour
Sheckler, Stacey	IC: Student Support Associate	8/19/25	LMSEAA A, Step 1
Steffen, Jayden	OR: Student Support Associate	8/19/25	LMSEAA A, Step 1
Stivers, Jon	AC: Aquatic Instructor	7/14/25	\$15.00/hour
Talcott, Chris	O&M: From Custodian to Mail Delivery Driver	7/14/25	Same
Wei, Sammi	WF: Student Support Associate	8/19/25	LMSEAA A, Step 1
Williams, Shay	AC: Aquatic Instructor	7/7/25	\$12.00/hour
Wilson, Sara	LMHS: Student Support Associate	8/19/25	LMSEAA A, Step 1

Classified Staff: Resignations

dassified Staff. Resignations				
Name	Assignment	Dept Action	Reason	
Anderson, Jillian	LG: Student Support Associate	7/8/25	Personal	
Brewer, James	OR: Student Support Associate	7/7/25	Relocation	
Gongwer, Jams	TR: Bus Rider	7/8/25	Retirement	
Henry, Justine	ELC: Accounts Receivable Specialist	7/1/25	Personal	
Krecioch, Mandi	O&M: LG Lead Custodian	6/27/25	Other employment	
McCallum, James	TR: Bus Driver	7/21/25	Other employment	
Mikkelson, Robert	LMHS: Student Support Associate	7/17/25	Other employment	
Palermo, Renee	NS: LMHS General Help	7/28/25	Personal	
Rigby, Jane	NS: EH Baker/General Help	7/14/25	Retirement	
Sam, Danika	BP: Student Support Associate	7/7/25	Other employment	
Wells, Andria	TR: Regular Sub Bus Driver	7/24/25	Other employment	

Co/Extra-Curricular: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Armbrust, Samantha	LMHS: Head Girls Swim Coach	8/11/25	\$5,856.00
Baker, Troy	LMHS: Asst Varsity Football Coach	8/1/25	\$2,500.00
Battern, Josh	LMHS: Volleyball Camp Coach	7/11/25	\$500.00
Behning, Brian	OR: 7 th Gr Asst Football Coach	8/1/25	\$3,132.00
Bootsmiller, Ian	LMHS: Asst Varsity Football Coach	8/1/25	\$2,500.00
Chaloupka, Logan	LMHS: Speech Coach	8/25/25	\$2,349.00
Cosgrove, Catie	LMHS: Volleyball Camp Coach	7/11/25	\$500.00
Davies, Michael	LMHS: Marching Band Instructor	8/4/25	\$1,048.00
Eivins, Jared	LMHS: Asst JV1 Girls Basketball Coach	11/10/25	\$3,523.00
Fontenot, Elizabeth	OR: Summer Vocal Lessons	6/9/25	\$5,253.74
Harris, Madison	LMHS: Volleyball Camp Coach	7/11/25	\$200.00
Hofmeister, Lakeysha	LMHS: Speech Coach	8/25/25	\$2,349.00
Kraeplin, Amy	BP: Summer Band Camp	7/15/25	\$388.25

Lippert, Jordan	LMHS: Volleyball Camp Coach	7/11/25	\$500.00
Merulla, Katie	LMHS: Robotics Summer Camp	7/7/25	\$1,200.00
Orr, Marcus	LMHS: Asst Varsity Football Coach	8/1/25	\$1,000.00
Rowland, Nikki	LMHS: Volleyball Camp Coach	7/11/25	\$1,000.00
Schirmers, Noah	LMHS: Asst Varsity Football Coach	8/1/25	\$2,500.00
Shipley, Mike	EX: Head 8 th Gr Football Coach	8/18/25	\$3,523.00
Stone, Sherry	LMHS: Color Guard Instructor	8/4/25	\$1,633.00
Terell, Vanessa	LMHS: Color Guard Instructor	8/4/25	\$1,915.00
Vieth, Kelly	BP: Summer Orchestra Lessons (July)	7/7/25	\$3,589.08
Von Lehmden, Ellie	LMHS: Volleyball Camp Coach	7/11/25	\$500.00
Wiese, Drew	LMHS: Asst Varsity Football Coach	8/1/25	\$2,500.00

802: Approval of July 7th Board Minutes - Exhibit 802.1

803: Approval of July 30th Board Work Session Minutes - Exhibit 803.1

804: Approval of Bills/Warrants - Exhibit 804.1a-b

805: Approval of Contracts/Agreements – Exhibits 805.1-9

- 1. Solution Tree professional development purchase agreement
- 2. GWAEA Shared Math Consultant agreement
- 3. GWAEA Shared Social-Emotional-Behavior Health (SEBH) Consultant agreement
- 4. GWAEA Shared Literacy Consultant agreement
- 5. Culver's Corridor Storage lease agreement
- 6. Matthew Greco independent contractor agreement-work with LMHS Dance Team
- 7. Raptor Technologies visitor/volunteer management software implementation
- 8. Pel Industries commercial licensing agreement
- 9. Marion Cares non-commercial licensing agreement
- 10. Special Education instructional services agreements from Alburnett CSD (1), West Liberty CSD (1), and Woodward-Granger CSD (1). For student confidentiality, exhibits are not provided.

806: Fundraising Requests – Exhibits 806.1-3

- 1. LMHS Student Council to host Homecoming dance in September
- 2. LMHS Student Council to host fall fundraiser in October
- 3. LMHS Student Council to host Spring Fling dance in March

807: Overnight Trip Request - Exhibit 807.1

1. Venture Science to attend Student Ocean Conference in Dubuque, IA Sept 24-25

808: Informational Financial Reports - Exhibits 808.1-2

- 1. School Finance and Cash Balance Reports as of May 31, 2024
- 2. School Finance and Cash Balance Reports as of May 31, 2025

900: BOARD CALENDAR & COMMUNICATIONS

901: Board Calendar & Communications

President Lowe Lancaster reviewed the calendar, requested volunteers to attend the September Marion City Council meetings, and shared information on the upcoming school board elections. Directors Thomas and Morey shared they were disappointed

they would not be able to attend the new teacher luncheon this year.

Date	Time	Event	Location
August 7	5:30 PM	Marion City Council Meeting (Thomas)	City Hall
August 8	1:00 PM	Facilities Advisory Committee Meeting	Boardroom
August 12	2:00 PM	Policy Committee Meeting	Boardroom
August 13		New Teacher Orientation	
August 14		New Teacher Orientation	
August 18		Teacher Workday	
August 18	5:00 PM	LMCSD Board of Directors Meeting	Boardroom
August 19		Professional Day	
August 20		Professional Day	
August 21		Teacher Workday	
August 21	5:30 PM	Marion City Council Meeting (Morey)	City Hall
August 22		Professional Day	
August 25		First Day of School K-9 th Grades	
August 26		First Day of School 10th-12th Grades	
Date	Time	Event	Location
September 1		No School (Labor Day)	
September 2		First Day of School Pre-K	
September 4	5:30 PM	Marion City Council Meeting (Mansoor)	City Hall
September 8	5:00 PM	LMCSD Board of Directors Meeting	Boardroom
September 11	8:30 AM	Board Visit	Oak Ridge
September 18	8:30 AM	Finance/Audit Committee Meeting	Boardroom
September 18		High School Conferences	
September 18	5:30 PM	Marion City Council Meeting (Mansoor)	City Hall
September 22	5:00 PM	LMCSD Board of Directors Meeting	Boardroom
September 25	11:30 AM	Board Visit	Boulder Peak
September 29		No School (Professional Day)	

902: Board Committees/Advisories

Required Board Committees/Advisories

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

Additional District Committees/Advisories

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

1000: ADJOURNMENT	1	00	0:	ADJ	OU	RN	M	ENT
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- <u>Motion 24.08.04</u>

MOTION by Buchholz to adjourn the meeting at 6:50 PM. Second by Morey. Voice vote, all ayes. Motion carried.

Katie Lowe Lancaster, Board President

Jonathan Galbraith, Board Secretary/Treasurer

Vendor Name Fund: AQUATIC CENTER BMO MASTERCARD BMO MASTERCARD	Description DUES AND FEES	2: 07/31/2025 - 08/13/202 Check Total
Fund: AQUATIC CENTER BMO MASTERCARD		Check Total
BMO MASTERCARD	DUES AND FEES	
	DUES AND FEES	
BMO MASTERCARD		\$351.00
	GENERAL SUPPLIES	\$685.51
BMO MASTERCARD	STAFF TRAVEL	\$1,709.38
und: GENERAL	Fund	Total: \$2,745.89
AALDERKS ANDREW	TRANSP PARENT REIMB	\$474.48
AFRIDI PALWASHA K.	TRANSP PARENT REIMB	\$1,314.76 \$237.53
AFROZ IFFATH	TRANSP PARENT REIMB	\$420.14
AGYEKUM PRINCE OR KARA	TRANSP PARENT REIMB	
ALBURNETT COMMUNITY SCHOOLS	TUITION IN STATE	\$125,899.91
ANDERSON BRYAN	TRANSP PARENT REIMB	\$474.48
ANDERSON BRYAN	TRANSP PARENT REIMB	\$894.62
ANDERSON KALEY	TRANSP PARENT REIMB	\$420.14
ANDERSON LEVI OR CHARITY	TRANSP PARENT REIMB	\$474.48
ANDERSON SAMUEL	TRANSP PARENT REIMB	\$894.62
ANDERSON STEVEN OR ANDREA	TRANSP PARENT REIMB	\$1,735.13
APPEL ELIZABETH	TRANSP PARENT REIMB	\$894.62
AULT ANDREA	TRANSP PARENT REIMB	\$657.67
AWAH DISA OR DAVID	TRANSP PARENT REIMB	\$894.62
BALACHANDRA ABHILASH	TRANSP PARENT REIMB	\$420.14
BALLEW BRANDI OR JOSH	TRANSP PARENT REIMB	\$894.62
BARBER STACY	TRANSP PARENT REIMB	\$474.48
BATTISTE KATHY OR JIMMAL	TRANSP PARENT REIMB	\$894.62
BAUER JOHN OR ERYN	TRANSP PARENT REIMB	\$1,314.76
BEAMER MICHAEL OR MARIA	TRANSP PARENT REIMB	\$474.48
BERGER LESLIE OR STEPHEN	TRANSP PARENT REIMB	\$474.48
BLACK MARCIA OR MICHAEL	TRANSP PARENT REIMB	\$474.48
BLACK RENAE	TRANSP PARENT REIMB	\$1,314.76
BLUE KELLI	TRANSP PARENT REIMB	\$474.48
BMO MASTERCARD	COMP/TECH HARDWARE	\$625.73
BMO MASTERCARD	DUES AND FEES	\$5,448.48
BMO MASTERCARD	Foundation EEEG - Instructional Supplies	\$1,905.57
BMO MASTERCARD	GARBAGE COLLECTION	\$12,669.27
BMO MASTERCARD	GENERAL SUPPLIES	\$1,156.67
BMO MASTERCARD	INSTRUCTIONAL SUPPLIES	\$14,500.67
BMO MASTERCARD	LIBRARY BOOKS	\$141.90
BMO MASTERCARD	MAINTENANCE SUPPLIES	\$4,692.92
BMO MASTERCARD	POSTAGE/UPS	\$31.40
BMO MASTERCARD	STAFF TRAVEL	\$4,386.81
BMO MASTERCARD	STAFF WORKSHP/CONF	\$347.00
BOREK BRANDON OR GENA	TRANSP PARENT REIMB	\$474.48
BOSTWICK JOHN	TRANSP PARENT REIMB	\$474.48
BRADLEY BRITTANY	TRANSP PARENT REIMB	\$474.48
BRECKE	OTHER PROFESSIONAL SERVICES	\$1,450.00

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Warrants Paid Listing	Date Ra	<u>Criteria</u> ange: 07/31/2025 - 08/13/2025
al Year: 2024-2025		3
Vendor Name	Description	Check Total
BROWN ANGELA	TRANSP PARENT REIMB	\$630.21
BROWN LISA	TRANSP PARENT REIMB	\$894.62
BROWN TERRI	TRANSP PARENT REIMB	\$894.62
BUNJER SARAH OR JONATHAN	TRANSP PARENT REIMB	\$894.62
C.J. COOPER & ASSOCIATES	DRUG TESTING	\$266.30
CAIRNEY STEVE	TRANSP PARENT REIMB	\$894.62
CASSILL LANDON	TRANSP PARENT REIMB	\$894.62
CEDAR RAPIDS COMM SCH DIST	PROF SERV: EDUCATION	\$3,261.00
CENTRAL CITY COMMUNITY SCHOOL	TUITION IN STATE	\$10,202.54
CHAPMAN CRYSTAL	TRANSP PARENT REIMB	\$237.53
CHEAK CALEB OR GRETCHEN	TRANSP PARENT REIMB	\$210.07
CHESMORE TRACEY	TRANSP PARENT REIMB	\$474.48
CLAYTON ANDY OR RACHEL	TRANSP PARENT REIMB	\$474.48
CLEMENS KEARA	TRANSP PARENT REIMB	\$474.48
CLESS BRYAN OR BRIANNA	TRANSP PARENT REIMB	\$447.60
COCHRAN RACHEL	TRANSP PARENT REIMB	\$894.62
COLE DENISE	TRANSP PARENT REIMB	\$474.48
COLLINS RYAN	TRANSP PARENT REIMB	\$210.07
CONRAD SCOTT	TRANSP PARENT REIMB	\$474.48
CONSTELLATION NEWENERGY	NATURAL GAS	\$2,314.35
CORNELL AARON OR LIZ	TRANSP PARENT REIMB	\$840.28
DAVIS JACQUELINE	TRANSP PARENT REIMB	\$894.62
DEVAULT ANN	TRANSP PARENT REIMB	\$894.62
DIETZ MATTHEW OR DEANN	TRANSP PARENT REIMB	\$474.48
DIXON GRETCHEN	TRANSP PARENT REIMB	\$474.48
DOLE JASON OR MICHELLE	TRANSP PARENT REIMB	\$894.62
DOSE ALLISON OR NICK	TRANSP PARENT REIMB	\$1,314.76
DOWNEY WENDY	TRANSP PARENT REIMB	\$474.48
DOYLE DOUGLAS	TRANSP PARENT REIMB	\$474.48
DREY AMANDA OR PHIL	TRANSP PARENT REIMB	\$474.48
DYBVIG KELLY OR ERIC	TRANSP PARENT REIMB	\$474.48
EICHHORN JED OR LIZ	TRANSP PARENT REIMB	\$894.62
EID BASSEL OR RAMONA	TRANSP PARENT REIMB	\$894.62
EMERSON TRAVIS	TRANSP PARENT REIMB	\$894.62
ENABLING DEVICES	INSTRUCTIONAL SUPPLIES	\$67.00
ENGELKEN MICHELLE	TRANSP PARENT REIMB	\$1,314.76
EVERSON TIFFANY	TRANSP PARENT REIMB	\$894.62
FANN RACHAEL	TRANSP PARENT REIMB	\$894.62
FOERSTER MARY KAY	TRANSP PARENT REIMB	\$237.53
FRAZIER JEROME	TRANSP PARENT REIMB	\$210.07
GARBES JOHN	TRANSP PARENT REIMB	\$1,314.76
GARDINER ANDREA	TRANSP PARENT REIMB	\$420.14
GARLISCH STACY	TRANSP PARENT REIMB	\$894.62
GAUL ANN	TRANSP PARENT REIMB	\$1,314.76
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Vendor Name	Description	01-1
	Description	Check Total
GETTLE JOSH	TRANSP PARENT REIMB	\$237.53
GILLIS JACQUELINE	TRANSP PARENT REIMB	\$237.53
GONZALEZ CHELSEA OR RUBEN	TRANSP PARENT REIMB	\$474.48
GOODWILL OF THE HEARTLAND	PROF SERV: EDUCATION	\$12,100.00
GRAHAM SHAWN	TRANSP PARENT REIMB	\$447.60
GRAY ERIC	TRANSP PARENT REIMB	\$237.53
GREDYS JOSH OR ASHLEY	TRANSP PARENT REIMB	\$840.28
GROEZINGER ERIC OR JILL	TRANSP PARENT REIMB	\$894.62
GUDENKAUF SCOTT	TRANSP PARENT REIMB	\$237.53
GUTSCHMIDT NEIL OR ASHLEY	TRANSP PARENT REIMB	\$474.48
HALL NICHOLAS OR AMANDA	TRANSP PARENT REIMB	\$894.62
HAMILTON EMILY	TRANSP PARENT REIMB	\$1,314.76
HANSEN ERIC OR ROSIE	TRANSP PARENT REIMB	\$210.07
HARKEN MARY	TRANSP PARENT REIMB	\$894.62
HARLAN ZAC OR ERIN	TRANSP PARENT REIMB	\$894.62
HARPER EMILY OR JOSHUA	TRANSP PARENT REIMB	\$1,314.76
HARTOGH JOHN OR SUE	TRANSP PARENT REIMB	\$474.48
HAWK MORGAN	TRANSP PARENT REIMB	\$474.48
HAWKEYE FIRE & SAFETY COMPANY	OTHER PROFESSIONAL SERVICES	\$8,279.00
HAYES KATIE	TRANSP PARENT REIMB	\$840.28
HEDTKE KAYLEE	TRANSP PARENT REIMB	\$237.53
HEIBEL SCOTT	TRANSP PARENT REIMB	\$1,314.76
HEIN JOANNA	TRANSP PARENT REIMB	\$894.62
HERMSEN RENEE	TRANSP PARENT REIMB	\$474.48
HLUBEK JENNIFER	TRANSP PARENT REIMB	\$474.48
HOFFMAN DAVID OR LINDSAY	TRANSP PARENT REIMB	\$657.67
HOLUB AMBER OR BRAD	TRANSP PARENT REIMB	\$894.62
HOUSTON LINDSAY	TRANSP PARENT REIMB	\$894.62
HUNTINGTON CHAD	TRANSP PARENT REIMB	\$894.62
OWA ONE CALL	OTHER TECH SER	\$2.90
JACOBSON MOLLY	TRANSP PARENT REIMB	\$474.48
JANOVY KAREN	TRANSP PARENT REIMB	\$474.48
JEMTRUD JAMES OR STEPHANIE	TRANSP PARENT REIMB	\$237.53
JERKINS MEGAN OR LOGAN	TRANSP PARENT REIMB	\$474.48
JOHNSON CONTROLS	REPAIR/MAINT SERVICE	\$873.75
JONES JOEL OR GERALYN	TRANSP PARENT REIMB	\$894.62
JONKER VALERIE	TRANSP PARENT REIMB	\$474.48
KAISER JOHN OR JEN	TRANSP PARENT REIMB	\$474.48
KELLY AARON	TRANSP PARENT REIMB	\$894.62
KENSINGER BROOKE	TRANSP PARENT REIMB	\$474.48
KESSELL NICOLE	TRANSP PARENT REIMB	\$420.14
KETTLEKAMP NIKKI OR DICK	TRANSP PARENT REIMB	\$237.53
KEUNE CHALISE	TRANSP PARENT REIMB	\$474.48
KILBURG REBECCA OR BILL	TRANSP PARENT REIMB	\$474.48
KINNEY JESSICA	TRANSP PARENT REIMB	\$447.60

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IA- Warrants Paid Listing

Fiscal Year: 2024-2025

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KIRKWOOD COMM COLLEGE	TUITION IN STATE	\$39,949.54
KLEVER DERRICK OR JOANNA	TRANSP PARENT REIMB	\$1,314.76
KNUDSEN MATTHEW	TRANSP PARENT REIMB	\$894.62
KRAMER ANGELA	TRANSP PARENT REIMB	\$237.53
KROGMEIER SUSANNE	TRANSP PARENT REIMB	\$1,260.43
KRUEGER BEN OR ANGIE	TRANSP PARENT REIMB	\$474.48
KRUEGER JESSICA	TRANSP PARENT REIMB	\$447.60
KUEHNER KAITLIN OR JORDAN	TRANSP PARENT REIMB	\$1,314.76
KUHLE AARON	TRANSP PARENT REIMB	\$1,314.76
LANGAGER CAROL	TRANSP PARENT REIMB	\$420.14
LARSON JAMIE	TRANSP PARENT REIMB	\$237.53
LARSON KAYDEN OR JACEY	TRANSP PARENT REIMB	\$474.48
LEEFERS ELNORE	TRANSP PARENT REIMB	\$237.53
LENHART LOGAN OR APRIL	TRANSP PARENT REIMB	\$447.60
LESTER DANIEL OR CATHERINE	TRANSP PARENT REIMB	\$474.48
LEYMASTER JONI OR NICK	TRANSP PARENT REIMB	\$237.53
LINDEMAN JESSICA OR EDWIN	TRANSP PARENT REIMB	\$474.48
LINK AMY	TRANSP PARENT REIMB	\$474.48
LINN-MAR NUTRITION SERVICES	INSTRUCTIONAL SUPPLIES	\$48.96
LOFTUS BRYCE	TRANSP PARENT REIMB	\$1,314.76
LONG KIM	TRANSP PARENT REIMB	\$894.62
LUERKENS JEREMY OR LEANNE	TRANSP PARENT REIMB	\$894.62
LYNCH TARA	TRANSP PARENT REIMB	\$447.60
MAGSTADT REBECCA OR MATTHEW	TRANSP PARENT REIMB	\$657.67
MAREK CARA OR JIM	TRANSP PARENT REIMB	\$474.48
MARSHALL TRACIE OR JASON	TRANSP PARENT REIMB	\$474.48
MASON LUSSEN AMBER	TRANSP PARENT REIMB	\$237.53
MAYER STEPHANIE OR OWEN	TRANSP PARENT REIMB	\$420.14
MBUSI BETTY	TRANSP PARENT REIMB	\$474.48
MCCOY MARK OR ERICA	TRANSP PARENT REIMB	\$1,735.13
MCCURDY RACHEL	TRANSP PARENT REIMB	\$474.48
MCDONALD AMY OR LANCE	TRANSP PARENT REIMB	\$474.48
MCDONALD NATALIE	TRANSP PARENT REIMB	\$237.53
MICHEL LATISHA	TRANSP PARENT REIMB	\$1,314.76
MIKE SELINA	TRANSP PARENT REIMB	\$894.62
MILLER JASON OR SONIA	TRANSP PARENT REIMB	\$1,260.43
MOHWINKLE MALLORY	TRANSP PARENT REIMB	\$894.62
MOHWINKLE SARAH	TRANSP PARENT REIMB	\$894.62
MOORE NICOLE	TRANSP PARENT REIMB	\$474.48
MORRIS AMANDA OR GORDON	TRANSP PARENT REIMB	\$657.67
MORRIS HEATHER	TRANSP PARENT REIMB	\$474.48
MOVVA ARUN OR DIVYA	TRANSP PARENT REIMB	\$474.48
MPONZI ARNOLD AND MELISSA	TRANSP PARENT REIMB	\$894.62
MULHERIN CASEY OR MOLLY	TRANSP PARENT REIMB	\$474.48
MIOLHERIN CASET ON MIOLLT	HAMOL I AIVENT IVENNO	\$894.62

IA- Warrants Paid Listing Criteria

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cal Year: 2024-2025		Date Range:	07/31/2025 - 08/13/2025	
Vendor Name	Description		Check Total	
MURPHY ALLISON	TRANSP PARENT REIMB		\$894.62	
MURRAY LINDSEY OR ADAM	TRANSP PARENT REIMB		\$210.07	
MUSSMAN ALEX OR SARAH	TRANSP PARENT REIMB		\$657.67	
NAMBURU KALYANA CHAKRAVARTHY	TRANSP PARENT REIMB		\$474.48	
NDEKEJA KIJA OR MWITA LUCAS	TRANSP PARENT REIMB		\$894.62	
NEFF ELIZABETH	TRANSP PARENT REIMB		\$474.48	
NEGA DAWOOD	TRANSP PARENT REIMB		\$237.53	
NEGRO CHELSEA	TRANSP PARENT REIMB		\$894.62	
NELSON JAMIE	TRANSP PARENT REIMB		\$840.28	
NEUOLA SARAH	TRANSP PARENT REIMB		\$237.53	
NGUYEN TUAN	TRANSP PARENT REIMB		\$237.53	
NICHOLSON ANNE	TRANSP PARENT REIMB		\$474.48	
O'BRIEN JENNIFER	TRANSP PARENT REIMB		\$474.48	
OATES AUSTIN OR CAILEY	TRANSP PARENT REIMB		\$1,314.76	
OBERBROECKLING JESSICA	TRANSP PARENT REIMB		\$474.48	
OEHLER BRENDA OR CHRIS	TRANSP PARENT REIMB		\$894.62	
OLSEN ANDREA	TRANSP PARENT REIMB		\$210.07	
OLSON RYAN OR SARAH	TRANSP PARENT REIMB		\$894.62	
OTTING MARK & BETH	TRANSP PARENT REIMB		\$237.53	
PACE JACKIE	TRANSP PARENT REIMB		\$894.62	
PACHA JOHN	TRANSP PARENT REIMB		\$474.48	
PALERMO JOSEPH OR RENEE	TRANSP PARENT REIMB		\$894.62	
PARKER KELLY	TRANSP PARENT REIMB		\$474.48	
PASSOS ALEX OR JANE	TRANSP PARENT REIMB		\$474.48	
PAULSON SAMANTHA	TRANSP PARENT REIMB		\$894.62	
PEIFFER AUSTIN OR PATRICIA	TRANSP PARENT REIMB			
PEIFFER JENNIFER OR MICHAEL	TRANSP PARENT REIMB		\$840.28	
POLICANO KEITH	TRANSP PARENT REIMB		\$894.62	
POMPEI ANDREW	TRANSP PARENT REIMB		\$474.48	
RABEY AMANDA	TRANSP PARENT REIMB		\$447.60	
RECKER TIFFANY	TRANSP PARENT REIMB		\$657.67	
REGENNITTER STACEY	TRANSP PARENT REIMB		\$630.21	
REICKS CHELSEA	TRANSP PARENT REIMB		\$474.48	
RHINEHART DAVID	TRANSP PARENT REIMB		\$474.48	
RICHARDSON JAMES OR ANDREA			\$894.62	
RITTER TISHA	TRANSP PARENT REIMB		\$474.48	
ROBISON ERIC OR EMILLY	TRANSP PARENT REIMB		\$894.62	
ROCCA MATT OR SHELLEY	TRANSP PARENT REIMB		\$474.48	
ROCHE THAMBIMUTHU	TRANSP PARENT REIMB		\$474.48	
ROEPKE AMY	TRANSP PARENT REIMB		\$474.48	
	TRANSP PARENT REIMB		\$474.48	
ROLING MAGGIE OR MIKE	TRANSP PARENT REIMB		\$1,314.76	
SALKOWSKI JAYNAF	TRANSP PARENT REIMB		\$237.53	
SANFORD LACEY	TRANSP PARENT REIMB		\$894.62	
SANFORD LACEY	TRANSP PARENT REIMB		\$420.14	
SATTLER TIFFANI	TRANSP PARENT REIMB		\$894.62	

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IA- Warrants Paid Listing Date Range: 07/31/2

IA- Warrants Paid Listing		e Range: 07/31/2025 - 08/13/2025
Fiscal Year: 2024-2025		
Vendor Name	Description	Check Total
SCHEIL JESSICA	TRANSP PARENT REIMB	\$447.60
SCHIMBERG LISA	TRANSP PARENT REIMB	\$894.62
SCHLUETER LAUREN OR BRANDON	TRANSP PARENT REIMB	\$894.62
SCHMIT JASON	TRANSP PARENT REIMB	\$237.53
SCHNELLER EMILY OR COREY	TRANSP PARENT REIMB	\$1,314.76
SCHOOL HEALTH CORP	GENERAL SUPPLIES	\$1,800.00
SCHROEDER SHANNON	TRANSP PARENT REIMB	\$1,314.76
SCHUMANN HEATHER	TRANSP PARENT REIMB	\$210.07
SCOTT ADAM	TRANSP PARENT REIMB	\$474.48
SCRANTON JEREMY	TRANSP PARENT REIMB	\$237.53
SEELMAN BRETT OR ERICA	TRANSP PARENT REIMB	\$894.62
SEVCIK JONI	TRANSP PARENT REIMB	\$840.28
SEVERIN NATE OR JOY	TRANSP PARENT REIMB	\$474.48
SEYMOUR ERIN	TRANSP PARENT REIMB	\$237.53
SHETTERLY KARI	TRANSP PARENT REIMB	\$237.53
SHULTZ TEASCHA	TRANSP PARENT REIMB	\$474.48
SIEFKEN JASON	TRANSP PARENT REIMB	\$420.14
SKINNER SARA OR TIM	TRANSP PARENT REIMB	\$474.48
SKOGMAN ERICK	TRANSP PARENT REIMB	\$840.28
SLATER EMILY	TRANSP PARENT REIMB	\$894.62
SMITH JESHUA OR ABBY	TRANSP PARENT REIMB	\$894.62
SPENCER AMANDA	TRANSP PARENT REIMB	\$474.48
STAKER KRISTY OR TYLER	TRANSP PARENT REIMB	\$1,260.43
STEPHENS SUE	TRANSP PARENT REIMB	\$1,314.76
STEPHENSON LISA	TRANSP PARENT REIMB	\$237.53
SULLIVAN NATHAN	TRANSP PARENT REIMB	\$657.67
SVARE KATLYN	TRANSP PARENT REIMB	\$237.53
TELISAK JENNIE	TRANSP PARENT REIMB	\$474.48
THARP BRITTANY	TRANSP PARENT REIMB	\$447.60
THOMAS CHRISTO	TRANSP PARENT REIMB	\$447.60
TOBIN EMILY	TRANSP PARENT REIMB	\$237.53
TRI-CITY ELECTRIC COMPANY OF IOWA	EQUIPMENT >\$5,000	\$66,637.81
TROTTA MARGARET	TRANSP PARENT REIMB	\$894.62
TRUONG PHU	TRANSP PARENT REIMB	\$210.07
TUTEJA TANIYA	TRANSP PARENT REIMB	\$210.07
ULMER KENAN	TRANSP PARENT REIMB	\$474.48
VALLES SUSANA OR JUAN VALLES-ZAMORA	TRANSP PARENT REIMB	\$237.53
VAN BERKUM JAMES OR KATE	TRANSP PARENT REIMB	\$474.48
VAN LAAR MEGAN	TRANSP PARENT REIMB	\$474.48
VASQUEZ MATTHEW OR STEPHANIE	TRANSP PARENT REIMB	\$894.62
VRENDENBURG HALEY OR VICK NATHANIEL	TRANSP PARENT REIMB	\$474.48
WALDERBACH MATTHEW OR MINDY	TRANSP PARENT REIMB	\$474.48
WALTER KATIE	TRANSP PARENT REIMB	\$474.48
WANG CHENXIN	TRANSP PARENT REIMB	\$447.60
WEEMS KELLY	TRANSP PARENT REIMB	\$210.07
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IA- Warrants Paid Listing		<u>Criteria</u>		
Fiscal Year: 2024-2025		Date Range:	07/31/2025 - 08/13/	202
Vendor Name	Description		Check Total	
WEISS GREG	TRANSP PARENT REIMB		\$474.48	-
WESTHOFF DENNIS	TRANSP PARENT REIMB		\$474.48	
WHEAT LAURA	TRANSP PARENT REIMB		\$894.62	
WHITTAKER-SMITH CLAIRE	TRANSP PARENT REIMB		\$1,314.76	
WILCOX NICOLE	TRANSP PARENT REIMB		\$894.62	
WILKINSON-GRUBER MARJORIE	TRANSP PARENT REIMB		\$894.62	
WILSON ERIN	TRANSP PARENT REIMB		\$237.53	
WINTERHOF ADAM	TRANSP PARENT REIMB		\$894.62	
WISDO JEFFREY	TRANSP PARENT REIMB		\$474.48	
WITTNEBEL JULIA OR JIM	TRANSP PARENT REIMB		\$474.48	
WOOD SARA OR JASON	TRANSP PARENT REIMB			
WOODWARD GRANGER COMM SCHOOL DIS			\$1,314.76	
WRANEK LANE OR BETSY	TUITION IN STATE		\$7,101.50	
ZERR MARK	TRANSP PARENT REIMB		\$474.48	
ZERK WARK	TRANSP PARENT REIMB		\$474.48	
und: LOCAL OPT SALES TAX		Fund Total:	\$488,706.64	
PIPER SANDLER & CO.	BOND ISSUANCE COSTS		#2.250.00	
TERRACON CONSULTANTS INC			\$2,250.00	
TERRACON CONSULTANTS INC	CONSTRUCTION SERV		\$2,742.50	
und: MANAGEMENT LEVY		Fund Total:	\$4,992.50	
EMC INSURANCE	Professional Liablity/Errors & 0	Omissions	\$394.20	
LINE MOSTO MOSE				
und: NUTRITION SERVICES		Fund Total:	\$394.20	
BMO MASTERCARD	GENERAL SUPPLIES		\$115.96	
BMO MASTERCARD	STAFF TRAVEL		\$1,249.29	
CITY LAUNDERING COMPANY	LAUNDRY SERVICE		\$31,331.04	
	E TOTORY OF THE	F 1 T. 6.1		
und: PHY PLANT & EQ LEVY		Fund Total:	\$32,696.29	
INTERSTATE BILLING SERVICE	VEHICLE REPAIR > \$2500		\$6,011.65	
WILBER MASONRY INC	CONSTRUCTION SERV		\$9,620.00	
WEBER NA COUNTY INC				
und: SALES TAX REVENUE BOND CAP PROJECT		Fund Total:	\$15,631.65	
PEAK CONSTRUCTION	CONSTRUCTION SERV		\$407,956.26	
		Fund Total:		
und: STUDENT ACTIVITY		. and roun	Ţ.O7,000120	
BMO MASTERCARD	GENERAL SUPPLIES		\$6,731.56	
BMO MASTERCARD	STAFF TRAVEL		\$6,521.57	
CITY LAUNDERING COMPANY	GENERAL SUPPLIES		\$1,884.50	
WALKER CARRIE	GENERAL SUPPLIES		\$127.83	
		Fund Total:	\$15,265.46	
		Grand Total:	\$968,388.89	
	End of Parant	Gianu iotal:	φ 3 00,300.03	
	End of Report			
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IA- Warrants Paid Listing Criteria Date Range: 07/31/2025 - 08/13/2025 Fiscal Year: 2025-2026 Vendor Name Description Check Total **Fund: AQUATIC CENTER** DES MOINES SWIMMING FEDERATION **DUES AND FEES** \$66.00 FARMERS STATE BANK EE LIAB-DIR DEP NET PAY \$24.971.08 **INTERNAL REVENUE SERVICE-9343** EE LIAB-MEDICARE \$439.61 **INTERNAL REVENUE SERVICE-9343** EE LIAB-SO SEC \$1,879.55 **INTERNAL REVENUE SERVICE-9343** ER LIAB-MEDICARE \$439.61 INTERNAL REVENUE SERVICE-9343 **ER LIAB-SOC SEC** \$1,879.55 INTERNAL REVENUE SERVICE-9343 FEDERAL INCOME TAX WITHHOLDING \$425.84 TREASURER ST OF IA STATE INCOME TAX WITHHOLDING \$192.78 **Fund Total:** \$30,294.02 Fund: GENERAL ADVANCE AUTO PARTS TRANSP PARTS \$83.34 AHLERS AND COONEY, P.C. LEGAL SERVICES \$1,820.50 **ALLIANT ENERGY ELECTRICITY** \$103.048.04 ARK DATA CENTERS LLC OTHER TECH SER \$111.82 ARNOLD MOTOR SUPPLY SHOP TOOLS/EQUIPMENT \$42.74 ASCENDANCE TRUCKS EASTERN IOWA LLC TRANSP. PARTS \$110.57 **ASIFLEX** EE LIAB-FLEX DEP CARE \$18,775.24 **ASIFLEX** EE LIAB-FLEX HEALTH \$40,095.87 **ASIFLEX** OTHER PROFESSIONAL SERVICES \$689.00 AT & T MOBILTY **TELEPHONE** \$1,153.25 **AUTO-JET MUFFLER** TRANSP. PARTS \$517.86 C.R. GLASS CO **GENERAL SUPPLIES** \$2,533.16 CAPITAL SANITARY MAINTENANCE SUPPLIES \$24,158.27 CARROLL CONSTRUCTION SUPPLY **GROUNDS UPKEEP** \$88.27 CEDAR RAPIDS WINSUPPLY PLUMBING CO HEAT/PLUMBING SUPPLY \$3,966.79 CENGAGE LEARNING **INSTRUCTIONAL SUPPLIES** \$16,060,80 CENTRAL STATES BUS SALES INC TRANSP. PARTS \$251.23 **CENTURYLINK TELEPHONE** \$43.48 CITY LAUNDERING COMPANY **GENERAL SUPPLIES** \$182.80 CITY OF MARION OTHER PROFESSIONAL SERVICES \$939.50 CITY OF MARION. OTHER PROFESSIONAL SERVICES \$3,136.50 COLLECTION **EE LIAB-GARNISHMENTS** \$15.00 **COTTON GALLERY LTD GENERAL SUPPLIES** \$1,850.00 CRESCENT PARTS & EQUIPMENT CO., INC MAINTENANCE SUPPLIES \$65.24 CROWBAR'S **GENERAL SUPPLIES** \$64.16 D & K PRODUCTS **GROUNDS UPKEEP** \$562.40 ECKER BROADCASTING CO **ADVERTISING** \$1,000.00 EMPLOYEE RESOURCE SYSTEMS, INC. OTHER PROFESSIONAL SERVICES \$1.995.12 FARMERS STATE BANK EE LIAB-DIR DEP NET PAY \$135,735.33 FRONTLINE TECHNOLOGIES **DUES AND FEES** \$2,927.90 **FUTURE LINE GROUNDS UPKEEP** \$719.30 GALLAGHER BENEFIT SERVICES, INC OTHER PROFESSIONAL SERVICES \$2,000.00 GAZETTE COMMUNICATIONS INC **ADVERTISING** \$2,817.10 **GOPHER SPORT INSTRUCTIONAL SUPPLIES** \$913.11

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| IA- Warrants Paid Listing | Criteria | O7/31/2025 - 08/13/2025 | O8/13/2025 | O8/

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
GRAINGER	GENERAL SUPPLIES	\$930.54
GREENWOOD CLEANING SYSTEMS	MAINTENANCE SUPPLIES	\$4,095.11
HARGERS ACCOUSTICS INC	GENERAL SUPPLIES	\$146.00
HAWKEYE ENVIRONMENTAL	OTHER PROFESSIONAL SERVICES	\$595.00
HAWKEYE FIRE & SAFETY COMPANY	OTHER PROFESSIONAL SERVICES	\$2,092.60
HYDRONIC ENERGY	HEAT/PLUMBING SUPPLY	\$623.44
IASB	PROF SERV: EDUCATION	\$650.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$2,604.93
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$11,138.55
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$2,604.93
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$11,138.55
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$9,987.92
IOWA DEPT OF HUMAN SERVICES	MEDICAID REIMBURSE	\$4,220.56
ISFIS	OTHER PROFESSIONAL SERVICES	\$1,470.00
JOHNSTONE SUPPLY	HEAT/PLUMBING SUPPLY	\$338.49
KORTEMEYER AMY	STAFF TRAVEL	\$29.61
LAWSON PRODUCTS, INC	MAINTENANCE SUPPLIES	\$153.53
LINN CO-OP OIL	GASOLINE	\$1,607.67
LINN COUNTY REC	ELECTRICITY	\$39,125.04
LUCK'S MUSIC LIBRARY	INSTRUCTIONAL SUPPLIES	\$344.70
MACKEY, THOMAS	Professional Educational Services	\$700.00
MARION WATER DEPT	WATER/SEWER	\$9,524.99
MENARDS -13127	GENERAL SUPPLIES	\$3,654.80
MHC Kenworth Cedar Rapids	TRANSP. PARTS	\$398.59
MIDWEST ALARM SERVICES	OTHER PROFESSIONAL SERVICES	\$9,703.08
MIDWEST ALARM SERVICES	REPAIR/MAINT SERVICE	\$429.63
MIDWEST WHEEL	TRANSP. PARTS	\$394.18
OPEN TEXT INC	OTHER TECH SER	\$190.21
ORKIN PEST CONTROL	OTHER PROFESSIONAL SERVICES	\$200.00
PARTS TOWN, LLC	GENERAL SUPPLIES	\$1,459.68
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	\$125.00
PLUMB SUPPLY CO.	HEAT/PLUMBING SUPPLY	\$20.36
POINTCORE GRAPHIC SOLUTIONS	GENERAL SUPPLIES	\$94.60
POOL TECH, A WGHK INC, COMPANY	MAINTENANCE SUPPLIES	\$1,020.00
QUILL CORPORATION	GENERAL SUPPLIES	\$52.05
RELAYHUB LLC	DATA PROCESSING AND	\$65.22
ROCHESTER ARMORED CAR CO INC	GENERAL SUPPLIES	\$86.58
S3 STORES INC	INSTRUCTIONAL SUPPLIES	\$2,630.10
SADLER POWER TRAIN	TRANSP. PARTS	\$734.94
SCHOOL BUS SAFETY COMPANY	GENERAL SUPPLIES	\$540.00
SCHOOL BUS SALES	TRANSP. PARTS	\$1,945.90
STREFF ELECTRIC INC	REPAIR/MAINT SERVICE	\$9,431.0
SWEETWATER	INSTRUCTIONAL SUPPLIES	\$3,432.00
THE FREEZE	OTHER PROFESSIONAL SERVICES	\$236.0
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$4,253.0

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IA- Warrants Paid Listing		Criteria
Fiscal Year: 2025-2026	Date Range:	07/31/2025 - 08/13/202
Vendor Name	Description	Check Total
TYLER TECHNOLOGIES INC	OTHER PROFESSIONAL SERVICES	\$580.00
VAN METER CO	ELECTRICAL SUPPLY	\$1,424.93
VECTOR SOLUTIONS	COMPUTER SOFTWARE	\$2,813.77
VERIZON WIRELESS	TELEPHONE	\$1,412.29
WEBER COMMUNICATIONS INC	REPAIR/MAINT SERVICE	\$300.00
WELTER STORAGE EQUIPMENT CO INC	INSTRUCTIONAL SUPPLIES	\$11,385.16
WENDLING QUARRIES	GROUNDS UPKEEP	\$1,274.75
Final LOCAL ORT CALED TAY	Fund Tot	al: \$532,883.73
Fund: LOCAL OPT SALES TAX AHLERS AND COONEY, P.C.	BOND ISSUANCE COSTS	\$25,283,00
MCCOMAS LACINA CONSTRUCTION LC	CONSTRUCTION SERV	\$25,283.90
OPN ARCHITECTS, INC.	ARCHITECT	\$1,340,399.65
OFN ARCHITECTS, INC.		\$32,134.24
Fund: NUTRITION SERVICES	Fund Tot	al: \$1,397,817.79
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$3,701.72
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$68.22
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$291.70
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$68.22
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$291.70
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$305.13
RAPIDS WHOLESALE EQUIP CO	GENERAL SUPPLIES	\$2,158.71
STARK, JENNI	UNEARNED REVENUE	\$15.50
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$118.53
	Fund Tota	al: \$7,019.43
und: PHY PLANT & EQ LEVY	20110117501220150 05117	********
ACCESS SYSTEMS	COMPUTER/COPIER RENT	\$24,137.10
DRYSPACE INC	CONSTRUCTION SERV	\$332,561.92
MEDIAQUEST SIGNS	CONSTRUCTION SERV	\$24,000.00
SCHOOL BUS SALES	VEHICLES	\$578,011.00
fund: PUB ED & REC LEVY	Fund Tota	al: \$958,710.02
GAMETIME	CONSTRUCTION SERV	\$182,518.72
	Fund Tota	al: \$182,518.72
und: STUDENT ACTIVITY		
COTTON GALLERY LTD.	GENERAL SUPPLIES	\$204.00
ELITE SPORTS	GENERAL SUPPLIES	\$2,144.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$884.37
FECHNER CHRIS	STAFF TRAVEL	\$480.00
GRIT CAPITAL LLC	GENERAL SUPPLIES	\$1,000.00
HUDI	GENERAL SUPPLIES	\$2,000.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$14.94
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$63.86
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$14.94
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$63.86

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Criteria **IA- Warrants Paid Listing** 07/31/2025 - 08/13/2025 Date Range: Fiscal Year: 2025-2026 Check Total Vendor Name Description \$60.00 **DUES AND FEES** IOWA ASSOCIATION OF TRACK COACHES \$2,808.00 **GENERAL SUPPLIES** MONTICELLO SPORTS \$1,041.25 RIDDELL ALL-AMERICAN **GENERAL SUPPLIES** \$179.73 SCHULT BARBARA STAFF TRAVEL \$1,342.67 SECOND STORY PROMOTIONS, INC. **GENERAL SUPPLIES** \$2.04 STATE INCOME TAX WITHHOLDING TREASURER ST OF IA **GENERAL SUPPLIES** \$9,578.60 **VARSITY SPIRIT** STAFF TRAVEL \$1,642.85 WINDSTAR LINES Fund Total: \$23,525.11 **Fund: STUDENT STORE GENERAL SUPPLIES** \$3,366.50 THE COLLEGE HOUSE Fund Total: \$3,366.50

End of Report

Grand Total:

\$3,136,135.32

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LINN MAR COMMUNITY SCHOOL DISTRICT CITY OF CEDAR RAPIDS

MEMORANDUM OF AGREEMENT

WHEREAS, the City of Cedar Rapids, hereinafter called the CITY, and the Linn Mar Community School District, hereinafter called the DISTRICT, desire to enter into an agreement pursuant to the Code of Iowa, Chapter 28E, for the purpose of establishing and operating an adult guard program at designated school crossings within the City of Cedar Rapids,

IT IS THEREFORE MUTUALLY AGREED:

- 1. The adult crossing guard program shall be operated by the DISTRICT with partial funding by the CITY as provided in this Memorandum of Agreement. The CITY shall be the administrator of the Memorandum of Agreement.
- 2. The CITY agrees to provide adult guard training on an annual basis and periodic in-service training upon request of the DISTRICT.
- 3. The DISTRICT agrees to interview, select, and hire the guards; and to maintain the guards on their payroll as DISTRICT employees.
- 4. Each location shall be reimbursed for a maximum of 1.6 hours each day that students are required to attend school. Each location is one (1) approved intersection for one (1) specific school. One (1) intersection may have two (2) approved locations if the intersection has been approved for two (2) schools with different dismissal times. Specific hours shall be determined by DISTRICT. DISTRICT shall require guards to record the number of students utilizing each crossing in both the morning and afternoon time periods for an entire non-holiday week (Monday Friday) for all school months as specified by the CITY. DISTRICT shall provide the CITY a summary report in December and May summarizing the number of students utilizing each crossing during those specific periods. DISTRICT and CITY shall cooperate to de-authorize locations that do not meet established criteria.
- 5. Guards shall be expected to report to designated DISTRICT principals/designee as scheduled and complaints regarding guards shall be processed through them.
- 6. The City Traffic Engineer or his/her designee shall be responsible for determining those locations where adult guards are to be placed, based on the established criteria.
- 7. An Appeals Board shall be mutually established by the CITY and the DISTRICT as a recommending body to the CITY and the DISTRICT as needed. Membership to the Appeals Board shall be as follows:
 - a. Two (2) CITY employees to be designated by the CITY; one (1) DISTRICT employee to be designated by the DISTRICT; three (3) other persons as shall be mutually agreed between CITY and DISTRICT.

- 8. Initial requests for placement of an adult guard shall be addressed to the City Traffic Engineer by a written request from the school principal, the PTA President, or by a petition signed by parents from fifteen (15) different households of students who are required to cross at the location being appealed. The request shall be forwarded to the Appeals Board. Upon hearing the request, the Appeals Board shall forward recommendations to CITY. Upon review by the CITY, recommendations shall be forwarded to the DISTRICT.
- 9. CITY agrees to purchase one MUTCD-compliant vest and stop paddle for each FY25 adult guard location at no cost to the DISTRICT. DISTRICT agrees to maintain all adult guard equipment for each location. DISTRICT and CITY agree to share equally all mutually agreed upon costs for equipment upgrades necessary to meet Manual on Uniform Traffic Control Devices standards as well as MUTCD-compliant equipment for new adult guard locations as determined by Appeals Board.
- 10. DISTRICT and CITY agree to share equally all mutually agreed upon costs of the program, including salaries and fringes up to a maximum amount. DISTRICT maximum for FY26 is \$2,192.67, which is an equitable distribution of the FY26 adult guard budget according to percentage of approved crossing guard locations for DISTRICT to total approved locations for all school entities in the adult guard program. CITY will reimburse DISTRICT 50% of a maximum \$13.30 hourly wage with the remaining DISTRICT maximum reimbursing fringes, equipment for new adult guard locations, and equipment upgrades.
- 11. DISTRICT shall invoice CITY monthly for CITY's share of actual monthly program costs, which CITY agrees to remit within thirty (30) days after receipt of the invoice. DISTRICT shall submit final invoice for FY26 by June 30, 2026, to be reimbursed through the City's FY26 budget. DISTRICT and CITY shall keep a running record of amounts invoiced and paid each month. In no event will CITY reimburse DISTRICT for any amount above the FY26 total mentioned in Article 10.
- 12. The term of this agreement shall be from the date of consummation of this agreement by the CITY to the end of June 2026. This Agreement may be renewed for an ensuing one (1) year upon mutual agreement of the parties at least ninety (90) days before expiration of the Agreement.
- 13. Termination of Agreement: This agreement may be terminated at any time by giving of ninety (90) days written notice to the other party of a party's intention to terminate this agreement.

DISTRICT	CITY OF CEDAR RAPIDS
Linn Mar School Board President	Jeffrey A. Pomeranz, City Manager
Date	Date
	Alissa Van Sloten, City Clerk



Change Order

PROJECT: (Name and address) 22216000 Linn-Mar Performance Venue 3111 Tenth Street Marion, IA 52302

CONTRACT INFORMATION: Contract For: General Construction Date: 02-05-2024

Change Order Number: 010 Date: 08-11-2025

OWNER: (Name and address) Linn-Mar Community School District 2999 North Tenth Street Marion, IA 52401

ARCHITECT: (Name and address) OPN Architects, Inc. 200 5th Ave SE Ste 201 Cedar Rapids, IA 52401

CONTRACTOR: (Name and address) McComas-Lacina Construction 1310 Highland Court Iowa City, IA 52240

CHANGE ORDER INFORMATION:

THE CONTRACT IS CHANGED AS FOLLOWS:

(Insert a detailed description of the change and, if applicable, attach or reference specific exhibits. Also include agreed upon adjustments attributable to executed Construction Change Directives.)

COR 048 RFI-120 Area A EIFS Removal and Roof Tie-In COR 049 RFI-059 Existing Sprinkler Room Furr-Out Exterior Wall

\$ 7.939.15 \$ 1,932.73

TOTAL:

\$ 9,871.88

The original Contract Sum was The net change by previously authorized Change Orders The Contract Sum prior to this Change Order was The Contract Sum will be increased by this Change Order in the amount of The new Contract Sum including this Change Order will be

25,507,000.00 107,448.85 25,614,448,85 9,871.88 25,624,320.73

The Contract Time will be unchanged by (0) days. The new date of Substantial Completion will be

NOTE: This Change Order does not include adjustments to the Contract Sum or Guaranteed Maximum Price, or the Contract Time, that have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

Belly	4.	Dlo	to
ARCHITECT	(Sign	ature)	

BY: Kelly Slota, Construction Administrator

(Printed name, title, and license number if required)

BY: Phil Keppler

(Printed name and title)

8/11/25

OWNER (Signature)

BY: Katie Lowe Lancaster, Board President

(Printed name and title)

08/11/2025

Date

Date

Coaching Agreement

This Coaching Agreement ("Agreement") is entered into as of the date given below (the "Effective Date") by and between Franklin Covey Client Sales, Inc., whose address is 13907 South Minuteman Boulevard, Suite 500, Draper, Utah 84020 ("FranklinCovey"), and the following organization ("Client"):

Organization: Linn-Mar Community School District Contact Person: Accounts Payable Linn-Mar

Address: 2999 N. Tenth Street **Telephone:** (319) 447-3000

City, State, Zip: Marion, Iowa 52302 Email: ap@linnmar.k12.ia.us

Details of Services and Materials

FranklinCovey shall provide Client the training, coaching, and materials (the "Services") to be included in the FranklinCovey Leader in Me® network of Schools. Details of the Services are described in the following table:

Deliverable	Start Date	End Date	Invoice Date	Amount	Quantity	Total			
Professional Development									
Prepaid Custom Coaching	7/28/2025	7/27/2026	7/28/2025	\$3,600.00	3	\$10,800.00			

Total Investment \$10,800.00

Client may contact FranklinCovey via email or purchase order to purchase additional products and/or services, which shall be subject to the terms and conditions of this Agreement. If Client issues a purchase order and there is a conflict between the purchase order terms and this Agreement, this Agreement shall control. If this Agreement is executed by Client after the Invoice Dates above, FranklinCovey may adjust the Invoice Dates based on the Effective Date. Such change shall not affect the Total Investment.

IN WITNESS HEREOF, all Parties have executed the foregoing Agreement by their duly authorized representatives.

Franklin Covey Client Sales, Inc.		Linn-Mar Community School District			
Signature:		Signature:			
Printed Name:	Luke Hollingsworth	Printed Name:	Katie Lowe Lancaster		
Title:	Staff Attorney	Title: _	Board President		
		Effective Date:			

Terms and Conditions

Scheduling a Consultant: Contact FranklinCovey via email preferably thirty (30) days in advance to schedule a FranklinCovey consultant. Once scheduled, the cancellation/rescheduling provisions will apply.

Cancellation/Rescheduling Fees: Fifteen (15) calendar days' notice is required to cancel or reschedule a scheduled consultant. If Client provides fewer than fifteen days' notice, Client will be billed a cancellation fee of 75% or a rescheduling fee of 25% of the consultant fee to cover costs incurred by FranklinCovey, as well as any travel costs imposed on FranklinCovey as a result of such cancellation or rescheduling. Client will not be assessed a cancellation/rescheduling fee for any consultant services canceled or rescheduled by FranklinCovey.

Facilities: Client shall be responsible for providing an appropriate room for onsite Services and to furnish the room with audio/visual equipment required by FranklinCovey, and all costs associated therewith

Term, Termination, and Events of Termination: The term of this Agreement shall commence on the Effective Date and continue for a period of one (1) year. If Client terminates for convenience, FranklinCovey shall not refund any previously invoiced amounts. Either party may terminate this Agreement if the other party materially breaches the Agreement, and such material breach remains uncured after the non-breaching party has provided thirty (30) days' written notice of such breach. Upon termination of this Agreement for any reason, Client shall immediately discontinue all use of the FranklinCovey materials.

Payment Terms: FranklinCovey shall invoice Client for all fees as identified in the table(s) above, which fees are nonrefundable and non-prorateable, including shipping and handling, and sales and use taxes (unless Client submits proof of its tax-exempt status to FranklinCovey). All shipments are FOB Shipping Point. Payment terms are net 30 from the invoice date. Fees are subject to an annual price increase.

Recordings: Client shall not make or allow to be made any audio and/or video recordings of the Services. Client shall inform the audience and otherwise take reasonable actions to ensure that no recordings of the Services are made.

FranklinCovey Notifications: FranklinCovey may send to teachers, staff, and employees via email or other means promotional materials, product updates, upcoming events, and other information pertinent to the FranklinCovey Leader in Me process. Anyone receiving such information may opt out at any time.

Copyright: FranklinCovey owns or controls all intellectual property rights, proprietary rights, and copyrights to all Services and materials provided for in this Agreement, and Client shall communicate the same to recipients of the Services. Any unauthorized use, reuse, copying, reproduction, recording, transmittal, modification, or revision of the Services and/or materials, if applicable, shall constitute a breach of this Agreement and/or federal copyright law. Any materials provided for herein are intended for personal use only by participants, and are not for resale, distribution to a third-party, commercial use, file sharing, or public display. Nothing in this Agreement implies a grant of license for Client to use the concepts and materials outside the scope of the Agreement.

Modification of Agreement: All amendments or modifications to this Agreement must be in writing and signed by the parties hereto. The person executing this Agreement on behalf of Client warrants that he/she is authorized to enter into this Agreement and has authority to bind Client.

EEOC. FranklinCovey complies with the requirements of 41 CFR 60-300.5(a) and 41 CFR 60-741.5(a), which prohibit discrimination against qualified protected veterans and qualified individuals on the basis of disability, and require affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans and individuals with disabilities.

Force Majeure: Neither Client nor FranklinCovey shall be required to perform any term, condition, or covenant of this Agreement so long as such performance is delayed or prevented by acts of God, material or labor restriction by any governmental authority, civil riot, floods, hurricanes, or other natural disasters, or any other cause not reasonably within the control of Client or FranklinCovey.

Entire Agreement: This Agreement represents the entire understanding between the parties and supersedes all prior agreements, whether written or oral, relating to the subject matter hereof. In the event any terms contained in any subsequent purchase order (or similar document) sent or received in connection with this Agreement are inconsistent with the terms of this Agreement, the terms of the Agreement shall prevail.

Independent Contractor Agreement



Please provide all information requested and sign page two.

AHK Choreography, LLC	, Independent Contractor ("IC"), for the
performance of certain services,	
THEREFORE, IN CONSIDERATION OF THE MUTUAL PRO	OMISES AND REPRESENTATIONS SET ·
FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:	
Dura dala sala sa	on a complete from Night and all a larger countries.
1. SERVICES TO BE PERFORMED: Provide chor	eography for Nationals Jazz routine
2 CROUD (DEDARTMENT WORKING WITH. Linn	-Mar Vareity Pome
2. GROUP/DEPARTMENT WORKING WITH: Linn	-ivial varsity i offis
3. AMOUNT OF PAYMENT: \$2,000	
5. AMOUNT OF PATPLENT:	
Total fees for services performed under this agreement will be	e naid by the district within 30 days after receipt
of invoice from the IC upon completion of all services on	August 27, 2025
which is the date of completion. <i>An invoice for services should</i>	
•	•
Attn: Accounts Payable, 2999 N 10 th Street, Marion, IA 52302	•

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with

- 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' compension limited to professional liability insurar IC. The IC shall comply with the work respect to the IC's employment.	nce) has bee	n or will be obt	tained by the dis	strict on accou	unt of the
8.	INDEMNIFICATION: The IC shall is liabilities, claims, debts, taxes, obligate court costs, and costs of appeals) the independent contractor agreement or independent contractor agreement by taxes arising out of the IC's performation other proceeding is instituted in contractor any rights under from the non-prevailing party all attornic incurred by the prevailing party, including	tions, costs, at the district regligent or a the IC, or a necession with a this agreement of the this agreemen	and expenses may incur or some other wrongf as a result of factor of the distance of the prevail tosts, expert was and expert was an expert was a expert was an expert was	(including reasons ustain as a resulution as a resulution and any any any arising out of the party shall building party shall buildings fees, and	nable attorne ult of any brea e performance employment tion, arbitration this agreemer be entitled to	ey's fees, ach of this e of this or income on, or nt or to recover
9.	TERM: This agreement shall begin o	n Aug	gust 27	, 20	25	and
		oruary 9		, 20 26		, unless
11	days written notice. Upon termination date of termination. ASSIGNMENT: The IC acknowledge not assign IC rights or delegate IC durither the prior written consent of the content of the co	es their servio uties or obliga	es are unique	and personal. A	accordingly, th	ne IC may
	without the prior written consent of to a consent of the consent o	ontractor agi	5.			
	pursuant to the laws of the State of I	lowa.		J	•	
14	. ENTIRE AGREEMENT: This is the ϵ promises, or agreements (oral or oth				er representat	ions,
This a	greement is signed and dated this	7th	day of	August	, 20 <u>2</u>	5
Indep	pendent Contractor Signature:		Linn-Mar C	SD Represent	ative Signat	:ure:

Internal Use Only

Account Code: ___Athletics Dept____

Business Office: __8.12.25 ____ Date ____Initial Board Meeting: __8.18.25 ____ Date

Please return this form to the Linn-Mar CSD Business Office – 2999 N 10th St, Marion IA 52302

Title: School Board President

Owner

Independent Contractor Agreement



Please provide all information requested and sign page two.

WHEREAS , Linn-Mar Community School District ("District"), a season Britiney Bennett	school corporation, intends to contract with , Independent Contractor ("IC"), for the
performance of certain services,	
THEREFORE, IN CONSIDERATION OF THE MUTUAL PROPERTY HEREIN, THE PARTIES AGREE AS FOLLOWS:	MISES AND REPRESENTATIONS SET
1. SERVICES TO BE PERFORMED: _Jazz Nationals Chorec	ography
2. GROUP/DEPARTMENT WORKING WITH: Linn-Mar V	Varsity Poms
3. AMOUNT OF PAYMENT: \$2,000,00	

- 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 27 , 20_25 and shall continue in effect until February 9 , 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	7	day of _August	, 20 <u>25</u> .
Independent Contractor Signature:	Linn-Mar CSD Representative Signature:		
Brittney Bennett / BB Choreo, LLC			
Title: Choreographer		Title: School Board Presi	dent

Please return this form to the Linn-Mar CSD Business Office – 2999 N 10th St, Marion IA 52302

Internal Use Only				t Code: _	_Athletics Dept
Business Office:	8.12.25	Date _	CA	_Initial	Board Meeting:8.18.25 Date

Independent Contractor Agreement



Please provide all information requested and sign page two.

WHEREAS , Linn-Mar Community School District (``I	District"), a school corporation, intends to contract with
Carey Bostian	, 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: Coaching and running sectionals for LMHS Orchestra	
Τ.	SERVICES TO BE PERI ORIFIED.	
2	GROUP/DEPARTMENT WORKING WITH: LMHS Orchestra	
۷.	SKOUP/DEPARTMENT WORKING WITH:	
3.	AMOUNT OF PAYMENT: \$125 per coaching session	

- 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 29th	, 2025	and
	shall continue in effect until June 1st	, <u>20_26</u>	, 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 31st	day of July	, 20_25
Independent Contractor Signature: Carsy Bostian	Linn-Mar CSD Represe	entative Signature:
Title: cellist	Title: School Board Presid	dent

Please return this form to the Linn-Mar CSD Business Office – 2999 N 10th St, Marion IA 52302

Internal Use Only			Account Code: _	Josh Reznicow		
Business Office: _	8.12.25	Date _	Initial	Board Meeting:_	8.18.25	Date

Independent Contractor Agreement



Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("D	vistrict"), a school corporation, intends to contract with
Joshua DeVries	, 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 PERFORM	Coaching and running sectionals for LMHS Orchestra
2.	GROUP/DEPARTMENT WOI	KING WITH: LMHS Orchestra
3.	AMOUNT OF PAYMENT:\$	00.00

- 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 29th	, 2025	and
	shall continue in effect until June 1st	, <u>20_26</u>	, 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 30th	_{day of} July	, ₂₀ 25
Independent Contractor Signature:	Linn-Mar CSD Represei	ntative Signature:
Joshua DeVries		
Joshua DeVries Title: Joshua DeVries	Title: School Board Preside	ent

Please return this form to the Linn-Mar CSD Business Office – 2999 N 10th St, Marion IA 52302

Internal Use Only			Account Code:	Josh Reznicow		
Business Office:	8.12.25	Date _	Initial	Board Meeting:_	8.18.25	Date

Independent Contractor Agreement



Please provide all information requested and sign page two.

WHEREAS , Linn-Mar Community School District ("Di	strict"), a school corporation, intends to contract with
Tyler Hendrickson	, Independent Contractor ("IC"), for the
performance of certain services,	, and production constraint (12), and and

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

1. SERVICES TO BE PERFORMED:	Coaching and running sectionals for LMHS Orchestra
2. GROUP/DEPARTMENT WORKIN	IG WITH: LMHS Orchestra
3. AMOUNT OF PAYMENT: \$65.00	

- 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 29th , 20 25 and shall continue in effect until June 1st , 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 29th	day of	, 20 ²⁵
Independent Contractor Signature:	Linn-Mar CSD Repres	entative Signature:
Title: Doctor of Musical Arts	Title: School Board Presi	dent

Please return this form to the Linn-Mar CSD Business Office – 2999 N 10th St, Marion IA 52302

Internal Use Only	Account Code: _	Josh Reznicow	
Business Office: 8.12.25	DateInitial	Board Meeting:	18.25 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
_Anna_Hilty,	Independent Contractor ("IC"), for the
performance of certain services, Anna Hilty	
THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:	S AND REPRESENTATIONS SET
1. SERVICES TO BE PERFORMED: Choreography and Consulting	ng
2. GROUP/DEPARTMENT WORKING WITH: Linn Mar Varsity	Pom
3. AMOUNT OF PAYMENT: 7000.00	

- 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 <u>August 19th</u>, <u>2025</u> and shall continue in effect until <u>March 3rd</u>, <u>2025</u>, 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 _12 day of	August , 20 25
Independent Contractor Signature:	Linn-Mar CSD Representative Signature:
Title: owner	Title: School Board President
Please return this form to the Linn-Mar CSD Busine.	ss Office – 3556 Winslow Rd, Marion IA 52302
Internal Use Only Account Code:	Athletics Dept
Business Office:8.12.25 DateInitial	Board Meeting: 8.18.25 Date

Independent Contractor Agreement



Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School Distri	ct ("District"), a school corporation, intends to contract with
Miera Kim	, 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: Coaching and running sectionals for LMHS Orchestra	
2.	GROUP/DEPARTMENT WORKING WITH: LMHS Orchestra	
	AMOUNT OF PAYMENT: \$125 per coaching session	

- 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 2	9th , 20 25	and
	shall continue in effect until June 1st	, 2 <u>0</u> 26	, unless
	earlier terminated by either party in accordance v	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 a	greement is signed and dated this $\frac{31st}{}$	day of	, 20_25
Independent Contractor Signature: Wisra Kim		Linn-Mar CSD Representa	tive Signature:
Title:	violinist	Title: School Board President	

Please return this form to the Linn-Mar CSD Business Office – 2999 N 10th St, Marion IA 52302

Internal Use Only		Accou	nt Code: _	Josh Reznicow		
Business Office:	8.12.25	Date _CA	Initial	Board Meeting:	8.18.25	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 Paule the Milewski Owner of Connected Solutions, LC, 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 PERFORME	D: Communication Workshope
2.	GROUP/DEPARTMENT WORK	angwith: Venture Academics
3.	AMOUNT OF PAYMENT:	\$175.00

- 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.
- 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
- 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 19, 2025 and shall continue in effect until September 30, 2025, 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 // da	y of August, 202.	S	
Independent Contractor Si	gnature:	Linn-Mar CSD Represe	entative Sig	nature:
Title: Quaer		Title: School Board Presid	dent	
Please return this form t	to the Linn-Mar CSD Bu	ışiness Office – 3556 Winslow	Rd, Marion	A 52302
Internal Use Only	Account Code:	Elyssa McDowell		
Business Office: 8.12.25	Date CAInitial	Board Meeting:	8.18.25	Date

Independent Contractor Agreement



Please provide all information requested and sign page two.

corporation, intends to contract with , Independent Contractor ("IC"), for the
S AND REPRESENTATIONS SET

Ι.	SERVICES TO BE PERFORMED:
2.	GROUP/DEPARTMENT WORKING WITH: LMHS Orchestra
	AMOUNT OF PAYMENT: \$750

- 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.

13 14 This a	without the prior written consent of the district. AMENDMENTS: This independent contractor only in writing by mutual agreement of the particle. B. GOVERNING LAW: This independent contractor pursuant to the laws of the State of Iowa. B. ENTIRE AGREEMENT: This is the entire agreements, or agreements (oral or otherwise) agreement is signed and dated this	or agreement may be arties. actor agreement shale reement of the parties shall be of any force day of	I be governed by and ones and no other represor effect.	construed entations, 20 25
13 14 This a	2. AMENDMENTS: This independent contractor only in writing by mutual agreement of the part of the state of Iowa. 4. ENTIRE AGREEMENT: This is the entire agreements, or agreements (oral or otherwise) agreement is signed and dated this	or agreement may be arties. actor agreement shale reement of the parties shall be of any force	I be governed by and ones and no other repressor effect. July , 2	construed entations, 20 25
13 14	2. AMENDMENTS: This independent contractor only in writing by mutual agreement of the part of the part of the part of the part of the laws of the State of Iowa. 3. ENTIRE AGREEMENT: This is the entire agreements, or agreements (oral or otherwise)	or agreement may be arties. actor agreement shal reement of the partie shall be of any force	I be governed by and ones and no other represor effect.	construed entations,
13	2. AMENDMENTS: This independent contractor only in writing by mutual agreement of the part of the part of the part of the part of the laws of the State of Iowa. 3. ENTIRE AGREEMENT: This is the entire agreement contractor of the laws of the State of Iowa.	or agreement may be arties. actor agreement shal	I be governed by and one of the second secon	construed
	2. AMENDMENTS: This independent contractor only in writing by mutual agreement of the part	or agreement may be arties.		
12	2. AMENDMENTS: This independent contracto	or agreement may be	supplemented, amend	led, or revised
	without the prior written consent of the distri			
11	. ASSIGNMENT: The IC acknowledges their s not assign IC rights or delegate IC duties or	obligations under this	•	•
10	D. TERMINATION: This agreement may be ted days written notice. Upon termination, the IC date of termination.		•	` '
	earlier terminated by either party in accordar			, umess
9.	TERM: This agreement shall begin on Augushall continue in effect until June 1st	ıst 29th	, 20 25 20 26	and , unless
	liabilities, claims, debts, taxes, obligations, cocourt costs, and costs of appeals) that the disindependent contractor agreement or neglige independent contractor agreement by the IC, taxes arising out of the IC's performance of so other proceeding is instituted in connection vinterpret or enforce any rights under this agr from the non-prevailing party all attorney's feincurred by the prevailing party, including the	osts, and expenses (instrict may incur or suent or other wrongful, or as a result of failuservices for the distriction and controversy areement, the prevailinges, costs, expert with	ncluding reasonable at stain as a result of an conduct in the perform ure to pay any employ ct. If a suit, action, arb arising out of this agre ag party shall be entitle ness fees, and litigation	ttorney's fees, y breach of this mance of this ment or income of this ement or to eed to recover
	INDEMNIFICATION: The IC shall indemnif	y and hold the distric	t harmless from and a	igainst all
8.				aws) with

Josh Reznicow

Board Meeting:

8.18.25

_Date

Account Code: ___

Internal Use Only

Business Office: _

8.12.25

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
John Schultz	, Independent Contractor ("IC"), for the
performance of certain services.	(= 7, 4.0

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

1.	SERVICES TO BE PERFORMED: Coachir	ng and running sectionals for LMHS Orchestra
2.	GROUP/DEPARTMENT WORKING WITH	: LMHS Orchestra
	AMOUNT OF PAYMENT: \$50 per	

- 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 29th and
	shall continue in effect until June 1st , 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 ag	preement is signed and dated this 27 day of 304 , 2025 .
Indon	endent Contractor Signature: Linn-Mar CSD Representative Signature:
0	
7	President, Schultz Strings Title: School Board President
litte: _	President, Schultz Strings Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 2999 N 10th St, Marion IA 52302

Internal Use Only

Business Office: ____8.12.25 ___Date ____Initial Board Meeting: ____8.18.25 ___Date

Independent Contractor Agreement



Please provide all information requested and sign page two.

WHEREAS , Linn-Mar Community School District ("District"), a school United All Stars	corporation, intends to contract with , Independent Contractor ("IC"), for the
performance of certain services,	, independent contracts. (15), for an
THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES	S AND REPRESENTATIONS SET
FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:	
1. SERVICES TO BE PERFORMED: 5 take Che	er Routine
2. GROUP/DEPARTMENT WORKING WITH: Cheek	eaders/United All Star
3. AMOUNT OF PAYMENT: \$\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	
Total fees for services performed under this agreement will be paid by	v the district within 30 days after receipt

of invoice from the IC upon completion of all services on 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_	7130	and shall continue
	TERM: This agreement shall begin on_in effect until	, 20 75	_, 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 agreem promises, or agreements (oral or otherwise) shall		
This agreement is signed and dated this 30% day of	July , 20 25.	
Independent Contractor Signature:	Linn-Mar CSD Representative Signature:	
Title: Oungk	Title: School Board President	
Please return this form to the Linn-Mar CSD Busine	ess Office – 3556 Winslow Rd, Marion IA 52302	
Internal Use Only Account Code:	Athletics Dept	
Business Office: 8.12.25 Date	Board Meeting: 8.18.25 Date	

Independent Contractor Agreement



Please provide all information requested and sign page two.

WHERE Austin \	·	vistrict ("District"), a school corporation, intends to contract with, Independent Contractor ("IC"), for the			
perform	performance of certain services,				
	FORE, IN CONSIDERATION OF HEREIN, THE PARTIES AGREE	THE MUTUAL PROMISES AND REPRESENTATIONS SET AS FOLLOWS:			
1. 5	SERVICES TO BE PERFORMED:	Coaching and running sectionals for LMHS Orchestra			
	GROUP/DEPARTMENT WORKIN				
3.	AMOUNT OF PAYMENT: \$2000.	00			

- 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 29th _____, unless shall continue in effect until June 1st 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 agreed promises, or agreements (oral or otherwise) sha		er representations,
This agreement is signed and dated this 4th	day of	, <mark>20_</mark> 25
Independent Contractor Signature: Austin Vauter	Linn-Mar CSD Represen	tative Signature:
Title:	Title: School Board Preside	nt
Please return this form to the Linn-Mar CSD Bus	siness Office – 2999 N 10 th	St, Marion IA 52302

Internal Use Only		Ad	ccount Code:	Josh Reznicow	=	
Business Office: _	8.13.25	DateC	Initial	Board Meeting:_	8.18.25	Date

Independent Contractor Agreement



Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("Di	strict"), a school corporation, intends to contract with
Rachel Walter	, 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 PERFORI	MED: Coaching and running sectionals for LMHS Orchestra
2.	. GROUP/DEPARTMENT WORKING WITH: LMHS Orchestra	
3.	AMOUNT OF PAYMENT:	\$55 per hour / \$41.25 for one 45-minute session

- 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 29th , 20 25 and shall continue in effect until June 1st , 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.

promises, or agreements (order or otherwise) shall t	be of any re	ree or erreet.		
This agreement is signed and dated this 7th	day of	August	_, 20	25
Independent Contractor Signature:	Linn-Mai	· CSD Representative	e Signa	ture:
Title: Violin Sectional Coach	Title: Scho	ool Board President		

Please return this form to the Linn-Mar CSD Business Office – 2999 N 10th St, Marion IA 52302

Internal Use Only			Account Code:	Josh Reznicow		
Business Office:	8.12.25	Date	<u> </u>	Board Meeting:	8.18.25	Date

Code 1005.4-E1



Fundraising Request Form

Completed request forms are to be submitted to the business office per the following schedule:

Request Due	Board Meeting Date	Activity Start Date
By 1st day of School	First meeting in Sept	Day after approval meeting
By last day before Thanksgiving break	December meeting	Day after approval meeting
By last day before spring break	First meeting in April	Day after approval meeting

<u>Important Notes</u>: A fundraising project summary is due six weeks after the activity ends. Proceeds should be spent during the year the funds are raised. All groups are required to submit a request for each activity to the business office specifying how all fundraising proceeds are to be spent.

School Name	Linn-l	Mar High School	Sponsoring Group	Orchestra		
Contact Name	Joshu	a Reznicow	Contact Phone	(319) 477-3096		
Contact E-Mail	jrezni	cow@linnmar.k12.ia.us	District Account	21.3209.1900.	910.6240 . 00	179
				0109		
	***************************************		n of Activity			
		all information must be prov	vided in order to be	approved		
Fundraising A	ctivity	Program Ads				
Activity From	/To Dat	es 10/01/25 - 6/01/26				
Estimated Pro		\$3,500.00			6	
Purpose and U	Jse of F	unds (MUST BE SPECIFIC) Gues	st Artists, Instrum	ents, Equipment	,	
		. Racks, for district program	to use.			
***************************************			· · · · · · · · · · · · · · · · · · ·	ot a state of the		
* l am a	nnrovin	g that this request is necessary to	o provida funds fo	r the nurners dose	crihad ahoya	
	g Admii		o provide junus jo	_ }	7125	
bullain	у Аали	Signature of Approval		Date	1100	
		Signature of Approval		Date		1
Business Office		Office U	(1)	112/25	Summary Due Date:	
Review:				Date		
School Board						
Review/Approv	/al:			Date		





Fundraising Request Form

Completed request forms are to be submitted to the business office per the following schedule:

Request Due	Board Meeting Date	Activity Start Date
By 1st day of School	First meeting in Sept	Day after approval meeting
By last day before Thanksgiving break	December meeting	Day after approval meeting
By last day before spring break	First meeting in April	Day after approval meeting

<u>Important Notes</u>: A fundraising project summary is due six weeks after the activity ends. Proceeds should be spent during the year the funds are raised. All groups are required to submit a request for each activity to the business office specifying how all fundraising proceeds are to be spent.

School Name	Linn-Mar High School	Sponsoring Group	Orchestra	
Contact Name	Joshua Reznicow	Contact Phone	(319) 477-3096	
Contact E-Mail	jreznicow@linnmar.k12.ia.us	District Account	21.3209.1900.	.910.6240 . 00 179
			0109	
	Descripti	on of Activity		MANUFACTURE IN THE RESIDENCE OF THE RESI
	all information must be p	rovided in order to be a	approved	
Fundraising A	Ctivity Driven Coffee Fundraiser	- online and virtual	sales	
Activity From	To Dates 10/01/25 - 6/01/26			
Estimated Pro	Φ4 500 00		110000000000000000000000000000000000000	
Purpose and Use of Funds (MUST BE SPECIFIC) Clinicians, guest artists, Equipment, for district use.				
		alan antina na ara-ara-ara-ara-ara-ara-ara-ara-ara-ar		
* I am aj	pproving that this request is necessary	to provide funds for	r the purpose desc	cribed above.
	g Admin		8/7/	25
	Signature of Approval		Date	
Business Office Review:	Office	Use Only	8/12/25 Date	Summary Due Date:
School Board			Date	
Review/Approv	al:		Date	-
i			Date	•



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	
Last day of school before Thanksgiving break for fundraisers occurring from January 1 st thru March 31 st	December meeting	Fundraisers should NOT start until the day immediately following
By February 15 th for fundraisers occurring from April 1 st thru May 31 st	March meeting	board approval
By April 15 th for fundraisers occurring from June 1 st thru September 30 th	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: HS F	Ithletic Office			
Contact Name: Dan Hammes Contact Phone: 319-44	7-3086			
Contact Email: dan.hammes@linnmar.KIZ.ja.us District Account Code: 6900				
Description of Fundraising Activity (All information is required for the request to be	e considered)			
Fundraising Activity: Bound Online Donations				
Activity Start/End Dates: 9/1/25 - 8/31/26 Estimated Pr	roceeds: <u>5</u> , 000. 00			
Fundraising Activity: Bound Online Donations Activity Start/End Dates: 9/1/25 - 8/31/26 Estimated Pr Purpose/Use of Funds Raised (Must be specific): Uniforms, Charter	husen, coacher			
equipment				
ADMINISTRA DE COMMUNICATE DE CARROLLES DE LA DECOMINA DE LA DESCRIPCIÓN DE LA DESCRIPCIÓN DE LA DESCRIPCIÓN DE	IN EX INVERNITARISM SE ES RESIDENTALISMES ES ES RECURSORISMES			
Administrator Approval: I approve that this request is necessary to provide funds for the purposes describe				
Building Administrator's Signature:	Date: 8/12/25			
DESCRIPTION IS IN PROPERTIES IN IN PROPERTIES IN IN PROPERTIES IN IN PROPERTIES IN IN PROPERTIES	ERRI U U VESUPRAMENTAN U U UMASAARSKISTA U U MUMASAARS			
Business Office and Board Review/Approval:	Al 1			
Business Office Review/Approval: http://www.approval.	Date: 8/10/05			
Board Review/Approval:	Date:			
Summary Due Date: 9/30/26	Revised: 6/22; 7/22			



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 1 st thru December 31 st	First meeting in September	
Last day of school before Thanksgiving break for fundraisers occurring from January 1 st thru March 31 st	ing from January 1 st December meeting	
By February 15 th for fundraisers occurring from April 1 st thru May 31 st	March meeting	immediately following board approval
By April 15 th for fundraisers occurring from June 1 st thru September 30 th	First meeting in May	100

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: HS	Athletic Office			
Contact Name: Dan Hammes Contact Phone: 319-447-3086				
Contact Email: dan hammes Olinnmar, Kizlaius District Account Code: 6900				
Description of Fundraising Activity (All information is required for the request to	be considered)			
Fundraising Activity: Athletic Garage Scalos				
Activity Start/End Dates: $\frac{a_{1125} - 8_{31126}}{}$ Estimated P	Proceeds: \$\frac{16}{2} 2000, \frac{00}{0}			
Purpose/Use of Funds Raised (Must be specific): To help teams w				
equipment, weight room upgrades, charter buses				
RESIDENCE DI LE RESIDENCE				
Administrator Approval: I approve that this request is necessary to provide funds for the purposes describ				
Building Administrator's Signature:	Date: 8/12/25			
Business Office and Board Review/Approval:	2/			
Business Office Review/Approval: Business Office Review/Approval:	_ Date: 8 /12 /25			
Board Review/Approval:	_ Date:			
Summary Due Date: 9/30/24	- Revised: 6/22; 7/22			