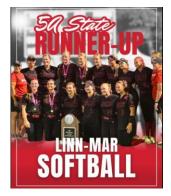


District Honors & Highlights

August 4, 2025

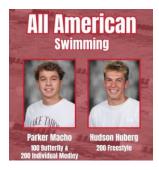


Girls Softball Honors: Congratulations to the LM Girls Softball Team for finishing the season as the 5A State Runner-Up!

Iowa Gatorade Players of the Year Honors:

Congratulations to Abby Mecklenburg for being named Gatorade Player of the Year for Iowa Girls Track & Field and to Abi Roberts for being named Gatorade Player of the Year for Iowa Girls Soccer!





All American Honors: Congratulations to Parker Macho and Hudson Huberg for earning All American Honors in Swimming. Parker ranked 33rd in the 100-yard Butterfly and 41st in the 200 Individual Medley and Hudson tied for 91st in the 200-yard Freestyle.

Open Houses Highlight: The staff and administration are excited to kick off the 2025-26 school year by hosting open houses around the district. We hope our students and families will attend. <u>Click here for more information</u>





Human Resources Highlight: Kudos to the Linn-Mar Human Resources Department for recently hosting a job fair at Thomas Park. The district is looking for folks to serve as Bus Drivers and Student Support Associates, as well as other positions. Click here for more information

ITEMS TO INCLUDE ON AGENDA

LINN-MAR COMMUNITY SCHOOL DISTRICT

Instructional Support Levy

- Hearing on the Proposed Resolution
- Resolution to Continue Participation in the Instructional Support Program

NOTICE MUST BE GIVEN PURSUANT TO CHAPTER 21, CODE OF IOWA, AND THE LOCAL RULES OF THE SCHOOL DISTRICT.

The Board of Dir	ectors of the Linn-M	Iar Community Sch	nool District, in	the County of Linn
State of Iowa, met in	<u>open</u>	_ session, in the	Educational I	Leadership Center
3556 Winslow Road, Ma	arion, Iowa, at 5:00 F	P.M., on the above	date. There we	re present Presiden
, in th	e chair, and the follo	owing named Boar	d Members:	-
,	,	C		
Absent:				
Vacant:				
v dediit.				

* * * * * * * * *

The President announced that this is the time, place and date to hold a hearing on the proposed Resolution to Continue Participation in the Instructional Support Program. The following persons appeared:

(List the persons who appeared or attach the minutes of the hearing)

The President declared the hear	ing closed.
Directorits adoption. Directorwas called, and the vote was:	introduced the following Resolution and moved seconded the motion to adopt. The roll
AYES:	
NAYS:	

The President declared the Resolution adopted as follows:

RESOLUTION TO CONTINUE PARTICIPATION IN THE INSTRUCTIONAL SUPPORT PROGRAM

WHEREAS, the Board of Directors has determined that to continue the current level of services and to fund the ongoing programs of the School District, continuation of participation in the Instructional Support Program for a period of five years is necessary and in the best interests of the District and its residents and students; and

WHEREAS, the Board of Directors has given consideration to continue participation in the Instructional Support Program as provided in Sections 257.18 through 257.21, Code of Iowa; and

WHEREAS, the Board has published notice of the time and place of a public hearing on the Resolution; and

WHEREAS, a hearing has been held upon the proposal to continue participation in the Instructional Support Program and any objections are overruled:

NOW, THEREFORE, IT IS RESOLVED:

1. The Board of Directors determines that it is consistent with the five year finance plan to fund the ongoing programs and services of the School District and it is in the best interest of the School District to continue participation in an Instructional Support Program as provided in Sections 257.18 through 257.21, Code of Iowa, and to provide additional funding therefor for a period of five (5) years commencing with the fiscal year ending June 30, 2027.

- 2. The additional funding for the Instructional Support Program for a budget year will be determined annually and will not exceed ten percent (10%) of the total regular program district cost for the budget year and moneys received under Section 257.14, Code of Iowa, as a budget adjustment for the budget year.
- 3. Moneys received by the District for the Instructional Support Program may be used for any general fund purpose.
- 4. The Instructional Support Program will be funded by instructional support state aid and an instructional support property tax in an amount (after taking into consideration instructional support school aid) to be levied annually upon the taxable property within the School District commencing with the levy for collection in the fiscal year ending June 30, 2027, and each year thereafter.
- 5. Unless, within twenty-eight days following the adoption of this Resolution, the Secretary of the Board receives a petition containing the signatures of eligible electors equal in number to not less than one hundred or thirty percent of the number of voters at the last preceding regular school election, whichever is greater, asking that an election be called to approve or disapprove this action of the Board adopting the Instructional Support Program, this action of the Board is final and the Secretary is authorized and directed to certify a copy of this Resolution to the Department of Management.

In the event a petition containing the required number of signatures is filed with the Secretary of the Board within twenty-eight days of the adoption of this Resolution, the President shall call a meeting of the Board to consider rescission of this Resolution, or to direct the county commissioner of elections to submit the following question to the qualified electors of the School District at a special election.

If the Board determines to submit the question to the electors, the public measure to be submitted shall be as follows:

Shall the Board of Directors of the Linn-Mar Community School District, in the County of Linn, State of Iowa, be authorized for a period of five (5) years to levy annually, as determined by the Board, an instructional support property tax in an amount (after taking into consideration instructional support state aid) not to exceed ten percent (10%) of the total of regular program district cost for the budget year and moneys received under Section 257.14, Code of Iowa, as a budget adjustment in the budget year, to be levied upon the taxable property within the School District, commencing with the levy for collection in the fiscal year ending June 30, 2027, and each year thereafter, to be used for any general fund purpose?

PASSED AND APPROVED this 4th day of August, 2025.

	President of the Board of Directors
ATTEST:	
Secretary of the Board of Directors	

CERTIFICATE

STATE OF IOWA)
) SS
COUNTY OF LINN)

I, the undersigned Secretary of the Board of Directors of the Linn-Mar Community School District, in the County of Linn, State of Iowa, do hereby certify that attached is a true and complete copy of the portion of the corporate records of the School District showing proceedings of the Board, and the same is a true and complete copy of the action taken by the Board with respect to the matter at the meeting held on the date indicated in the attachment, which proceedings remain in full force and effect, and have not been amended or rescinded in any way; that the meeting and all action was duly and publicly held in accordance with a notice of meeting and a tentative agenda, a copy of which was timely served on each member of the Board and posted on a bulletin board or other prominent place easily accessible to the public and clearly designated for that purpose at the principal office of the Board pursuant to the local rules of the Board and the provisions of Chapter 21, Code of Iowa, upon reasonable advance notice to the public and media at least twentyfour hours prior to the commencement of the meeting as required by law and with members of the public present in attendance; I further certify that the individuals named therein were on the date thereof duly and lawfully possessed of their respective offices as indicated therein, that no board vacancy existed except as may be stated in the proceedings, and that no controversy or litigation is pending, prayed or threatened involving the incorporation, organization, existence or boundaries of the School District or the right of the individuals named therein as officers to their respective positions.

WITNESS my hand this	day of	, 2025.	
	Secretary of	the Board of Directors of t	he
	Linn-Mar Co	ommunity School District	

CERTIFICATE OF PARTICIPATION

action of the Board to participate in the remain in full force and effect and have n	, certify that the attached is a true and complete copy the Linn-Mar Community School District showing the Instructional Support Program, that such proceedings of been amended or rescinded in any way, and that no within the twenty-eight day period following the Board
Dated this day of	, 2025.
	Secretary of the Board of Directors of the Linn-Mar Community School District
ACKNOWLI	EDGEMENT OF FILING
I,, 2025, there was filed Resolution of the Board of Directors of the Linn, State of Iowa, adopted on Aug	, certify that on the day of din the office of the Department of Management are Linn-Mar Community School District, in the County gust 4, 2025; the Resolution provides for Continued Program as provided in Sections 257.18 through 257.21
Dated this day of	, 2025.
	State of Iowa, Department of Management

4934-9441-9538-1\18139-042

Policy Recommendations for Board Approval - August 4, 2025

The following policies were reviewed by the Policy Committee on May 1, 22, 27, and June 10, and were approved by the board for first reading on July 7, 2025, to reflect updates to the Equity Coordinator titles for second reading on 8/4/25.

Policy#	Policy Title
104.1-E1	Annual Notice of Nondiscrimination
104.1-E2	Continuous Notice of Nondiscrimination
104.1-E3	Discrimination Complaint Form
104.1-E4	Discrimination Witness Disclosure Form
104.1-E5	Discrimination Disposition of Complaint Form
400.1-E	Equity Complaint Form
400.3	Personnel Qualifications, Recruitment, Selection
401.1	Code of Professional Conduct and Ethics
403.33	Affirmative Action
600.2	Objectives of the Education Program
602.27-R	Selection of Instructional Materials Regulation



Policy 104.1-E1 Annual Notice of Nondiscrimination

The Linn-Mar Community School District offers career and technical education programs in the following areas of study:

- Agricultural-Science
- Business
- Design, Engineering, and Materials
- Family & Consumer Sciences

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 the district's Equity Equal Employment/Nondiscrimination Coordinators.

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

Adopted: 10/17 Reviewed: 5/14; 9/16; 3/23

Revised: 7/17; 10/17; 11/18; 6/20; 10/23; 9/24 Related Policy: 104.1; 104.1-R; 104.1-E2-E5

IASB Reference: 102-E(1)



Policy 104.1-E2
Continuous Notice of Nondiscrimination

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, socioeconomic 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 the district's equity Equal Employment/Nondiscrimination Coordinators.

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 <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> <u>anne.faber@Linnmar.k12.ia.us</u>

Address: 3556 Winslow Road, Marion, IA 52302

Fax: 319-403-8008

Adopted: 10/17 Reviewed: 3/23

Revised: 11/18; 6/20; 10/23; 9/24 Related Policy: 104.1; 104.1-R; 104.1-E1, E3-E6

IASB Reference: 102-E(2)



Policy 104.1-E3
Discrimination Complaint Form

Da	te of Complaint:				
Na	me of Complainant:				
	Are you filling out this form for yourself or someone else? (Please identify the individual if you are submitting this form on behalf of someone else):				
Wh	no or what entity do you beli	eve discriminated against yo	u (or someone else)?		
Da	te and Place of Alleged Inci	dent:			
Na	mes of Witnesses:				
Na	ture of alleged discriminatio				
	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			
soı	•	scribe what happened and w ninated against. Please be as essary.			

I agree that all the information on this form is knowledge.	accurate and true to the best of my
Complainant's Signature:	Date:
Return this completed form to:	

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

Adopted: 10/17 Reviewed: 3/23 Revised: 6/20; 10/23; 9/24

Related Policy: 104.1; 104.1-R; 104.1-E1-E2, E4-E5

IASB Reference: 102-E(4)



Policy 104.1-E4
Discrimination Witness Disclosure Form

Name of Witness:		
Date of Interview:		
Date of Initial Complaint:		
Name of Complainant (Include	whether the complainant is	a student or employee):
Date and Place of Alleged Inci		
Nature of alleged discriminatio		Other Diameter 'f
Age	Marital Status	Other – Please specify below:
Color	Sex	Delow.
Creed	Sexual Orientation	4
National Origin	Gender Identity	4
Race	Political Party Preference	4
Religion	Political Beliefs	4
Ancestry	Socioeconomic Status	4
Physical Attributes	Familial Status	4
Genetic Information	Pregnancy	
Physical/Mental Ability or Disability	Military Status	
Description of incident witnesse	ed (Attach additional sheet, if	needed):

Additional Pertinent Information (Attach additional sheet, if needed):	
I agree that all the information on this form is a knowledge.	accurate and true to the best of my
Witness' Signature:	Date:

Return this completed form to:

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

<u>Special Education/Student Services 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

Adopted: 10/17 Reviewed: 3/23 Revised: 6/20; 10/23; 9/24

Related Policy: 104.1; 104.1-R; 104.1-E1-E3; E5

IASB Reference: 102-E(5)

Policy 104.1-E5



Date of Initial Complaint:					
Date and Place of Alleged Inc	cident:				
Name of Respondent (Include volunteer):		student, employee, or			
Nature of alleged discriminati					
Age	Marital Status	Other – Please specify below:			
Color Creed	Sex Sexual Orientation	_			
National Origin	Gender Identity	_			
Race	Political Party Preference	_			
Religion	Political Beliefs	\dashv			
Ancestry	Socioeconomic Status	\dashv			
Physical Attributes	Familial Status	-			
Genetic Information	Pregnancy	7			
Physical/Mental Ability or Disability	Military Status				
Summary of Investigation:					

Adopted: 10/17 Reviewed: 3/23

Revised: 6/20

Related Policy: 104.1; 104.1-R; 104.1-E1-E4

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



Policy 400.1-E Equity Complaint Form

Distribution of	Form: (Equity Equal Emplo	oyment Coordinator)		
Name of Com	plainant:			
Building:				
Date Violation	Occurred:			
Date Level I M	eeting was Held: (Option	nal)		
Parties Presen	t at Level I Meeting:			
Nature of Cor	nplaint:			
Remedy Requ	ested:			
	Signature		ate	
	Address/City			
	Phone			
Disposition of Chief Officer of Human Resources/Equity Equal Employment Coordinator:				

Signature of Chief Officer of HR/Equity Equal Employment Coordinat	or Date:
Chief Officer of HR/ Equity Equal Employment Coordinator's Disposition	on
(Accepted or Rejected):	
Signature of Complainant Date	e
Disposition of Superintendent:	
Signature of Superintendent Date	

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



Policy 400.3 Personnel Qualifications, Recruitment, Selection

Persons interested in a position, other than administrative positions which will be employed in accordance with board policies in *Series 300-Administration*, will have an opportunity to apply and qualify for positions in the district without 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, familial status, or any other classification that is protected in accordance with the applicable equal employment opportunity and affirmative action laws, directives, and regulations of federal, state, and local governing bodies.

Job applicants for positions will be considered on the basis of the following qualifications:

- 1. Training, experience, and skill;
- 2. Nature of the occupation;
- 3. Demonstrated competence; and
- 4. Possession of, or ability to obtain, state or other license or certificate, if required for the position.

All job openings will be submitted to Iowa Workforce Development for posting on IowaWORKS.gov, the online state job posting system. Additional announcements of the positions may occur in a manner which the superintendent or superintendent's designee believes will inform potential applicants about the positions.

Applications for employment may be obtained and completed online using the district's employment website, or applicants may contact the office of Human Resources for assistance in completing an online application.

Administrators will follow district hiring practices to fill positions in their work area and will make recommendations to the superintendent or superintendent's designee concerning a person's employment and possible assignment. Whenever possible, the preliminary screening of applicants will be conducted by the administrator/supervisor who will be directly supervising and overseeing the person being hired.

The board will employ licensed and unlicensed employees after receiving a recommendation from the superintendent. The superintendent, however, will have the authority to employ:

1. Classified personnel upon the recommendation of the Chief Human Resources Officer; and

2. Licensed personnel on a temporary basis based on the recommendation of the Chief Human Resources Officer, until action can be taken by the board on the position.

The superintendent or superintendent's designee will follow the requirements stated in the bargained agreement between employees in that collective bargaining unit and the board regarding qualifications, recruitment, and selection of such employees.

Adopted: 6/70

Reviewed: 1/11; 2/14; 9/14; 12/16; 4/20; 4/23 Revised: 2/10; 12/11; 4/13; 4/16; 9/16; 8/24

Related Policy: 302.4; 303.1; 400.1-E

Legal Reference (Code of Iowa): §§ 20; 35C; 84A.6(4)(b); 216;

279.13; 281 IAC 12; 282 IAC 14 IASB Reference: 405.02; 411.02 Mandatory Policy

Policy Series 400 – Staff/Personnel Licensed Personnel



Policy 401.1 Code of Professional Conduct and Ethics

CHAPTER 25

282 - 25.1(272) Scope of Standards:

This code of professional conduct and ethics constitutes mandatory minimum standards of practice for all licensed practitioners as defined in lowa Code, Chapter 272. The adherence to certain professional and ethical standards is essential to maintaining the integrity of the education profession.

282 - 25.2(272) Definitions: (Except where otherwise specifically defined by law)

- a. "Administrative and Supervisory Personnel" means any licensed employee such as superintendent, associate superintendent, assistant superintendent, principal, associate principal, assistant principal, or other person who does not have as a primary duty the instruction of pupils in the schools.
- b. "Board" means the Iowa Board of Educational Examiners (BOEE).
- c. "Discipline" means the process of sanctioning a license, certificate, or authorization issued by the board.
- d. "Ethics" means a set of principles governing the conduct of all persons governed by these rules.
- e. "Fraud" means knowingly providing false information or representations on an application for licensure or employment, or knowingly providing false information or representations made in connection with the discharge of duties.
- f. "License" means any license, certificate, or authorization granted by the board.
- g. "Licensee" means any person holding a license, certificate, or authorization granted by the board.
- h. "Practitioner" means an administrator, teacher, or other licensed professional, including an individual who holds a statement of professional recognition, who provides educational assistance to students.
- i. "Responsibility" means a duty for which a person is accountable by virtue of licensure.
- j. "Right" means a power, privilege, or immunity secured to a person by law.
- k. "Student" means a person, regardless of age, enrolled in a pre-kindergarten through grade 12 school, who is receiving direct or indirect assistance from a person licensed by the board.
- I. "Teacher" means any person engaged in the instructional program for prekindergarten through grade 12 students, including a person engaged in teaching, administration, and supervision, and who is required by law to be licensed for the position held. [ARC 7979B, IAB 7/29/09, effective 9/2/09].

282 - 25.3(272) Standards of Professional Conduct and Ethics:

Licensees are required to abide by all federal, state, and local laws applicable to the fulfillment of professional obligations. Violation of federal, state, or local laws in the fulfillment of professional obligations constitutes unprofessional and unethical conduct which can result in disciplinary action by the board. In addition, it is hereby deemed unprofessional and unethical for any licensee to violate any of the following standards of professional conduct and ethics:

25.3(1) Standard I: Conviction of crimes, sexual or other immoral conduct with or toward a student, and/or child and dependent adult abuse. Violation of this standard includes:

- a. Fraud: Means the same as defined in Rule 282 25.2(272).
- b. Criminal Convictions: The commission of or conviction for a criminal offense as defined by lowa law provided that the offense is relevant to or affects teaching or administrative performance.
 - I. Disqualifying Criminal Convictions. The board will deny an application for licensure and will revoke a previously issued license if the applicant or licensee has, on or after July 1, 2002, been convicted of, has pled guilty to, or has been found guilty of the following criminal offenses regardless of whether the judgment of conviction or sentence was deferred:
 - Any of the following forcible felonies included in Iowa Code section 702.11: child endangerment, assault, murder, sexual abuse, or kidnapping;
 - 2. Any of the following criminal, sexual offenses as provided in Iowa Code chapter 709 involving a child:
 - First-, second-, or third-degree sexual abuse committed on or with a person who is under the age of 18;
 - Lascivious acts with a child;
 - Assault with intent to commit sexual abuse;
 - Indecent contact with a child;
 - Sexual exploitation by a counselor;
 - Lascivious conduct with a minor;
 - Sexual exploitation by a school employee;
 - Enticing a mind under lowa Code section 710.10; or
 - Human trafficking under Iowa Code section 710A.2;
 - 3. Incest involving a child as prohibited by Iowa Code section 726.2;
 - 4. Dissemination and exhibition of obscene material to minors as prohibited by Iowa Code Section 728.2;
 - 5. Telephone dissemination of obscene material to minors as prohibited by Iowa Code section 728.15;
 - 6. Any offense specified in the laws of another jurisdiction or any offense that may be prosecuted in a federal, military, or foreign court, that is comparable to an offense listed in subparagraph 25.3(1)"b"(1); or
 - 7. Any offense under prior laws of this state or another jurisdiction or any offense under prior law that was prosecuted in a federal, military, or foreign court that is comparable to an offense listed in subparagraph 25.3(1)"b"(1).
 - II. Other criminal convictions and founded child abuse. In determining whether a person should be denied a license or whether a licensee should be disciplined based upon any other criminal conviction including a conviction for an offense listed in 25.3(1)"b"(1) which occurred before July 1, 2002 or a founded report of abuse of a child, the board shall consider:
 - 1. The nature and seriousness of the crime or founded abuse in relation to the position sought;
 - 2. The time elapsed since the crime or founded abuse was committed;
 - 3. The degree of rehabilitation which has taken place since the crime or founded abuse was committed;

- 4. The likelihood that the person will commit the same crime or abuse again;
- 5. The number of criminal convictions or founded abuses committed; and
- 6. Such additional factors as may in a particular case demonstrate mitigating circumstances or heightened risk to public safety.
- c. Sexual Involvement or Indecent Contact with a Student. Includes but is not limited to the following acts, whether consensual or nonconsensual: fondling or touching the inner thigh, groin, buttocks, anus, or breasts of a student; permitting or causing to fondle or touch the practitioner's inner thigh, groin, buttocks, anus, or breasts; or the commission of any sex act as defined in lowa Code section 702.17.
- d. Sexual Exploitation of a Minor. The commission of or any conviction for an offense prohibited by Iowa Code section 728.12, Iowa Code chapter 709, or 18 USC Section 2252A(a)(5)(B).
- e. Student Abuse. Licensees will maintain professional relationships with all students both inside and outside the classroom. The following acts or behaviors constitute unethical conduct without regard to the existence of a criminal charge or conviction:
 - I. Committing any act of physical abuse of a student;
 - II. Committing any act of dependent adult abuse on a dependent adult student;
 - III. Committing or soliciting any sexual or otherwise indecent act with a student or any minor;
 - IV. Soliciting, encouraging, or consummating a romantic or otherwise inappropriate relationship with a student;
 - V. Furnishing alcohol or illegal or unauthorized drugs or drug paraphernalia to any student or knowingly allowing a student to consume alcohol or illegal or unauthorized drugs in the presence of the licensee;
 - VI. Failing to report any suspected act of child or dependent adult abuse as required by state law; or
 - VII. Committing or soliciting any sexual conduct as defined in Iowa Code section 709.15(3)"b" or soliciting, encouraging, or consummating a romantic relationship with any person who was a student within 90 days prior to any conduct alleged in the complaint, if that person was taught by the practitioner or was supervised by the practitioner in any school activity when that person was a student.

25.3(2) Standard II: Alcohol or Drug Abuse. Violation of this standard includes:

- a. Being on school premises or at a school-sponsored activity involving students while under the influence of, possessing, using, or consuming illegal or unauthorized drugs or abusing legal drugs.
- b. Being on school premises or at a school-sponsored activity involving students while under the influence of, possessing, using, or consuming alcohol.

25.3(3) Standard III: *Misrepresentation/Falsification of Information.* Violation of this standard includes:

a. Falsifying or deliberately misrepresenting or omitting material information regarding professional qualifications, criminal history, college credits, staff development credits, degrees, academic awards, or employment history when applying for employment or licensure.

- b. Falsifying or deliberately misrepresenting or omitting material information regarding compliance reports submitted to federal, state, and other governmental agencies.
- c. Falsifying or deliberately misrepresenting or omitting material information submitted in the course of an official inquiry or investigation.
- d. Falsifying any records or information submitted to the board in compliance with the license renewal requirements imposed under 282-Chapter 20.
- e. Falsifying or deliberately misrepresenting or omitting material information regarding the evaluation of students or personnel including improper administration of any standardized tests including, but not limited to, changing test answers, providing test answers, copying or teaching identified test items, or using inappropriate accommodations or modifications for such tests.

25.3(4) Standard IV: Misuse of Public Funds and Property. Violation of this standard includes:

- a. Failing to account properly for funds collected that were entrusted to the practitioner in an educational context.
- b. Converting public property or funds to the personal use of the practitioner.
- c. Submitting fraudulent requests for reimbursement of expenses or for pay.
- d. Combining public or school-related funds with personal funds.
- e. Failing to use time or funds granted for the purpose for which they were intended.

25.3(5) Standard V: Violations of Contractual Obligations. Violation of this standard includes:

- 1. Asking a practitioner to sign a written professional employment contract before the practitioner has been unconditionally released from a current contract, unless the practitioner provided notice to the practitioner's employing board as set forth in subparagraph 25.3(5)"b"(2).
- 2. Abandoning a written professional employment contract without prior unconditional release by the employer.
- 3. As an employer, executing a written professional employment contract with a practitioner which requires the performance of duties that the practitioner is not legally qualified to perform.
- 4. As a practitioner, executing a written professional employment contract which requires the performance of duties that the practitioner is not legally qualified to perform.
 - a. In addressing complaints based upon contractual obligations, the board will consider factors beyond the practitioner's control. For purposed of enforcement of this standard, a practitioner will not be found to have abandoned an existing contract if:
 - 1. The practitioner obtained a release from the employing board before discontinuing services under the contract; or
 - 2. The practitioner provided notice to the employing board no later than the latest of the following dates:
 - The practitioner's last workday of the school year;
 - The date set for return of the contract as specified in statue; or
 - June 30th.

25.3(6) Standard VI: Unethical Practice Toward Other Members of the Profession, Parents, Students, and the Community. Violation of this standard includes:

a. Denying the student, without just cause, access to varying points of view.

- b. Deliberately suppressing or distorting subject matter for which the educator bears responsibility.
- c. Failing to make reasonable effort to protect the health and safety of the student or creating conditions harmful to student learning.
- d. Conducting professional business in such a way that the practitioner repeatedly exposes students or other practitioners to unnecessary embarrassment or disparagement.
- e. Engaging in any act of illegal discrimination or otherwise denying a student or practitioner participation in the benefits of any program on the grounds of race, creed, color, religion, age, sex, sexual orientation, gender identity, disability, marital status, or national origin.
- f. Soliciting students or parents of students to purchase equipment, supplies, or services from the practitioner for the practitioner's personal advantage.
- g. Accepting gifts from vendors or potential vendors where there may be the appearance of or an actual conflict of interest.
- h. Intentionally disclosing confidential information including but not limited to unauthorized sharing of information concerning student academic or disciplinary records, health and medical information, assessment or testing results, or family income. Licensees will comply with state and federal laws and local school board policies relating to the confidentiality of student records unless disclosure is required or permitted by law.
- i. Refusing to participate in a professional inquiry when requested by the board.
- j. Aiding, assisting, or abetting an unlicensed person in the completion of acts for which licensure is required.
- k. Failing to self-report to the board within 60 days any founded child abuse report or any conviction for a criminal offense listed in 25.3(1)"b"(1) which requires revocation of the practitioner's license.
- I. Delegating tasks to unqualified personnel.
- m. Failing to comply with federal, state, and local laws applicable to the fulfillment of professional obligations.
- n. Allowing another person to use one's practitioner license for any purpose.
- o. Performing services beyond the authorized scope of practice for which the individual is licensed or prepared or performing services without holding a valid license.
- p. Falsifying, forging, or altering a license issued by the board.
- q. Failure of the practitioner holding a contract under lowa Code section 279.13 to disclose to the school official responsible for determining assignments a teaching assignment for which the practitioner is not properly licensed.
- r. Failure of a school official responsible for assigning licensed practitioners holding contracts under lowa Code section 279.13 to adjust an assignment if the practitioner discloses to the official that the practitioner is not properly licensed for an assignment.
- s. Failure of an administrator to protect the safety of staff and students.
- t. Failure of an administrator to meet mandatory reporter obligations.
- u. Refusal of the practitioner to implement provisions of an Individualized Education Plan (IEP) or Behavioral Intervention Plan (BIP).
- v. Habitual nonparticipation in professional development by the practitioner.
- **25.3(7) Standard VII:** Compliance with State Law Regarding Obligations to State or Local Governments, Child Support Obligations, and Board Orders. Violations of this standard includes:
 - a. Failing to comply with 282-Chapter 8 concerning payment of debts to state or local governments.

- b. Failing to comply with 282-Chapter 10 concerning child support obligations.
- c. Failing to comply with a board order.

25.3(8) Standard VIII: *Incompetence.* Violation of this standard includes but is not limited to:

- a. Willfully or repeatedly departing from or failing to conform to the minimum standards of acceptable and prevailing educational practice in the State of Iowa.
- b. Willfully or repeatedly failing to practice with reasonable skill and safety.

Adopted: 4/16

Reviewed: 4/20 Revised: 9/16; 12/19; 4/23

IASB Reference: 404.R(1)

Policy Series 400 – Staff/Personnel All Employees



Policy 403.33 Affirmative Action

The Linn-Mar Community School District is committed to identifying and eliminating past and present effects of discrimination in employment including policies and practices that pose barriers to equal employment opportunity.

To achieve equal opportunity the district recognizes the need to take affirmative action to identify classifications with under-representation of minorities, members of diverse racial/ethnic groups, females, and persons with disabilities; to set goals and timetables for increasing the employment of under-represented groups; and to develop an Affirmative Action Plan for implementing those reasonable goals through outreach, recruitment, training, and other special activities and commitments.

The Affirmative Action Plan helps enable the district to:

- Employ the most qualified person for the position;
- Fully utilize the available talent pool;
- Be fair and just;
- Provide diverse role models for students and better prepare students for living and working in diverse communities and for success in a global economy;
- Reduce stereotypes;
- Increase credibility with all stakeholders; and
- Encourage and support economic development and entice investment in lowa.

The Linn-Mar Community School District Affirmative Action Plan will be distributed annually to each covered location. Staff will be provided periodic professional development regarding their responsibilities for implementation of the Affirmative Action Plan. A report shall be given to the Board of Directors annually.

Inquiries regarding compliance with equal educational or employment opportunities and/or affirmative action should be directed to the Linn-Mar Equity Coordinators and/or Affirmative Action Coordinator Equal Employment Coordinator and the Nondiscrimination Coordinators who have been designated by the district to coordinate the district's efforts to comply with the regulations implementing Title VI, Title VII, Title IX, the ADA, § 504, and Iowa Code § 280.3 (2007).

- Equity, Affirmative Action, Equal Employment/Nondiscrimination Coordinator and Title IX 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

Address: 3556 Winslow Road, Marion IA 52302

Fax: 319-403-8008

Inquiries may also be directed in writing to the following:

Equal Employment Opportunity Commissions
 Milwaukee Area Office
 Reuss Federal Plaza
 310 W Wisconsin Avenue, Suite 800
 Milwaukee WI 53203-2292
 800-669-4400 or TTY 800-669-6820
 http://www.eeoc.gov/field/milwaukee/index.cfm

 Iowa Civil Rights Commission 6200 Park Avenue, Suite 100 Des Moines IA 50321-1270 515- 281-4121 or 800-457-4416 https://icrc.iowa.gov/

Adopted: 2/09

Reviewed: 1/11; 12/11; 4/13; 2/14; 9/14; 8/17; 6/20; 4/23

Revised: 10/23; 9/24

Policy Series 600 – Education Program Goals & Objectives of the Education Program



Policy 600.2 Objectives of the Education Program

The board's objective in the design, content, and delivery of the education program is to provide an equal opportunity for students to pursue an education free of discrimination on the basis of race, creed, color, sex, national origin, marital status, religion, sexual orientation, gender identity, or disability.

In providing the education program of the district, the board will strive to meet its overall goal of providing the students an opportunity to develop a healthy social, intellectual, emotional, and physical self-concept in a learning environment that provides guidance and encourages critical thinking in students.

In striving to meet this overall goal, the objectives of the education program are to provide students with an opportunity to:

- a. Acquire basic skills in obtaining information, solving problems, thinking critically, and communicating effectively;
- b. Become effective and responsible contributors to the decision-making processes of the social and political institutions of the community, state, and nation;
- c. Acquire entry-level job skills and knowledge necessary for further education;
- d. Acquire the capacities for satisfying and responsible roles as family members;
- e. Acquire knowledge, habits, and attitudes that promote personal and public health, both physical and mental;
- f. Acquire an understanding of ethical principles and values and the ability to apply them to their own lives;
- g. Develop an understanding of their own worth, abilities, potential, and limitations; and
- h. Learn and enjoy the process of learning and acquire the skills necessary for a lifetime of continuous learning and adaptation to change.

An advisory committee of representatives from the community and district will be appointed by the superintendent [or designee] to make recommendations for the goals and objectives of the education program in alignment with the Strategic Plan. These objectives will directly align with the written, taught, and assessed curriculum by all district personnel. The board will report to the community regarding progress toward the achievement of the objectives of the educational program on an annual basis.

Adopted: 6/70 Reviewed: 10/11; 4/13; 5/14; 9/16; 2/21

> Revised: 9/10; 6/20; 2/24 Related Policy: 600.1 IASB Reference: 600, Option I

Policy Series 600 – Education Program Basic Instructional Program



Policy 602.27-R Selection of Instructional Materials Regulation

RESPONSIBILITY FOR SELECTION OF INSTRUCTIONAL MATERIALS

- A. The board is responsible for materials relating to the district's instructional program.
- B. The responsibility for the selection of instructional materials is delegated to the professionally trained and licensed employees of the school system.
- C. While selection of materials may involve many people including administrators, teachers, teacher-librarians, parents, and community members, the responsibility for coordinating the selection of most instructional materials and making the recommendation for the purchase rests with licensed employees.
- D. Responsibility for coordinating the selection of instructional materials for distribution to classes will rest with the licensed employees, administrators, and superintendent.
- E. If the superintendent appoints an ad hoc committee to make recommendations on the selection of instructional materials, the ad hoc committee is formed and appointed in compliance with Policy 203.8.
 - 1. The superintendent [or designee] will inform the committee of their role and responsibilities in the process.
 - 2. The following, or similar, statement is to be given to the ad hoc committee members:

Bear in mind the principles of the freedom to learn and to read and base your decisions on these broad principles rather than on defense of individual materials. Freedom of inquiry is vital to education in a democracy.

Study thoroughly all materials referred to you and read available reviews. The general acceptance of the materials should be checked by consulting standard evaluation aids and local holdings in other schools.

Passages or parts should not be pulled out of context. The values and faults should be weighed against each other, and the opinions based on the material as a whole.

In the event material is challenged, your report, presenting both majority and minority opinions, will be presented by the principal to the complainant at the conclusion of our discussion of the questioned materials.

MATERIALS SELECTED FOR USE IN LIBRARIES AND CLASSROOMS WILL MEET THE FOLLOWING GUIDELINES:

A. Religion: Materials will represent any religions in a factual, unbiased manner. The primary source material of religions is considered appropriate, but material which advocates rather than informs or is designed to sway reader judgment regarding religion will not be included in school libraries or classrooms.

- B. Racism: Materials will present a diversity of race, custom, culture, and belief as a positive aspect of the nation's and world's heritage and give candid treatment to unresolved intercultural problems, including those which involve prejudice, discrimination, and the undesirable consequences of withholding rights, freedom, or respect of an individual. Required materials will comply with all applicable laws.
- C. Sexism: Materials will reflect sensitivity to the needs, rights, traits, and aspirations of individuals without preference or bias. Required materials will comply with all applicable laws.
- D. Age: Materials will recognize the diverse contributions of various age groups and portray the continuing contributions of maturing members of society.
- E. Ideology: Materials will present basic primary and factual information on an ideology or philosophy of government which exerts or has exerted a strong force, either favorably or unfavorably, over civilization or society, past or present. The materials will not be selected with the intention to sway reader judgment and is related to the maturity level of the intended audience.
- F. Profanity and Sex: Material complies with all applicable laws and is subjected to a test of literary merit and reality by the teacher-librarians and licensed employees who will take into consideration their reading of public and community standards of morality.
- G. Materials regarding controversial issues will be directed toward maintaining a balanced collection representing various views.

The selection decision should be made on the basis of whether the materials present an accurate representation of society and culture, whether the circumstances depicted are realistically portrayed, or whether the materials have literary or social value when viewed as a whole.

These guidelines will not be construed in such a manner as to preclude materials which accurately represent the customs, morals, manners, culture, or society of a different time or a different place.

PROCEDURES FOR SELECTION

Materials purchased for libraries and classrooms are recommended for purchase by licensed employees in consultation with administrators, teacher-librarians, or an ad hoc committee as appointed by the superintendent. The materials recommended for purchase are approved by the appropriate administrator.

- 1. The materials selected will support stated objectives and goals of the district. Specifically, the goals are:
 - a. To acquire materials and provide service consistent with the demands of the curriculum;
 - To develop student skills and resourcefulness in the use of libraries and learning resources;
 - c. To effectively guide and counsel students in the selection and use of materials and libraries;
 - d. To foster wide range of significant interests in students;
 - e. To provide opportunities for aesthetic experiences and development of an appreciation of the fine arts;
 - f. To provide materials to motivate students to examine their own attitudes and behaviors and comprehend their own duties and responsibilities as citizens in a pluralistic democracy;
 - g. To encourage life-long education through the use of the library; and

- h. To work cooperatively and constructively with the instructional staff and administrators in the schools and district.
- 2. Materials selected are consistent with stated principles of selection which are:
 - a. To select materials within established standards which will meet the goals and objectives of the district;
 - b. To consider the educational characteristics of the community in the selection of materials within a given category;
 - c. To present the racial, religious, and ethnic groups in the community by:
 - 1. Portraying people, adults and children, whatever their ethnic, religious, or social class identity, as human and recognizable, displaying a familiar range of emotions, both negative and positive.
 - 2. Placing no constraints on individual aspirations and opportunity.
 - 3. Giving comprehensive, accurate, and balanced representation to minority groups and women in art, science, history, literature, and in all other fields of life and culture;
 - 4. Providing abundant recognition of minority groups and women by frequently showing them in positions of leadership and authority;
 - d. To intelligently, quickly, and effectively anticipate and meet needs through awareness of subjects of local, national, and international interest and significance; and
 - e. To strive for impartiality in the selection process.
- 3. Materials selected will meet stated selection criteria which are:
 - a. Authority/Author's Qualifications: Education, experience, and previously published works;
 - b. Reliability:
 - 1. Accuracy: Meaningful organization and emphasis on content, meets the material's goals and objectives, and presents authoritative and realistic factual material.
 - 2. Current: Presentation of content which is consistent with the finding of recent and authoritative research.
 - c. Treatment of Subject: Shows an objective reflection for the multi-ethnic character and cultural diversity of society.
 - d. Language:
 - 1. Vocabulary:
 - a. Does not indicate bias by the use of words which may result in negative value judgments about groups of people; and
 - b. Does not use "man" or similar limiting word usage in generalizations or ambiguities which may cause others to feel excluded or dehumanized.
 - 2. Compatible to the reading level range of the students for whom it is intended.
 - e. Format:
 - 1. Books:
 - a. Adequate and accurate index;
 - b. Paper of good quality and color;
 - c. Print adequate and well-spaced;
 - d. Adequate margins;
 - e. Firmly bound; and
 - f. Cost.
 - 2. Non-Books:
 - a. Flexibility and adaptability;

- b. Curricular orientation of significant interest to students;
- c. Appropriate for audience;
- d. Accurate, authoritative presentation;
- e. Good production qualities (fidelity, aesthetically adequate);
- f. Durability; and
- g. Cost.
- 3. Illustrations of Books and Non-Book Materials:
 - Depicts instances of fully integrated groupings and settings to indicate equal status and non-segregated social relationships;
 - b. Makes clearly apparent the identity of minorities;
 - c. Contains pertinent and effective illustrations; and
 - d. Flexible to enable teachers to use parts at a time and not follow a comprehensive instructional program based on a rigid frame of reference.
- f. Special Features:
 - 1. Bibliographies
 - 2. Glossary
 - 3. Current charts, maps, etc.
 - 4. Visual aids
 - 5. Index
 - 6. Special activities to stimulate and challenge students
 - 7. Provides a variety of learning activities, strategies, and skill development that can be anchored on standards for learning.
- g. Potential Use Considerations:
 - 1. Will it meet the requirements of reference work?
 - 2. Will it help students with personal problems and adjustments?
 - 3. Will it serve as a source of information for teachers and librarians?
 - 4. Does it offer an understanding of cultures other than the student's own and is it free, of racial, religious, age, disability, ethnic, gender identity, and sexual stereotypes?
 - 5. Will it expand students' sphere of understanding and help them to understand the ideas and beliefs of others?
 - 6. Will it help students and teachers keep abreast of and understand current events?
 - 7. Will it foster and develop hobbies and special interests?
 - 8. Will it help develop aesthetic tastes and appreciation?
 - 9. Will it serve the needs of students with special needs?
 - 10. Does it inspire learning?
 - 11. Is it relevant to the subject?
 - 12. Will it stimulate a student's interest?
- 4. Gifts of library or instructional materials may be accepted if the gifts meet existing criteria for library and instructional materials. The acceptance and placement of such gifts is within the discretion of the superintendent [or designee].
- 5. In order to provide a current, highly usable collection of materials, teacher-librarians will ensure constant and continuing renewal of the collection, not only the addition of up-to-date materials, but by the judicious elimination of materials which no longer meet district needs or are being used. The process of weeding instructional materials will be done according to established and accepted

standards for determining the relevance and value of materials in a given context.

Adopted: 12/73 Reviewed: 6/11; 5/12; 9/13; 1/18; 2/21; 2/24

Revised: 4/15; 3/23; 8/23

Related Policy: 602.10-13; 602.27 IASB Reference: 605.01-R(1)



Linn-Mar Community School District Legislative Priorities 2024-25

Exhibit 603 1

Student Achievement

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

- Provide technical assistance for school districts to fully implement the lowa Content Standards which define what students should know and be able to do in math, science, literacy, social studies, and 21st century skills;
- Ensure research-based professional development that provides educators with training, support, and time to work together;
- Support intensive, high-quality tutoring to improve student literacy and math proficiency;
- Continue evidenced-based literacy materials to help improve student achievement;
- Expand programming for career and technical education and apprenticeships;
- Ensure assessments are aligned to high expectations, improve and align instruction, and quality professional development;
- Support curriculum decisions that are made by locally elected school boards;
- Allow a consideration process that engages stakeholders, the Department of Education, and the State Board of Education in new graduation requirements; and
- Provide full access to technology and online learning through infrastructure investments including:
 - Provide incentives to expand service with a priority on those areas with access to the slowest speeds; and
 - Guarantee minimum download and upload speeds as a condition to receive grant funding or other financial incentives.

Mental Health

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

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

Advocacy Fact

School counselors are already on staff and trained in the area of mental health, but there are not enough school counselors to address the needs of all students. The recommended ratio is 250 students per counselor. The lowa average is closer to 400-500 per counselor.

Accountability and Decision-Making

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

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

School Funding

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

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

Advocacy Fact

School financing has many restrictions and certain funds can only be used on certain expenses. When schools are not funded at rates that keep up with the cost of doing business or inflation, the impact isn't on facilities or textbooks, as much as it is on staff.

80% of Linn-Mar's budget (general fund) is staff. If the district is underfunded it means fewer staff members, which means larger class sizes. Larger class sizes are shown in studies to lead to less individualized attention and more behavior and academic interventions. Underfunding also makes providing raises that meet the cost of living difficult, which puts a strain on teachers and staff. Some may choose to leave the profession as the district cannot compete with the for-profit business world's rate of pay.

Preschool

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

- Ensure all school districts have the capacity to serve all 4- and 5-year-olds;
- Provide resources for districts to provide services such as full-day programming, transportation, and wraparound care; and
- Provide support and resources to support the behavioral and educational services for preschoolaged students.

Dropout/At-Risk Prevention

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

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

Advocacy Fact

Linn-Mar is limited to receiving only 2.5% while many other districts receive the full 5%. There is inequity in the formula and Linn-Mar advocates that all districts be given the full 5% funding cap allowance to meet the needs of students.

By the Numbers

Students

7,303 students * 7,402 students **

District Personnel

553 full-time teachers **
25 licensed administration
88.9% staff retention rate

School Sites

- **7** Elementary Schools
- 2 Intermediate Schools
- 2 Middle Schools
- 1 High School

District

12th largest district in Iowa
64 square miles serving Marion, Cedar Rapids,
Robins, and Linn County

Linn-Mar Board of Directors

Barry Buchholz, President
Melissa Walker, Vice President
Justin Foss, Board Member
Katie Lowe Lanchaster, Board Member
Midhat Mansoor, Board Member
Brittania Morey, Board Member
Laura Thomas, Board Member

Sources: *lowa Ed Portal Certified PK-12 Enrollment Reporting Year 2023 **lowa School Performance Profile Served k-12 Reporting Year 2023





2025 Legislative Platform



2025 Legislative Beliefs

PUBLIC EDUCATION

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

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

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

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

EDUCATIONAL EQUITY

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

GOVERNANCE

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

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

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

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

SCHOOL CHOICE

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

SCHOOL BOARD MEMBERS

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

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

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

ELECTIONS

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

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

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

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

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

IOWA ASSOCIATION OF SCHOOL BOARDS

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

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

SCHOOL DISTRICT ORGANIZATION

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

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

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

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

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

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

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

PUBLIC RECORDS AND OPEN MEETINGS

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

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

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

SCHOOL FUNDING

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

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

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

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

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

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

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

SCHOOL INFRASTRUCTURE

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

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

EDUCATION'S ROLE IN ECONOMIC DEVELOPMENT

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

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

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

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

EDUCATIONAL STANDARDS AND ACCOUNTABILITY

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

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

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

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

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

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

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

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

EDUCATION TECHNOLOGY

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

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

EARLY CHILDHOOD

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

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

STUDENTS

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

SCHOOL SAFETY

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

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

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

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

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

TEACHER QUALITY

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

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

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

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

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

EDUCATOR PREPARATION AND LICENSURE

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

PERSONNEL EVALUATION

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

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

EMPLOYEE RELATIONS AND COLLECTIVE BARGAINING

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

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

The results of collective bargaining should be to:

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

BENEFITS

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

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

Substitute employees should not be eligible for unemployment compensation.

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

DEPARTMENT OF EDUCATION

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

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

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

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

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

AREA EDUCATION AGENCIES

Area education agencies (AEAs) are highly important in helping develop curriculum. AEA assistance to local schools in the areas of emerging technology, professional development and curriculum assessment is of vital importance to assist schools with the mandates of the federal Every Student Succeeds Act.

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

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

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

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

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

COMMUNITY COLLEGES

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

FEDERAL GOVERNMENT

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

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



2025 Legislative Resolutions

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

STUDENT ACHIEVEMENT

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

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

PRESCHOOL

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

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

- Provide resources for districts to provide services such as full-day programming, transportation and wraparound care.
- Provide support and resources to support behavioral and educational services for preschool-aged students.
- Cooperate and coordinate with community partners to ensure all 4-year-olds have access to quality preschool programming including accredited nonpublic schools, Head Start, Shared Visions and other qualified providers.

EARLY LITERACY

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

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

ENGLISH LEARNERS

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

AREA EDUCATION AGENCIES

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

- No fee for service for special education.
- Maintain the levy that generates funding for education and media services, 60% of which remains with the school district.
- Define a standard set of core services to be provided by the AEAs using 40% of the

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

TEACHER RECRUITMENT AND LICENSURE

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

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

TEACHER PROFESSIONAL DEVELOPMENT AND RETENTION

- Developing effective teachers and keeping them in every lowa school district is crucial to student success and can be supported through state policies that:
- Provide teacher leadership and quality professional development programs.
- Provide beginning teacher mentoring programs.
- Maintain lowa's teacher leadership and compensation program
- Create a program to fund retention incentives to maintain a high-quality teacher workforce.
- Allow flexibility and resources to pay school staff market competitive wages.

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

PUBLIC SCHOOL INNOVATION

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

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

• Ensure flexibility to implement these programs without regulatory burdens.

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

DROPOUT/AT RISK

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

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

MENTAL HEALTH

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

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

ABSENTEEISM

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

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

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

LOCAL ACCOUNTABILITY AND DECISION-MAKING

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

Local accountability and decision making include:

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

In order for school boards and school administration to successfully implement new legislative or regulatory requirements, the Department of Education must provide sufficient guidance

within reasonable timelines. Any legislation that imposes new requirements on school districts shall require the Department of Education to issue guidance promptly or provide a waiver process if that guidance is not received.

Local school boards maintain the ability to implement policy on student cellphone and mobile device usage based on district needs.

PARENT AND FAMILY ENGAGEMENT

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

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

SHARING AND REORGANIZATION

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

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

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

PRIVATE SCHOOL CHOICE

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

Make public the annual audit of the accredited private school

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

We support the following:

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

We oppose state policies that establish educational savings accounts, vouchers or any other program that uses taxpayer dollars to fund private schools.

We oppose state policies that provide direct payment of taxpayer funds to private schools, parents, or for home school education.

We oppose state policies that increase tax credits or deductions directed toward private schools or home school education.

We oppose state policies that provide educational savings accounts to a nonpublic school not accredited by the state or an independent accrediting body approved by the Department of Education.

We oppose state policies that expand the state's educational savings account program to students who are receiving competent private instruction or independent private instruction.

HOME SCHOOL EDUCATION

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

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

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

SUPPLEMENTAL STATE AID

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

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

SCHOOL FUNDING POLICY

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

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

PROPERTY TAXES

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

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

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

TAX BASE

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

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

BOND ISSUES

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

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

UNFUNDED MANDATES

Mandates on school districts that are imposed without funding put pressure on the school's general fund budget and can negatively impact efforts to provide a high-quality education for

all students. We oppose any mandate that does not provide adequate and direct funding for successful implementation.

SPECIAL EDUCATION

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

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

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

SCHOOL SAFETY

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

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



Leader in Me® Renewal Agreement

This Leader in Me Renewal 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 S. Minuteman Dr., Suite 500, Draper, Utah 84020 ("FranklinCovey"), and the following organization ("Client"):

Organization:

Linn-Mar Community School District

Contact Person:

Nathan Wear

Address:

3556 Winslow Road

Telephone:

(319) 447-3028

City, State, Zip:

Marion, lowa

Email:

nathan.wear@linnmar.k12.ia.us

52302

Details of Services and Materials

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

Year 1

Deliverable	Start Date	End Date	Invoice Date	Amount	Quantity	Total
Membership						
District Partnership: Leader in Me Online District+	6/24/2025	6/23/2026	6/24/2025	\$1,400.00	1	\$1,400.00
Membership per Student- Boulder Peak Intermediate	6/24/2025	6/23/2026	6/24/2025	\$11.25	616	\$6,930.00
Professional Development						
Prepaid Advanced: Advanced Certification & Development Course	6/24/2025	6/23/2026	6/24/2025	\$3,600.00	3	\$10,800.00
District Partnership: District Alignment Session (Year 2+)	6/24/2025	6/23/2026	6/24/2025	\$3,600.00	1	\$3,600.00

Year 1 Total Investment

\$22,730.00

Year 2

Deliverable	Start Date	End Date	Invoice Date	Amount	Quantity	Total
Membership						
District Partnership: Leader in Me Online District+	6/24/2026	6/23/2027	6/24/2026	\$1,400.00	1	\$1,400.00
Membership per Student- Boulder Peak Intermediate	6/24/2026	6/23/2027	6/24/2026	\$11.25	616	\$6,930.00
Professional Development						
Prepaid Advanced: Advanced Certification & Development Course	6/24/2026	6/23/2027	6/24/2026	\$3,600.00	3	\$10,800.00
District Partnership: District Alignment Session (Year 2+)	6/24/2026	6/23/2027	6/24/2026	\$3,600.00	1	\$3,600.00

Year 2 Total Investment	\$22,730.00
Total Investment	\$45,460.00

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:	August 4, 2025	

Terms and Conditions

Grant of Rights To Portal: FranklinCovey hereby grants Client a limited, non-exclusive, non-transferable, revocable license for Client teachers and staff for whom an annual license fee has been paid ("Users") to access the Leader in Me® Online portal ("Portal"). Access to the Portal shall be available only to Users. Users will receive a unique registration code from an authorized representative of Client (e.g., Principal) prior to logging into the Portal. Client and Users agree not to make the Portal available in any manner to the general public, non-parties to this Agreement, the general student population, or any other individual who is not a User.

Intellectual Property License: FranklinCovey hereby grants to Client a limited, non-exclusive license (the "License") to use the FC IP (defined below) only in connection with the delivery or promotion of FranklinCovey's Leader in Me solution, along with any product updates or improvements available through the Portal, within Client's school during the membership term. For clarity, and by way of example only, the FC IP may be used with lesson plans, bulletin boards, posters, tee shirts, pins, songs, and other similar uses. However, FC IP may not be used with planners/agendas, unless such planners/agendas are purchased through SDI Innovations. Further, Client shall not use a FranklinCovey trademark, such as "The Leader in Me®," in or as a domain name. The License to the FC IP shall not be sublicensed, assigned, or transferred by Client. All works created by Client using the FC IP shall be deemed derivative works ("Derivative Works"), and are owned by FranklinCovey and may be used only pursuant to the License granted herein. "FC IP" shall mean the Leader in Me trademarks and other materials provided to Client by FranklinCovey, including intellectual property associated with *The 7 Habits*®. Client shall effectively communicate to its staff, employees, teachers, and anyone else who may have access to or receive the FC IP, that such FC IP is copyright- and/or trademark-protected and the proprietary property of FranklinCovey, and that neither Client nor its employees shall modify, reproduce, file share, email, distribute to a third party, offer for sale, offer for commercial use, or publicly post (Slide Share, YouTube, etc.) the FC IP or any Derivative Works created by Client or its employees.

Measurable Results Assessment: The Leader in Me process includes a voluntary survey whereby staff, parents, and students are asked questions related to leadership, culture, and academics. An authorized representative of the Client will be provided a URL link of the survey questions to share with staff, parents, and students. Personally identifiable information ("PII") will not be collected as part of the survey. FranklinCovey will not permit disclosure outside of its own organization and it will take all commercially practicable measures to destroy information received when it is no longer needed. Survey results will be compiled in an aggregate form and shared with third parties, including sponsors. Survey results may also be used for research.

Leadership Development: Principals Development Track and Lighthouse Coordinator Development Track provide an opportunity for Users to attend professional development. Client is responsible for all travel expenses incurred by Users attending such professional development.

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.

Term, Termination, and Events of Termination: The term of this Agreement shall commence on the Effective Date and terminate on the End Date identified in the table above. Either party may terminate this Agreement with 30 days written notice of a material breach of this Agreement only, if uncured within such 30-day period. Upon termination of this Agreement for any reason, Client shall immediately (a) discontinue all use of the FC IP; and (b) discontinue all use of Derivative Works.

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.

Audio: Client is responsible for providing a conference line for live online Services, when needed. Such conference line is provided at Client's sole cost and expense.

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.

Leader in Me 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 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.



INSPIRE LEARNING. UNLOCK POTENTIAL. EMPOWER ACHIEVEMENT.

BOARD OF DIRECTORS MEETING JULY 7, 2025

Click here for YouTube recording

100: CALL TO ORDER & DETERMINATION OF A QUORUM

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

200: ADOPTION OF AGENDA

- <u>Motion 001-07-25</u>

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

300: PUBLIC HEARING - Refer to Exhibit 702.1

There were no comments received during the public hearing on the plans and specifications for the Linn-Mar Performance Venue Orchestra Shell Project.

(SPG #1-Community Engagement)

400: AUDIENCE COMMUNICATIONS

(SPG #1-Community Engagement)

- 1. Jerry Oakland, Resident, Policy recommendations
- 2. Vanessa Renaud, Parent, Policy recommendations
- 3. Iris Strong, Resident, Policy recommendations
- 4. Marissa Grace, Resident, Policy Recommendations
- 5. Ana Clymer, Parent, Policy Recommendations
- 6. Marie Krebs, Parent, Policy Recommendations

500: INFORMATIONAL REPORTS

501: Strategic Plan Update - Exhibit 501.1

(BG #1.a-Visionary Team)

Superintendent Kortemeyer shared an update on the district's 2024-25 Strategic Plan short-term goals.

502: Policy Committee Report

(BG #1.c-Visionary Team)

Director Walker reported that during the June 10th Policy Committee meeting the policies carried over from the June 9th board meeting were reviewed and discussed.

503: Marion City Council Report (SPG #1-Community Engagement / BG #3.d-District Culture) Director Mansoor reported that during the June 19th Marion City Council meeting the following items were approved: an amendment to the SRO agreement, an update to the traffic signal at Tower Terrace Road and Irish Drive, and a three-month extension on the moratorium regarding the construction of gas stations along Tower Terrace Road.

504: Facilities Advisory Committee ReportOirector Morey reported that during the June 26th Facilities Advisory Committee meeting the following items were reviewed: the committee's purpose and priorities, the performance venue design elements, fundraising for a grand piano for the performance venue, the status of the proposed indoor activities center, the 10-year facilities plan, and the need for additional space at Oak Ridge for fine arts.

<u>505: Superintendent's Report</u> – Exhibit 505.1 (SPG #1-Community Engagement) Superintendent Kortemeyer shared some district honors and highlights, reviewed ongoing facilities projects, welcomed the district's new administrators, and highlighted upcoming events.

600: UNFINISHED BUSINESS

601: Second Reading of Policy Recommendations – Exhibit 601.1

MOTION by Walker to approve the second reading of the policy recommendations as presented in Exhibit 601.1. Second by Morey. Voice vote, all ayes. Motion carried.

(BG #1.c-Visionary Team)

— Motion 002-07-25

602: Second Reading of Policy Recommendations - Exhibit 602.1

MOTION by Buchholz to approve the second reading of policies 505.7, 505.11, 805.2, and 1003.3, as presented in Exhibit 602.1. Second by Thomas. Director Morey thanked the Policy Committee for their work on Policy 805.2. Voice vote, all ayes. Motion carried.

(BG #1.c-Visionary Team)

— Motion 003-07-25

700: NEW BUSINESS

701: 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 Thomas. Voice vote, all ayes. Motion carried.

- Motion 004-07-25

	Student Name	Grade	Resident District
	Klinge, Rextyn	JrK	Central City
	Mantilla, Analicia	Mantilla, Analicia 9 th	
Approved	Moroney, Eoin	JrK	Marion Independent
Approved IN	Scranton, Tristan	JrK	Marion Independent
714	Shoaib, Mohamed	K	Cedar Rapids
	Stacy, Cristian	12 th	Marion Independent
	Vennie, Asher	JrK	Cedar Rapids
	Wright, Amira	K	Cedar Rapids

Denied	Student Name	Grade	Resident District	Reason
IN	Olver, Jayden	9 th	Cedar Rapids	Insufficient space

Ammroyad	Student Name	Grade	Requested District	Reason
Approved OUT	Espinosa, Sophie	6 th	Alburnett	Good cause
001	Preston, Anna	6 th	Cedar Rapids	Good cause

Denied	Student Name	Grade	Requested District	Reason
OUT	McDonnell, Claira	1 st	Marion Independent	Late, no good cause
001	Sasek, Ariya	1 st	Marion Independent	Late, no good cause

702: Approval of Plans/Specifications – **Exhibit 702.1** – **Motion 005-07-25 MOTION** by Morey to approve the plans and specifications for the Linn-Mar Performance Venue Orchestra Shell Project as presented in Exhibit 702.1. Second by Mansoor. Voice vote, all ayes. Motion carried. (SPG #5-Resource Management/BG #3.a-District Culture)

703: Approval of Bus Driver Sign-On Bonus(SPG #4-People & Culture / BG #3.c-District Culture) **MOTION** by Buchholz to approve the distribution of a sign-on bonus of \$500 to new bus drivers without a CDL, \$1000 to new bus drivers who hold a valid Class A or B CDL, and \$2000 to new bus drivers who hold a valid Class A or B CDL with passenger and school bus endorsements. Second by Morey. A clarification was made that the sign-on bonus was for new bus drivers only and that a potential retention bonus for current bus drivers is under discussion. Voice vote, all ayes. Motion carried. — **Motion 006-07-25**

704: Approval of Resolution — **Exhibit 704.1** (SPG #5-Resource Management / BG #3.a-District Culture) **MOTION** by Morey to approve the resolution to consider continued participation in the Instructional Support Levy Program. Second by Mansoor. CFO/COO Jon Galbraith clarified that the ISL is funded by property taxes, used for general fund expenses, and this is the required 5-year renewal process. Voice vote, all ayes. Motion carried.

- Motion 007-07-25

705: Legislative Priorities Discussion – Exhibits **705.1-2** (BG #1.a-Visionary Team) President Lowe Lancaster asked the board members to review the IASB 2025-26 legislative priorities platform and come prepared to present their top five for discussion and approval during the August 4th board meeting.

706: First Reading of Policy Recommendations – Exhibit 706.1

MOTION by Thomas to approve the first reading of the policy recommendations as presented in Exhibit 706.1. Second by Buchholz. Director Morey requested that policies 400.1-E and 403.33 be pulled for separate consideration. (BG #1.c-Visionary Team)

AMENDED MOTION by Thomas to approve the first reading of the policy recommendations as presented in Exhibit 706.1, with the exception of policies 400.1-E and 403.33, to be considered separately. Second by Buchholz. Directors Morey, Walker, Thomas, and Mansoor shared thoughts on the proposed policy recommendations.

AMENDED MOTION by Thomas to approve the first reading of the policy recommendations with the exception of policies 400.1-E and 403.33, limited only to the changes regarding the job titles for equity officers. Second by Morey. Voice vote, all ayes. Motion carried.

— *Motion 008-07-25*

MOTION by Morey to approve the first reading of policies 400.1-E and 403.33 as presented. Second by Buchholz. Director Morey clarified that she had no additional comments on the two policies as the suggested edits were only pertaining to the equity officer titles. Voice vote, all ayes. Motion carried.

- Motion 009-07-25

800: CONSENT AGENDA (SPG #4-People/Culture & #5-Resource Mngmt / BG #3.a, c, d-District Culture) **MOTION** by Mansoor to approve the consent agenda as presented. Second by Thomas. President Lowe Lancaster thanked the HR staff on the rehiring of three staff members that were released last year on RIF. Director Morey requested additional information on Exhibit 804.2 (Kirkwood Workplace Learning Connection) regarding the additional services they provide. Voice vote, all ayes. Motion carried.

- *Motion 010-07-25*

801: Personnel

Certified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Burnell, Brandi	LMHS: Computer Science Teacher (.5 FTE)	8/18/25	MA, Step 6
Dalton, Michelle	WE: Reading Teacher-From 1.0 to .5 FTE	8/18/25	Same
Hubler, Olivia	EH: 1st Gr Teacher (Recall from RIF)	8/18/25	Same
Loftsgard, Darci	HP: 6 th Gr Teacher (Recall from RIF)	8/18/25	Same
Lynch, Greg	From 1.0 English Teacher to .5 English Teacher/.5 Performing Arts Center Coordinator	7/1/25	BA+24, Step 15 / \$42,300/year
Smith, Hillary	NE: 4 th Gr Teacher (Recall from RIF)	8/18/25	Same
Steffen, Maddie	WE: 4 th Gr Teacher	8/13/25	BA, Step 1

Certified Staff: Resignations

Name	Assignment	Dept Action	Reason
Feilmeier-Marzen, Melissa	LMHS: Social Studies Teacher	6/24/25	Other employment
Lappe, Shanon	EH: 2 nd Gr Teacher	6/30/25	Personal
Patterson, Danielle	LMHS: Academic Assistance Counselor	6/30/25	Personal
Stanner, Laura	EX: 8 th Gr Language Arts Teacher	6/30/25	Personal

Classified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Bantz, Alyssa	EH: Student Support Associate	8/19/25	LMSEAA A, Step 1
Burton, Wilson	AC: From Instructor o Swim Lesson Coordinator	6/25/25	\$15.00/hour
Christian, Jonah	TR: Seasonal Help	6/16/25	\$15.00/hour
Garrison, Billy	From NE to BW/Success Center Custodian	6/16/25	Same
Governatori, Alex	AC: Aquatic Instructor	6/26/25	\$12.00/hour
Kimmel, Hayley	AC: From Instructor to Swim Lesson Coordinator	6/25/25	\$15.00/hour
Paulsen, Garrett	AC: Aquatic Instructor	6/26/25	\$12.00/hour
Plang, Diana	EH: Student Support Associate	8/19/25	LMSEAA A, Step 1
Ramalingam, Kruthika	From NE to LG Student Support Associate	8/19/25	Same

Stark, Thomas	O&M: Seasonal Help	6/16/25	\$15.00/hour
Thompson, Karla	HP: Student Support Associate	8/19/25	LMSEAA A, Step 1
Vrbicek, Kim	HP: Student Support Associate	8/19/25	LMSEAA A, Step 1
Witt, Jessica	NE: Student Support Associate	8/19/25	LMSEAA A, Step 1
Zhang, Yiqi	AC: Aquatic Instructor	6/26/25	\$12.00/hour

Classified Staff: Resignations

Name	Assignment	Dept Action	Reason
Bryant, Judy	WE: Student Support Associate	6/11/25	Personal
Gregorich, Rebecca	NS: EX Production Manager	6/5/25	Other employment
Hora, Sarah	EH: Student Support Associate	6/10/25	Personal
Keating-Vraspier, Jane	EX: Student Support Associate	6/16/25	Relocation
Wetrich, Thomas	LMHS: Student Support Associate	6/25/25	Personal
Williams, Michelle	LG: Student Support Associate	6/5/25	Relocation
Wullner, Amber	LG: Student Support Associate	6/5/25	Relocation

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

Name	off: Assignments/Reassignments/Transfe Assignment	Dept Action	Salary Placement
Anderson, David	BP: Summer Band Camp & Lessons (June)	6/6/25	\$1,967.40
Anderson, David	BP: Summer Band Camp & Lessons (July)	7/1/25	\$4,590.60
Anderson, Jacob	LMHS: Track Camp	6/9/25	\$500.00
Armstrong, Tim	LMHS: Track Camp	6/9/25	\$500.00
Barker, Caleb	LMHS: Track Camp	6/9/25	\$300.00
Barker, Caleb	LMHS: Football Camp	6/23/25	\$120.00
Barry, Debra	Cognitive Coaching Trainer	6/11/25	\$1,805.63
Becker, Kristin	LMHS: Girls Basketball Camp	6/23/25	\$100.00
Colbert, Marcus	LMHS: Boys Basketball Camp	6/23/25	\$1,000.00
Dupree, Brett	OR: Summer Band Program (June)	6/9/25	\$3,058.31
Dupree, Brett	OR: Summer Band Camp	6/9/25	\$428.85
Dupree, Brett	OR: Summer Band Program (July)	6/9/25	\$1,183.86
Frangella, Nate	LMHS: Football Camp	6/23/25	\$120.00
Gasper, Matt	EX: Head Boys Tennis Coach	8/1/25	\$3,523.00
Hackett, Gordon	LMHS: Track Camp	6/9/25	\$500.00
Harksen, Erich	EX: Assistant 7 th Gr Football Coach	8/1/25	\$3,132.00
Hill, Austin	LMHS: Football Camp	6/23/25	\$120.00
Hill, Austin	LMHS: Track Camp	6/9/25	\$500.00
Hoffman, Kyle	LMHS: Track Camp	6/9/25	\$2,000.00
Kraeplin, Amy	BP: Summer Band Camp & Lessons (June)	6/6/25	\$4,554.35
Kraeplin, Amy	BP: Summer Band Lessons (July)	7/1/25	\$807.10
Lippert, Jordan	LMHS: Girls Basketball Camp	6/23/25	\$400.00
Martens, Nick	LMHS: Football Camp	6/23/25	\$120.00
McCauley, Kevin	LMHS: Football Camp	6/23/25	\$40.00
McConahay, Gina	BP: Choir Accompanist	6/5/25	\$600.00
Merritt, Stephanie	LMHS: Girls Basketball Camp	6/23/25	\$400.00
Nelson, Scott	LMHS: Boys Basketball Camp	6/23/25	\$1,000.00
Nielsen, Nick	OR: Assistant 8 th Gr Football Coach	8/4/25	\$3,132.00
Orr, Duane	LMHS: Football Camp	6/23/25	\$120.00
Pierson, Travis	EX: Assistant 8 th Gr Football Coach	8/1/25	\$3,132.00
Printy, Jordan	LMHS: Boys Basketball Camp	6/23/25	\$2,000.00
Rowland, Nikki	LMHS: Girls Basketball Camp	6/23/25	\$400.00
Schamberger, Kristine	HP: Summer Orchestra Lessons	6/6/25	\$3,459.00
Starmer, Matt	LMHS: Football Camp	6/23/25	\$60.00
Thomas, Josie	LMHS: Girls Basketball Camp	6/23/25	\$400.00

Thompson, Jaxon	LMHS: Track Camp	6/9/25	\$300.00
Thorp, Nic	LMHS: Boys Basketball Camp	6/23/25	\$1,600.00
Tompkins Chad	LMHS: Girls Basketball Camp	6/23/25	\$400.00
Young, Jacob	LMHS: Football Camp	6/23/25	\$90.00

Co/Extra-Curricular Staff: Resignations

Name	Assignment	Dept Action	Reason
Jensen, Derek	LMHS: Tech Director	6/25/25	Other
Lynch, Greg	LMHS: Auditorium/Little Theater Manager	6/25/25	Other
Lynch, Greg	LMHS: Prep Show Choir	6/25/25	Other
Kratzer, Jonathan	LMHS: Auditorium/Little Theater Manager	6/25/25	Other
Smith, Marcia	LMHS: Spring Musical Director	6/25/25	Personal

802: Approval of June 9th Board Minutes - Exhibit 802.1

803: Approval of Bills/Warrants – Exhibit 803.1

804: Approval of Contracts/Agreements – Exhibits 804.1-6

- 1. GWAEA PowerSchool software and support agreement (Amended version)
- 2. Kirkwood Workplace Learning Connection agreement
- 3. Kirkwood-Linn County Regional Center Program agreement
- 4. Kirkwood Shared Personnel agreement
- 5. McComas-Lacina Construction change order #9-new performance venue
- 6. Non-commercial licensing agreement with LM 12U Platinum Baseball Team
- 7. Special Education instructional services agreements from Cedar Rapids CSD (2), College CSD (2), Grant Wood AEA (1), and Kirkwood 4+ Transitional Services (2). For student confidentiality, exhibits are not provided.

805: Overnight Trip Request – Exhibit 805.1

1. FFA to attend officer retreat in Bennett, Iowa July 20-22, 2025

806: Fundraising Request - Exhibit 806.1

1. LMHS Mental Health Matters to host 3rd Annual Suicide Prevention Night

900: BOARD CALENDAR & COMMUNICATIONS

901: Board Calendar & Communications

Date	Time	Event	Location
July 17	5:30 PM	Marion City Council Meeting (Mansoor)	City Hall
July 29	2:00 PM	Policy Committee Meeting	Boardroom
July 30	4:00 PM	Board Retreat	Boardroom
Date	Time	Event	Location
August 4	5:00 PM	LMCSD Board of Directors Meeting	Boardroom
August 7	5:30 PM	Marion City Council Meeting (Thomas)	City Hall
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	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	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

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

- Motion 011-07-25

MOTION by Walker to adjourn the meeting at 6:57 PM. Second by Mansoor. Voice vote, all ayes. Motion carried.

Katie Lowe Lancaster, Board President
Jonathan Galbraith, Board Secretary



INSPIRE LEARNING. UNLOCK POTENTIAL. EMPOWER ACHIEVEMENT.

BOARD OF DIRECTORS WORK SESSION MINUTES JULY 30, 2025

100: CALL TO ORDER & DETERMINATION OF A QUORUM

The work session of the Linn-Mar Board of Directors was called to order at 4:00 PM in the boardroom of the Educational Leadership Center (3556 Winslow Rd, Marion). Roll was taken to determine a quorum. Present: Buchholz, Mansoor, Morey, and Lowe Lancaster. Absent: Foss, Thomas and Walker. Foss arrived at 4:02 PM. Administration present: Kortemeyer, Galbraith, Christian, Ramos, Faber, and Wear. Absent: Nelson. Buchholz departed at 5:00 PM.

200: ADOPTION OF AGENDA

- Motion 012-07-25

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

300: WORK SESSION

(BG #1.b-Visionary Team)

Tammi Drawbaugh, Iowa Association of School Boards Associate Executive Director of Board Leadership and Legal Services, facilitated a learning session on board development.

400: ADJOURNMENT

– <u>Motion 013-07-25</u>

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

Katie Lowe Lancaster, Board President
Jon Galbraith, Board Secretary/Treasurer

Linn-Mar Community School District

Criteria **IA-Warrants Paid Listing** Date Range: 06/27/2025 - 07/30/2025 Fiscal Year: 2024-2025 Vendor Name Description Check Total **Fund: AQUATIC CENTER** BLACK HAWK SWIMMING ASSOCIATION **DUES AND FEES** \$4.921.00 **BMO MASTERCARD GENERAL SUPPLIES** \$732.97 **BMO MASTERCARD** STAFF TRAVEL \$22.84 CITY OF MARION **DUES AND FEES** \$80.00 COE COLLEGE **DUES AND FEES** \$7,600.00 FARMERS STATE BANK EE LIAB-DIR DEP NET PAY \$48.078.22 **INTERNAL REVENUE SERVICE-9343 EE LIAB-MEDICARE** \$848.38 **INTERNAL REVENUE SERVICE-9343** EE LIAB-SO SEC \$3,627.45 **INTERNAL REVENUE SERVICE-9343** ER LIAB-MEDICARE \$848.38 **INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC** \$3.627.45 **INTERNAL REVENUE SERVICE-9343** FEDERAL INCOME TAX WITHHOLDING \$937.54 IOWA PUBLIC EMPL RETIR SYSTEM **EE LIAB-IPERS** \$816.30 IOWA PUBLIC EMPL RETIR SYSTEM **ER LIAB-IPERS** \$1,225.09 PANTHER AQUATICS CLUB LLC **DUES AND FEES** \$1,566.00 TREASURER ST OF IA STATE INCOME TAX WITHHOLDING \$464.98 WAUKEE COMMUNITY SCHOOL DISTRICT **DUES AND FEES** \$3,490.00 **Fund Total:** \$78,886.60 **Fund: DEBT SERVICE** UMB BANK, N.A. **INTEREST** \$1,151,333.75 UMB BANK, N.A. OTHER PROFESSIONAL SERVICES \$1,200.00 PRINCIPAL REDEMPTION \$5,105,000.00 UMB BANK, N.A. **Fund Total:** \$6,257,533.75 Fund: GENERAL ABILITY PHYSICAL THERAPY, P.C. OTHER PROFESSIONAL SERVICES \$3,833.33 ACCURATE TRANSLATION BUREAU Professional Educational Services \$221.40 ADVANCE AUTO PARTS TRANSP. PARTS \$53.92 ADVANTAGE CHIROPRACTIC **PHYSICALS** \$400.00 AHLERS AND COONEY, P.C. **LEGAL SERVICES** \$2,499.00 AHLERS AND COONEY, P.C. OTHER PROFESSIONAL SERVICES \$1,512.00 AIRGAS NORTH CENTRAL **GENERAL SUPPLIES** \$579.28 ALBURNETT COMMUNITY SCHOOLS **TUITION OPEN ENROLL** \$494,592.59 **ELECTRICITY** ALLIANT ENERGY \$79,691.09 ANAMOSA COMMUNITY SCHOOLS **TUITION IN STATE** \$7,908.22 ANAMOSA COMMUNITY SCHOOLS **TUITION OPEN ENROLL** \$8,764.91 **APPLEBY & HORN** REPAIR/MAINT SERVICE \$926.00 ARNOLD MOTOR SUPPLY REPAIR PARTS \$283.92 ARNOLD MOTOR SUPPLY TRANSP. PARTS \$29.20 ASCENDANCE TRUCKS EASTERN IOWA LLC TRANSP. PARTS \$1,116.48 **ASIFLEX** EE LIAB-FLEX DEP CARE \$35,397.58 **ASIFLEX** EE LIAB-FLEX HEALTH \$26,297.25 **ASIFLEX** OTHER PROFESSIONAL SERVICES \$750.75 AT & T MOBILTY **TELEPHONE** \$1,153.33 **B&B VENT CLEANING** OTHER PROFESSIONAL SERVICES \$10,020.00 BENTON COMMUNITY SCHOOL DISTRICT **TUITION IN STATE** \$35,855.13 Printed: 07/30/2025 9:22:04 AM Report: rptIAChecksPaidListing 2025.1.16 Page:

Linn-Mar Community School District

Date Range:

06/27/2025 - 07/30/2025

IA- Warrants Paid Listing <u>Criteria</u>

Fiscal Year: 2024-2025

Vendor Name	Description	Check Total
BENTON COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	\$12,812.04
BIO CORPORATION	INSTRUCTIONAL SUPPLIES	\$2,815.30
BMO MASTERCARD	COMP/TECH HARDWARE	\$5,466.11
BMO MASTERCARD	COMPUTER SOFTWARE	\$261.25
BMO MASTERCARD	DUES AND FEES	\$4,481.34
BMO MASTERCARD	ELECTRICAL SUPPLY	\$1,358.90
BMO MASTERCARD	Foundation EEEG - Instructional Supplies	\$175.38
BMO MASTERCARD	GARBAGE COLLECTION	\$13,103.70
BMO MASTERCARD	GASOLINE	\$66.20
BMO MASTERCARD	GENERAL SUPPLIES	\$18,975.34
BMO MASTERCARD	HEAT/PLUMBING SUPPLY	\$5.38
BMO MASTERCARD	INSTRUCTIONAL SUPPLIES	\$36,437.35
BMO MASTERCARD	LIBRARY BOOKS	\$2,262.56
BMO MASTERCARD	MAINTENANCE SUPPLIES	\$4,357.50
BMO MASTERCARD	OTHER PROFESSIONAL SERVICES	\$25.00
BMO MASTERCARD	PARAPROFESSIONAL	\$69.99
BMO MASTERCARD	PROF SERV: EDUCATION	\$1,898.40
BMO MASTERCARD	Professional Educational Services	\$799.20
BMO MASTERCARD	REF & RSRCH MATERIAL	\$99.00
BMO MASTERCARD	STAFF TRAVEL	\$6,009.53
BMO MASTERCARD	STAFF WORKSHP/CONF	\$1,128.02
BUDGET CAR RENTAL	RENTALS EQUIPMENT	\$1,539.56
BURGESS GAYLA	STAFF TRAVEL	\$16.00
C.J. COOPER & ASSOCIATES	PHYSICALS	\$200.00
CAM COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	\$70,898.84
CAPITAL ONE	GENERAL SUPPLIES	\$186.12
CAPITAL SANITARY	MAINTENANCE SUPPLIES	\$11,020.68
CARRICO AQUATIC RESOURCES, INC	MAINTENANCE SUPPLIES	\$2,555.55
CEDAR RAPIDS COMM SCH DIST	TUITION OPEN ENROLL	\$412,963.92
CEDAR RAPIDS WATER DEPT	WATER/SEWER	\$937.46
CEDAR RAPIDS WINSUPPLY PLUMBING CO	HEAT/PLUMBING SUPPLY	\$4,263.92
CENTER POINT-URBANA HIGH SCHOOL	TUITION OPEN ENROLL	\$54,356.38
CENTRAL CITY COMMUNITY SCHOOL	TUITION IN STATE	\$16,756.30
CENTRAL CITY COMMUNITY SCHOOL	TUITION OPEN ENROLL	\$29,805.34
CENTRAL STATES BUS SALES INC	TRANSP. PARTS	\$939.45
CENTURYLINK	TELEPHONE	\$43.48
CHURCH KATHRYN	STAFF TRAVEL	\$146.50
CITY LAUNDERING COMPANY	GENERAL SUPPLIES	\$91.40
CLAYTON RIDGE COMMUNITY SCHOOL DISTRICT	TUITION IN STATE	\$6,148.80
CLAYTON RIDGE COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	\$59,270.92
CLEAR CREEK AMANA COMMUNITY SCHOOL	TUITION OPEN ENROLL	\$8,362.52
COLLECTION	EE LIAB-GARNISHMENTS	\$1,720.92
COLLEGE COMMUNITY SCHOOLS	TUITION IN STATE	\$55,636.12
CONSTELLATION NEWENERGY	NATURAL GAS	\$4,459.98

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Fiscal Year: 2024-2025

Vendor Name	Description	Check Total
CR SIGNS, INC	REPAIR/MAINT SERVICE	\$300.00
CR/LC SOLID WASTE AGENCY	GROUNDS UPKEEP	\$314.07
CROWBAR'S	TRANSP. PARTS	\$212.44
CULLIGAN	GENERAL SUPPLIES	\$319.32
D & K PRODUCTS	GROUNDS UPKEEP	\$2,408.00
DES MOINES PUBLIC SCHOOLS	TUITION IN STATE	\$9,652.32
DUBUQUE COMMUNITY SCHOOLS	TUITION IN STATE	\$3,397.84
ELECTRICAL ENGINEERING & EQUIPMENT CO.	ELECTRICAL SUPPLY	\$778.45
F & B CAB CO., INC	TRANSP PRIVATE CONT	\$336.50
FAREWAY STORES	GENERAL SUPPLIES	\$323.25
FAREWAY STORES	INSTRUCTIONAL SUPPLIES	\$312.45
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$3,118,403.50
FOREST VANESSA	STAFF TRAVEL	\$123.00
FREIBURGER VICKI	STAFF TRAVEL	\$18.60
GAZETTE COMMUNICATIONS INC	ADVERTISING	\$759.37
GOODWILL OF THE HEARTLAND	PROF SERV: EDUCATION	\$1,936.45
GRANT WOOD AEA	TUITION IN STATE	\$1,508.00
GREENWOOD CLEANING SYSTEMS	MAINTENANCE SUPPLIES	\$18,502.36
HAVEL NATALEE	STAFF TRAVEL	\$21.10
HAWKEYE COMMUNICATION/FANDEL ALARM	OTHER PROFESSIONAL SERVICES	\$8,355.00
HAYES BETH	STAFF TRAVEL	\$125.00
HOTSY CLEANING SYSTEMS	SHOP TOOLS/EQUIPMENT	\$2,098.92
HY-VEE FOOD STORE-8556	GENERAL SUPPLIES	\$600.00
IN TOUCH RECEIPTING	DATA PROCESSING AND	\$12,389.60
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$61,402.93
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$262,550.44
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$61,402.93
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$262,550.44
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$335,266.15
IOWA CITY COMMUNITY SCHOOLS	TUITION OPEN ENROLL	\$17,684.80
IOWA COMMUNICATIONS NETWORK	INTERNET	\$11.08
IOWA DEPT OF HUMAN SERVICES	MEDICAID REIMBURSE	\$84,970.73
IOWA DEPT OF REVENUE	EE LIAB-GARNISHMENTS	\$203.88
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$272,422.92
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$408,850.71
IOWA SHARES	EE LIAB-CHARITY	\$23.00
IOWA TESTING PROGRAMS	CONSUMABLE WORKBOOKS	\$46,887.00
ISFIS	OTHER PROFESSIONAL SERVICES	
		\$846.00
JOHN DEERE FINANCIAL JOHNSTONE SUPPLY	MAINTENANCE SUPPLIES	\$404.99 \$824.58
	HEAT/PLUMBING SUPPLY	·
KIRKWOOD COMM COLLEGE	TUITION IN STATE	\$44,501.10
LINDER TIRE SERVICE INC	REPAIR/MAINT SERVICE	\$16.00
LINDER TIRE SERVICE INC	TIRES AND TUBES	\$3,417.10
LINN CO-OP OIL	DIESEL	\$10,924.00
LINN CO-OP OIL	GASOLINE	\$6,457.29

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IA- Warrants Paid Listing Criteria

Fiscal Year: 2024-2025

LINN COUNTY REC LINN COUNTY SHERIFF LINN-MAR FOUNDATION LISBON COMMUNITY SCHOOL DISTRICT	ELECTRICITY EE LIAB-GARNISHMENTS	\$42,590.67
LINN-MAR FOUNDATION	EE LIAB-GARNISHMENTS	
		\$66.93
LISBON COMMUNITY SCHOOL DISTRICT	EE LIAB-CHARITY	\$85.00
	TUITION IN STATE	\$13,644.90
LISBON COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	\$16,993.30
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$4,200.00
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$10,013.86
MARION INDEPENDENT SCHOOLS	TUITION IN STATE	\$631,887.40
MARION INDEPENDENT SCHOOLS	TUITION OPEN ENROLL	\$1,966,217.63
MARION WATER DEPT	OTHER PROFESSIONAL SERVICES	\$724.68
MARION WATER DEPT	WATER/SEWER	\$18,648.01
MARTENS NICK	STAFF TRAVEL	\$35.49
MAYES JACOB	STAFF TRAVEL	\$119.10
MENARDS -13127	GENERAL SUPPLIES	\$1,451.33
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$485,684.15
METRO INTERAGENCY INS PROG.	ER LIAB-MEDICAL INSURANCE	\$28,130.00
MID AMERICAN ENERGY	NATURAL GAS	\$3,687.71
MID-PRAIRIE COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	\$12,543.78
MIDWEST WHEEL	TRANSP. PARTS	\$1,569.75
MONTICELLO COMMUNITY SCHOOLS	TUITION OPEN ENROLL	\$4,181.26
MORAN, SHIRLEY	GENERAL SUPPLIES	\$81.28
MT VERNON CSD	TUITION IN STATE	\$11,349.30
MT VERNON CSD	TUITION OPEN ENROLL	\$38,102.29
MURPHY KATHLEEN	PROF SERV: EDUCATION	\$71.25
NESS CHRISTY	STAFF TRAVEL	\$123.00
ORKIN PEST CONTROL	OTHER PROFESSIONAL SERVICES	\$55.00
OVERHEAD DOOR CO	REPAIR/MAINT SERVICE	\$655.00
PFEIL ANGELA	STAFF TRAVEL	\$54.90
PITTSBURGH PAINTS	GENERAL SUPPLIES	\$1,109.54
PLUMB SUPPLY CO.	HEAT/PLUMBING SUPPLY	\$1,567.93
POOL TECH, A WGHK INC, COMPANY	MAINTENANCE SUPPLIES	\$2,774.50
RAUSCH ERICA	STAFF TRAVEL	\$354.00
RELAYHUB LLC	DATA PROCESSING AND	\$22,393.67
RITCHIE RONALD	PROF SERV: EDUCATION	\$213.75
ROCHESTER ARMORED CAR CO INC	GENERAL SUPPLIES	\$307.84
SADLER POWER TRAIN	TRANSP. PARTS	\$20.96
SCHOOL BUS SALES	TRANSP. PARTS	\$20.90 \$1,981.72
SCHULTZ STRINGS INC	EQUIPMENT REPAIR	\$722.50
SEYMOUR RYLEY	STAFF TRAVEL GROUNDS UPKEEP	\$79.00 \$370.00
SITEONE LANDSCAPE SUPPLY, LLC SOUTHEAST POLK COMM SCHOOL DISTRICT		\$370.09
	TUITION IN STATE	\$40,186.90 \$44,608,40
SPRINGVILLE COMMUNITY SCHOOLS	TUITION OPEN ENDOLL	\$44,608.49 \$460.571.10
SPRINGVILLE COMMUNITY SCHOOLS	TUITION OPEN ENROLL	\$160,571.19
STAR APPLIANCE STATE HYGIENIC LABORATORY	REPAIR/MAINT SERVICE GENERAL SUPPLIES	\$192.40 \$29.00

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	Data Ranga	Criteria
Fiscal Year: 2024-2025	Date Range:	06/27/2025 - 07/30/202
Vendor Name	Description	Check Total
TEAM IOWA	GENERAL SUPPLIES	\$74.00
THE FILTER SHOP, INC	MAINTENANCE SUPPLIES	\$9,700.00
THE SHREDDER	OTHER PROFESSIONAL SERVICES	\$452.00
THINKING COLLABORATIVE, LLC	PROF SERV: EDUCATION	\$726.00
TRANSACT COMM LLC DBA APP-GARDEN	DUES AND FEES	\$26,609.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$118,204.52
TRI-CITY ELECTRIC COMPANY OF IOWA	COMPUTER SOFTWARE	\$2,584.21
TYLER TECHNOLOGIES INC	OTHER PROFESSIONAL SERVICES	\$2,320.00
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	\$110.00
VERIZON WIRELESS	TELEPHONE	\$1,412.25
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$49,888.20
WEAR NATHAN	STAFF TRAVEL	\$282.70
WEBER COMMUNICATIONS INC	REPAIR/MAINT SERVICE	\$300.00
WENDLING QUARRIES	GROUNDS UPKEEP	\$585.00
WEST MUSIC CO	INSTRUCTIONAL SUPPLIES	\$1,739.21
WEST MISSIS SE	Fund To	· ·
Fund: LOCAL OPT SALES TAX	Fund 10	otal: \$10,417,064.18
MCCOMAS LACINA CONSTRUCTION LC	CONSTRUCTION SERV	\$1,004,644.95
METEOR EDUCATION, LLC	FURNITURE & FIXTURES	\$26,213.00
OPN ARCHITECTS, INC.	ARCHITECT	\$32,134.24
PIPER SANDLER & CO.	BOND ISSUANCE COSTS	\$58,750.00
	Fund To	
Fund: MANAGEMENT LEVY	Tuna 1	σται. Ψ1,121,742.13
TRUENORTH COMPANIES, LC		
	WORKERS COMP	\$10,796.00
	WORKERS COMP Fund To	
,		
,		
Fund: NUTRITION SERVICES	Fund To	otal: \$10,796.00
Fund: NUTRITION SERVICES ADAMS KRISTI	Fund To	\$10,796.00 \$0.85
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS	Fund To UNEARNED REVENUE UNEARNED REVENUE	\$10,796.00 \$0.85 \$37.75
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS ANDERSON ERICKSON DAIRY CO	Fund To UNEARNED REVENUE UNEARNED REVENUE PURCHASE FOOD	\$10,796.00 \$0.85 \$37.75 \$2,828.96
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS ANDERSON ERICKSON DAIRY CO ANDRADE LIZ	Fund To UNEARNED REVENUE UNEARNED REVENUE PURCHASE FOOD UNEARNED REVENUE	\$10,796.00 \$0.85 \$37.75 \$2,828.96 \$7.25
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS ANDERSON ERICKSON DAIRY CO ANDRADE LIZ ANZULUNI KASIKILE	Fund To UNEARNED REVENUE UNEARNED REVENUE PURCHASE FOOD UNEARNED REVENUE UNEARNED REVENUE	\$10,796.00 \$0.85 \$37.75 \$2,828.96 \$7.25 \$0.15
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS ANDERSON ERICKSON DAIRY CO ANDRADE LIZ ANZULUNI KASIKILE ARCHIBALD AMBER	Fund To UNEARNED REVENUE UNEARNED REVENUE PURCHASE FOOD UNEARNED REVENUE UNEARNED REVENUE UNEARNED REVENUE	\$10,796.00 \$0.85 \$37.75 \$2,828.96 \$7.25 \$0.15 \$0.05
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS ANDERSON ERICKSON DAIRY CO ANDRADE LIZ ANZULUNI KASIKILE ARCHIBALD AMBER ASH MARIA	Fund To UNEARNED REVENUE UNEARNED REVENUE PURCHASE FOOD UNEARNED REVENUE UNEARNED REVENUE UNEARNED REVENUE UNEARNED REVENUE UNEARNED REVENUE	\$10,796.00 \$0.85 \$37.75 \$2,828.96 \$7.25 \$0.15 \$0.05 \$53.10
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS ANDERSON ERICKSON DAIRY CO ANDRADE LIZ ANZULUNI KASIKILE ARCHIBALD AMBER ASH MARIA BALK EMI	Fund To UNEARNED REVENUE UNEARNED REVENUE PURCHASE FOOD UNEARNED REVENUE	\$10,796.00 \$0.85 \$37.75 \$2,828.96 \$7.25 \$0.15 \$0.05 \$53.10 \$55.65
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS ANDERSON ERICKSON DAIRY CO ANDRADE LIZ ANZULUNI KASIKILE ARCHIBALD AMBER ASH MARIA BALK EMI BARRON JANNA	Fund To UNEARNED REVENUE UNEARNED REVENUE PURCHASE FOOD UNEARNED REVENUE	\$0.85 \$37.75 \$2,828.96 \$7.25 \$0.15 \$0.05 \$53.10 \$55.65 \$0.90
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS ANDERSON ERICKSON DAIRY CO ANDRADE LIZ ANZULUNI KASIKILE ARCHIBALD AMBER ASH MARIA BALK EMI BARRON JANNA BATA LISA	Fund To UNEARNED REVENUE UNEARNED REVENUE PURCHASE FOOD UNEARNED REVENUE	\$10,796.00 \$0.85 \$37.75 \$2,828.96 \$7.25 \$0.15 \$0.05 \$53.10 \$55.65 \$0.90 \$41.30
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS ANDERSON ERICKSON DAIRY CO ANDRADE LIZ ANZULUNI KASIKILE ARCHIBALD AMBER ASH MARIA BALK EMI BARRON JANNA BATA LISA BECKMANN MICHAEL	Fund To UNEARNED REVENUE UNEARNED REVENUE PURCHASE FOOD UNEARNED REVENUE	\$10,796.00 \$0.85 \$37.75 \$2,828.96 \$7.25 \$0.15 \$0.05 \$53.10 \$55.65 \$0.90 \$41.30 \$138.65
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS ANDERSON ERICKSON DAIRY CO ANDRADE LIZ ANZULUNI KASIKILE ARCHIBALD AMBER ASH MARIA BALK EMI BARRON JANNA BATA LISA BECKMANN MICHAEL BEHNING ANNA	Fund To UNEARNED REVENUE UNEARNED REVENUE PURCHASE FOOD UNEARNED REVENUE	\$0.85 \$37.75 \$2,828.96 \$7.25 \$0.15 \$0.05 \$53.10 \$55.65 \$0.90 \$41.30 \$138.65 \$38.95
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS ANDERSON ERICKSON DAIRY CO ANDRADE LIZ ANZULUNI KASIKILE ARCHIBALD AMBER ASH MARIA BALK EMI BARRON JANNA BATA LISA BECKMANN MICHAEL BEHNING ANNA BELEKEVICH TIFFANY	Fund To UNEARNED REVENUE UNEARNED REVENUE PURCHASE FOOD UNEARNED REVENUE	\$10,796.00 \$0.85 \$37.75 \$2,828.96 \$7.25 \$0.15 \$0.05 \$53.10 \$55.65 \$0.90 \$41.30 \$138.65 \$38.95 \$54.90 \$1.05
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS ANDERSON ERICKSON DAIRY CO ANDRADE LIZ ANZULUNI KASIKILE ARCHIBALD AMBER ASH MARIA BALK EMI BARRON JANNA BATA LISA BECKMANN MICHAEL BEHNING ANNA BELEKEVICH TIFFANY BENSON RICKI	UNEARNED REVENUE UNEARNED REVENUE PURCHASE FOOD UNEARNED REVENUE	\$0.85 \$37.75 \$2,828.96 \$7.25 \$0.15 \$0.05 \$53.10 \$55.65 \$0.90 \$41.30 \$138.65 \$38.95 \$54.90 \$1.05 \$526.00
Fund: NUTRITION SERVICES ADAMS KRISTI AGYEMANG DORIS ANDERSON ERICKSON DAIRY CO ANDRADE LIZ ANZULUNI KASIKILE ARCHIBALD AMBER ASH MARIA BALK EMI BARRON JANNA BATA LISA BECKMANN MICHAEL BEHNING ANNA BELEKEVICH TIFFANY BENSON RICKI BMO MASTERCARD	UNEARNED REVENUE UNEARNED REVENUE PURCHASE FOOD UNEARNED REVENUE	\$10,796.00 \$0.85 \$37.75 \$2,828.96 \$7.25 \$0.15 \$0.05 \$53.10 \$55.65 \$0.90 \$41.30 \$138.65 \$38.95 \$54.90 \$1.05

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Date Range:

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IA- Warrants Paid Listing Criteria

Fiscal Year: 2024-2025 Vendor Name Description Check Total **BUTSCHI BRAD UNEARNED REVENUE** \$28.75 CARLTON LAURIE UNEARNED REVENUE \$25.10 CASS JENNIFER **UNEARNED REVENUE** \$94.20 **CRONBAUGH JESSICA UNEARNED REVENUE** \$6.45 **CROSEN KIMBERLY UNEARNED REVENUE** \$4.80 **DAVIDSON JOHN UNEARNED REVENUE** \$0.60 **DAVIS AMBER UNEARNED REVENUE** \$15.40 **DEMUTH JAMI UNEARNED REVENUE** \$45.50 **DEPUYDT AMY UNEARNED REVENUE** \$0.25 DOZIER JESSICA **UNEARNED REVENUE** \$30.05 **EDWARD JUSIHDA UNEARNED REVENUE** \$3.75 **EILERS RACHEL UNEARNED REVENUE** \$100.95 FARMERS STATE BANK EE LIAB-DIR DEP NET PAY \$28.820.22 FISH ANDREA STAFF TRAVEL \$42.00 FITZGERALD HOLLY **UNEARNED REVENUE** \$6.65 FITZSIMMONS ROBERT **UNEARNED REVENUE** \$35.60 **FOSTER HAYLEY UNEARNED REVENUE** \$180.05 FRIEDMAN CINDY **UNEARNED REVENUE** \$68.60 **FUTURE LINE** VEHICLE REPAIR \$528.29 **GERST BONNIE** UNEARNED REVENUE \$139.70 **GLICK-MARTIN ANGIE UNEARNED REVENUE** \$29.60 **GLOWACKI ANNETTE** UNEARNED REVENUE \$7.35 **GOVENATORI JODI UNEARNED REVENUE** \$14.10 HAKER RACHELLE **UNEARNED REVENUE** \$45.15 HARDING ROBERTA **UNEARNED REVENUE** \$32.75 HARRIS KELLY **UNEARNED REVENUE** \$38.35 HARRIS KIMBERLY **UNEARNED REVENUE** \$251.55 **HEARN CRISTI UNEARNED REVENUE** \$12.80 HINKEL NANCY **UNEARNED REVENUE** \$19.65 **HOMSEY ANNE UNEARNED REVENUE** \$16.55 **INGRAHAM JASON UNEARNED REVENUE** \$0.70 **INGRAM JACINTA UNEARNED REVENUE** \$0.85 **INTERNAL REVENUE SERVICE-9343** EE LIAB-MEDICARE \$518.34 **INTERNAL REVENUE SERVICE-9343** EE LIAB-SO SEC \$2,216.43 **INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE** \$518.34 **INTERNAL REVENUE SERVICE-9343** ER LIAB-SOC SEC \$2,216.43 **INTERNAL REVENUE SERVICE-9343** FEDERAL INCOME TAX WITHHOLDING \$1,772.39 IOWA PUBLIC EMPL RETIR SYSTEM **EE LIAB-IPERS** \$1,497.77 IOWA PUBLIC EMPL RETIR SYSTEM **ER LIAB-IPERS** \$2,247.78 JACKSON GERALD UNEARNED REVENUE \$24.00 JANNUSCH DANIELLE **UNEARNED REVENUE** \$14.80 JOSHI ANANTRAY \$2.00 UNEARNED REVENUE JOYNER DEBORAH **UNEARNED REVENUE** \$1.25 KEHRT STACEY **UNEARNED REVENUE** \$21.35 **UNEARNED REVENUE** KLINE ERIC \$12.85

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Vendor Name	Description	Check Total
KOHLER BRYAN	UNEARNED REVENUE	\$24.95
KOPPES TERI	UNEARNED REVENUE	\$1.60
LANGLEY KIM	UNEARNED REVENUE	\$111.40
LANPHEAR URSLA	UNEARNED REVENUE	\$61.45
LAWLESS SHELLY	UNEARNED REVENUE	\$83.75
LINDBLOM ERIKA	UNEARNED REVENUE	\$5.10
LUENSE BRET	UNEARNED REVENUE	\$51.50
LUKES MARK	UNEARNED REVENUE	\$151.40
LYDON BRIAN	UNEARNED REVENUE	\$13.90
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$117.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$117.57
MAHONEY CARRIE	UNEARNED REVENUE	\$6.35
MANCHANDA RITESH	UNEARNED REVENUE	\$152.90
MARCUS AMY	UNEARNED REVENUE	\$20.60
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	(\$634.64)
MODHA PRADIP	UNEARNED REVENUE	\$6.30
MOORES, ANGELA	UNEARNED REVENUE	\$2.74
MURRAY KATHY	UNEARNED REVENUE	\$87.05
NICHOLS AMY	UNEARNED REVENUE	\$96.50
NIE KEVIN	UNEARNED REVENUE	\$98.85
OHL SARAH	UNEARNED REVENUE	\$15.15
OTTE WENDI	UNEARNED REVENUE	\$63.50
OTTO KHAIRA	UNEARNED REVENUE	\$0.70
PAN-O-GOLD BAKING CO	PURCHASE FOOD	\$117.50
PASSMORE CATHY	UNEARNED REVENUE	\$41.20
PERFORMANCE FOODSERVICE - CEDAR RAPIDS	PURCHASE FOOD	\$269.32
PFAFF, JESSI	UNEARNED REVENUE	\$73.00
PICKENS WES	UNEARNED REVENUE	\$30.30
RIVERA AMBER	UNEARNED REVENUE	\$5.75
ROBERTS JENNIFER	UNEARNED REVENUE	\$59.75
ROSENE BRETT & JENNIFER	UNEARNED REVENUE	\$9.48
ROSKOP CARLY	UNEARNED REVENUE	\$71.53
SCHUTZ EMILY	UNEARNED REVENUE	\$151.10
SOWERS ROBYN	UNEARNED REVENUE	\$27.40
STIMSON CYNTHIA	UNEARNED REVENUE	\$4.30
STUDT, NICOLE & DAN	UNEARNED REVENUE	\$16.65
THIERER JACKIE	UNEARNED REVENUE	\$57.55
TIMMONS JOHNSON SHERRY	UNEARNED REVENUE	\$53.55
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$641.39
JNDER-HILL TRUCK & AUTO REPAIR	VEHICLE REPAIR	\$127.59
VAICUNAS KIMBERLY	UNEARNED REVENUE	\$1.70
VINT JESSICA	UNEARNED REVENUE	\$35.60
WAGNER TAMMY	UNEARNED REVENUE	\$17.40
WARAICH RENOO	UNEARNED REVENUE	\$26.45
WENDEL AMANDA	UNEARNED REVENUE	\$99.90

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Vendor Name	Description	Check Total
WHITE JANELLE	UNEARNED REVENUE	\$26.95
WHITNEY LARSON	UNEARNED REVENUE	\$2.25
WRIGHT JENNY	UNEARNED REVENUE	\$0.80
	Fund Total:	\$48,381.28
und: PHY PLANT & EQ LEVY	CONCERNICATION CERV	#004 000 00
BSN SPORTS	CONSTRUCTION SERV	\$201,360.00
METEOR EDUCATION, LLC	FURNITURE & FIXTURES	\$18,340.67
OGDEN TURF & GRADING	CONSTRUCTION SERV	\$5,280.00
SHIVE-HATTERY INC.	ARCHITECT	\$5,482.80
TEGELER WRECKER & CRANE	VEHICLE REPAIR > \$2500	\$34,910.00
WALSH DOOR & HARDWARE	CONSTRUCTION SERV	\$43,500.00
WILBER MASONRY INC	CONSTRUCTION SERV	\$13,045.00
und: PUB ED & REC LEVY	Fund Total:	\$321,918.47
BMO MASTERCARD	GROUNDS UPKEEP	\$460.80
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$2,224.95
HALL & HALL ENGINEERS INC	ARCHITECT	\$6,202.30
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$41.50
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$177.49
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$41.50
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$177.49
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$151.51
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$184.49
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$276.88
		,
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$2.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$6.25
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$364.41
MIRACLE RECEATION EQUIPMENT	GROUNDS UPKEEP	\$2,192.38
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$82.77
und: SALES TAX REVENUE BOND CAP PROJECT	Fund Total:	\$12,587.22
PEAK CONSTRUCTION	CONSTRUCTION SERV	\$407,956.26
SYSTEMWORKS LLC	CONSTRUCTION SERV	\$11,880.00
	Fund Total:	\$419,836.26
und: STUDENT ACTIVITY	DUES AND EFFS	0504.00
BMO MASTERCARD	DUES AND FEES	\$531.00
BMO MASTERCARD	GENERAL SUPPLIES	\$7,431.31
BMO MASTERCARD	STAFF TRAVEL	\$6,760.37
BOOSTER CLUB	GENERAL SUPPLIES	\$190.00
CONDON MICHAEL J	OFFICIAL/JUDGE	\$420.00
COTTON GALLERY LTD.	GENERAL SUPPLIES	\$1,103.00
ELITE SPORTS	GENERAL SUPPLIES	\$2,077.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$16,559.48
FUSIONSITE MIDWEST LLC	DUES AND FEES	\$140.00

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Criteria **IA- Warrants Paid Listing**

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Vendor Name

JOSTENS, INC

MAHMENS MITCH

MAHMENS SCOTT

MONTICELLO SPORTS

TREASURER ST OF IA

VANDERSEE STEVE

VARSITY SPIRIT

RIDDELL ALL-AMERICAN

VOYA RETIREMENT INSURANCE

LEVEL 10

JEFFERSON HIGH SCHOOL

Date Range: 06/27/2025 - 07/30/2025 Description Check Total **INTERNAL REVENUE SERVICE-9343** \$288.95 EE LIAB-MEDICARE **INTERNAL REVENUE SERVICE-9343** EE LIAB-SO SEC \$1,235.51 **INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE** \$288.95 **INTERNAL REVENUE SERVICE-9343** ER LIAB-SOC SEC \$1,235.51 **INTERNAL REVENUE SERVICE-9343** FEDERAL INCOME TAX WITHHOLDING \$1,326.54 IOWA PUBLIC EMPL RETIR SYSTEM **EE LIAB-IPERS** \$1,244.12 IOWA PUBLIC EMPL RETIR SYSTEM **ER LIAB-IPERS** \$1,867.27 **DUES AND FEES** \$320.00 **GENERAL SUPPLIES** \$1,715.15 **GENERAL SUPPLIES** \$1,157.00 OFFICIAL/JUDGE \$60.00 OFFICIAL/JUDGE \$60.00 **GENERAL SUPPLIES** \$912.00 **GENERAL SUPPLIES** \$3,833.75 STATE INCOME TAX WITHHOLDING \$393.81 OTHER ACT INCOME \$65.00 **GENERAL SUPPLIES** \$17,217.62 EE LIAB-403 (B) \$101.46

Fund Total: \$68,534.80

Fund: STUDENT STORE

IN TOUCH RECEIPTING **GENERAL SUPPLIES** \$273.60

> **Grand Total:** \$18,757,554.35

\$273.60

Fund Total:

End of Report

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\$3,050.00

\$40,000.00

Linn-Mar Community School District

Criteria **IA- Warrants Paid Listing** Date Range: 06/27/2025 - 07/30/2025 Fiscal Year: 2025-2026 Vendor Name Description Check Total **Fund: AQUATIC CENTER** DES MOINES SWIMMING FEDERATION **DUES AND FEES** \$2,758.00 DUBUQUE AREA SWIMMIN' HURRICANES **DUES AND FEES** \$1,699.00 FARMERS STATE BANK EE LIAB-DIR DEP NET PAY \$6,801.68 **INTERNAL REVENUE SERVICE-9343** EE LIAB-MEDICARE \$133.58 **INTERNAL REVENUE SERVICE-9343** EE LIAB-SO SEC \$571.13 **INTERNAL REVENUE SERVICE-9343 ER LIAB-MEDICARE** \$133.58 **INTERNAL REVENUE SERVICE-9343 ER LIAB-SOC SEC** \$571.13 **INTERNAL REVENUE SERVICE-9343** FEDERAL INCOME TAX WITHHOLDING \$848.17 IOWA PUBLIC EMPL RETIR SYSTEM **EE LIAB-IPERS** \$591.59 IOWA PUBLIC EMPL RETIR SYSTEM **ER LIAB-IPERS** \$887.86 MADISON NATIONAL LIFE INS. CO., INC **ER LIAB-DISTRICT DISABILITY** \$17.80 METRO INTERAGENCY INS PROG. EE LIAB-MEDICAL INSURANCE \$911.38 TREASURER ST OF IA STATE INCOME TAX WITHHOLDING \$265.55 **Fund Total:** \$16,190.45 Fund: GENERAL 1ST AYD CORP TRANSP. PARTS \$136.95 **AASPA DUES AND FEES** \$275.00 ADVANCE AUTO PARTS TRANSP. PARTS \$33.93 ADVANTAGE RECORDS MANAGEMENT **GENERAL SUPPLIES** \$99.16 ALLIANT ENERGY **ELECTRICITY** \$42,727,46 AMERICAN FLAGPOLE & FLAG CO. **GENERAL SUPPLIES** \$1,157.40 AMERICAN SPECIALTIES **GENERAL SUPPLIES** \$17.67 ARK DATA CENTERS LLC OTHER TECH SER \$111.82 ARNOLD MOTOR SUPPLY REPAIR PARTS \$28.64 ARNOLD MOTOR SUPPLY SHOP TOOLS/EQUIPMENT \$60.98 ARNOLD MOTOR SUPPLY TRANSP. PARTS \$40.36 ASCD **DUES AND FEES** \$79.00 ASCENDANCE TRUCKS EASTERN IOWA LLC TRANSP. PARTS \$1,106.00 ASSET MAINTENANCE GROUP, INC REPAIR PARTS \$209.97 TRANSP. PARTS **AUTO-JET MUFFLER** \$515.38 BRIGHTLY SOFTWARE, INC OTHER PROFESSIONAL SERVICES \$11,731.65 MAINTENANCE SUPPLIES CAPITAL SANITARY \$16,856.30 CARROLL CONSTRUCTION SUPPLY **GROUNDS UPKEEP** \$17.49 CENTRAL STATES BUS SALES INC TRANSP. PARTS \$619.04 **CENTURYLINK TELEPHONE** \$1,719.44 CHARACTERSTRONG LLC PROF SERV: EDUCATION \$55,972.00 CITY LAUNDERING COMPANY **GENERAL SUPPLIES** \$182.80 CITY OF MARION OTHER PROFESSIONAL SERVICES \$12,176.00 CRESCENT PARTS & EQUIPMENT CO., INC MAINTENANCE SUPPLIES \$79.50 CUSTOM HOSE & SUPPLIES, INC. TRANSP. PARTS \$41.72 D & K PRODUCTS **GROUNDS UPKEEP** \$740.00 DOUBLETREE CEDAR RAPIDS CONVENTION **GENERAL SUPPLIES** \$1,500.00

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TECH REPAIRS/MAINTENANCE

COMPUTER SOFTWARE

DPT SERVICES, L.L.C

EDMENTUM, INC

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Vendor Name	Description	Check Total
EDUTEK SOLUTIONS LLC	COMPUTER SOFTWARE	\$10,985.00
EMPLOYEE RESOURCE SYSTEMS, INC	OTHER PROFESSIONAL SERVICES	\$1,995.12
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$356,487.10
FLEMING NURSERY, INC	GROUNDS UPKEEP	\$220.00
FRANKLIN COVEY	PROF SERV: EDUCATION	\$10,715.00
GASWAY CO, J P	GENERAL SUPPLIES	\$1,684.13
GAZETTE COMMUNICATIONS INC	ADVERTISING	\$516.83
GRAINGER	GENERAL SUPPLIES	\$266.80
GREAT WESTERN SUPPLY CO	MAINTENANCE SUPPLIES	\$2,357.55
GREENWOOD CLEANING SYSTEMS	MAINTENANCE SUPPLIES	\$1,125.32
IASB	DUES AND FEES	\$14,159.00
IASBO	DUES AND FEES	\$150.00
IMON COMMUNICATIONS LLC	TELEPHONE	\$3,197.61
INCLUSIVE TLC SPECIAL NEEDS	INSTRUCTIONAL SUPPLIES	\$314.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$7,482.78
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$31,995.36
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$7,482.78
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$31,995.36
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$57,300.29
INTERSTATE ALL BATTERY CENTER	MAINTENANCE SUPPLIES	\$76.50
IOWA HIGH SCHOOL MUSIC ASSOC	DUES AND FEES	\$25.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$34,111.86
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$51,194.92
ISFIS	DUES AND FEES	\$4,318.70
K-12 TECHNOLOGY GROUP INC	COMPUTER SOFTWARE	\$108,110.00
LAWSON PRODUCTS, INC	MAINTENANCE SUPPLIES	\$239.80
LAWSON PRODUCTS, INC	TRANSP. PARTS	\$395.56
LINDER TIRE SERVICE INC	TIRES AND TUBES	\$2,794.89
LINN CO-OP OIL	REPAIR PARTS	\$1,239.96
LINN-MAR FOUNDATION	EE LIAB-CHARITY	\$109.00
MACKLIN SHANE	Professional Educational Services	\$4,000.00
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$1,151.00
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$234.53
MADISON NATIONAL LIFE INS. CO., INC	RETIREE INSURANCE	(\$232.00)
MENARDS -13127	GENERAL SUPPLIES	\$484.62
MENARDS -13127	SHOP TOOLS/EQUIPMENT	\$87.35
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$171,892.39
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	(\$92.00)
METRO INTERAGENCY INS PROG.	RETIREE INSURANCE	\$50,713.17
MHC Kenworth Cedar Rapids	TRANSP. PARTS	\$1,922.82
MID AMERICAN ENERGY	NATURAL GAS	\$1,725.67
MIDWEST COMPUTER PRODUCTS	INSTRUCTIONAL SUPPLIES	\$37,930.00
MIDWEST WHEEL	TRANSP. PARTS	\$37,930.00 \$1,287.03
NAPA AUTO PARTS (GPC)	TRANSP. PARTS	\$770.80
NEWSELA, INC	INSTRUCTIONAL SUPPLIES	\$10,279.01

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Vendor Name	Description	Check Total
ORKIN PEST CONTROL	OTHER PROFESSIONAL SERVICES	\$695.00
PITTSBURGH PAINTS	GENERAL SUPPLIES	\$1,185.57
PLUMB SUPPLY CO.	HEAT/PLUMBING SUPPLY	\$338.67
POINTCORE GRAPHIC SOLUTIONS	GENERAL SUPPLIES	\$46.00
POWERSCHOOL GROUP LLC	COMPUTER SOFTWARE	\$68,971.87
PROJECT LEAD THE WAY	PROF SERV: EDUCATION	\$17,850.00
QUILL CORPORATION	GENERAL SUPPLIES	\$85.98
RENAISSANCE LEARNING	INSTRUCTIONAL SUPPLIES	\$10,199.60
RIVERSIDE INSIGHTS	INSTRUCTIONAL SUPPLIES	\$2,305.60
SADLER POWER TRAIN	TRANSP. PARTS	\$523.25
SCHIMBERG	HEAT/PLUMBING SUPPLY	\$195.53
SCHOOL ADMINISTRATORS OF IOWA	DUES AND FEES	\$37,507.00
SIGN PRO	GENERAL SUPPLIES	\$750.00
SONOVA USA INC.	INSTRUCTIONAL SUPPLIES	\$1,936.66
STANDARD BEARINGS	MAINTENANCE SUPPLIES	\$113.70
STERICYCLE INC	DUES AND FEES	\$38.90
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$4,772.33
TEAM IOWA/IPROMOTEU	GENERAL SUPPLIES	\$1,927.00
THE FILTER SHOP, INC	MAINTENANCE SUPPLIES	\$1,529.00
THE SHREDDER	OTHER PROFESSIONAL SERVICES	\$205.00
THERAPRO INC	INSTRUCTIONAL SUPPLIES	\$60.85
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$15,786.87
TRI-CITY ELECTRIC COMPANY OF IOWA	TECH REPAIRS/MAINTENANCE	\$3,248.00
URBAN EDUCATION NETWORK	DUES AND FEES	\$6,500.00
VAN METER CO	ELECTRICAL SUPPLY	\$5,293.64
VECTOR SOLUTIONS	INSTRUCTIONAL SUPPLIES	
		\$7,680.00
VERIZON WIRELESS	TELEPHONE	\$257.90
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$13,250.00
WALSH DOOR & HARDWARE	MAINTENANCE SUPPLIES	\$795.00
WENDLING QUARRIES	GROUNDS UPKEEP	\$1,167.23
WEST MUSIC CO	EQUIPMENT REPAIR	\$1,020.16
WEST MUSIC CO	INSTRUCTIONAL SUPPLIES	\$3,902.99
YMCA-25315	INSTRUCTIONAL SUPPLIES	\$600.00
nd: LOCAL OPT SALES TAX	Fund Total	\$1,427,225.57
CMS COMMUNICATIONS	COMP/TECH HARDWARE	\$22,025.00
	Fund Total	\$22,025.00
ind: MANAGEMENT LEVY	DI DO/DDODEDTY/ING	4.04 1.01 0.0
STORM PROTECTION FUND	BLDG/PROPERTY INS	\$181,434.00
TRUENORTH COMPANIES, LC	BLDG/PROPERTY INS	\$1,004,076.64
TRUENORTH COMPANIES, LC	General Liabiity Insurance	\$108,430.00
TRUENORTH COMPANIES, LC	Professional Liablity/Errors & Omissions	\$37,756.00
TRUENORTH COMPANIES, LC	Vehicle Insurance	\$186,871.00
TRUENORTH COMPANIES, LC	WORKERS COMP	\$318,969.00
	Fund Total	·
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Vendor Name	Description	Check Total
Fund: NUTRITION SERVICES		
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$6,774.62
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$132.87
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$568.13
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$132.87
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$568.13
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$864.07
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$544.11
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$816.59
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$16.52
SCHOOL NUTRITION ASSOCIATION	DUES AND FEES	\$60.00
TOTAL K12, INC.	COMPUTER SOFTWARE	\$750.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$279.53
	Fund Total	: \$11,507.44
Fund: PHY PLANT & EQ LEVY		, ,
BIG RIGGER BUILDERS INC	VEHICLE REPAIR > \$2500	\$3,359.31
BSN SPORTS	CONSTRUCTION SERV	\$33,560.00
CULVER'S CORRIDOR STORAGE, LLC	FACILITY RENTAL	\$2,375.00
EMPOWERED PROPERTIES, LLC	FACILITY RENTAL	\$7,350.00
IN TOUCH RECEIPTING	COMPUTER SOFTWARE	\$7,495.00
SCHOOL BUS SALES	VEHICLE REPAIR > \$2500	\$8,242.38
SHIVE-HATTERY INC.	ARCHITECT	\$6,520.80
SHIVE-HATTERY INC.	CONSTRUCTION SERV	\$5,690.40
	Fund Total	: \$74,592.89
Fund: STUDENT ACTIVITY	DUES AND FEES	# 5.040.00
ARBITERSPORTS LLC	DUES AND FEES	\$5,340.68
CABAJEWSKI MAKSYMILIAN	OFFICIAL/JUDGE	\$500.00
CONDON MICHAEL J	OFFICIAL/JUDGE	\$410.00
CORRIDOR PHOTO BOOTHS	PROF SERV: EDUCATION	\$800.00
CUTTING EDGE GRAPHICS, INC	GENERAL SUPPLIES	\$24.00
ELITE SPORTS	GENERAL SUPPLIES	\$740.14
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$440.36
GENERATION X PRODUCTIONS INC	DUES AND FEES	\$200.00
INTERNAL REVENUE SERVICE-9343	EE LIAB AG AGA	\$7.59
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$32.37
INTERNAL REVENUE SERVICE-9343	ER LIAB AGG SEG	\$7.59
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$32.37
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$11.72
IOWA GIRLS COACHES ASSOCIATION	DUES AND FEES	\$125.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$33.34
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$50.03
KENNEDY HIGH SCHOOL	DUES AND FEES	\$800.00
MASSARA DITTRICH VIGGIANO RAPHAEL	OFFICIAL/JUDGE	\$500.00
MH ADVERTISING SPECIALTIES	GENERAL SUPPLIES	\$222.00

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Vendor Name	Description	Check Total
MONTICELLO SPORTS	GENERAL SUPPLIES	\$98.00
MYMUSICFOLDERS	GENERAL SUPPLIES	\$1,300.00
NHS/NASC/NASSP	DUES AND FEES	\$480.00
ROWLAND IMANUEL	OFFICIAL/JUDGE	\$400.00
SAVILLE SCOTT	OFFICIAL/JUDGE	\$50.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$4.62
UNIVERSAL DANCE ASSOCIATION	DUES AND FEES	\$11,659.00
WARTBURG COLLEGE	DUES AND FEES	\$550.00
WESTCOM WIRELESS INC	GENERAL SUPPLIES	\$3,328.28

Fund Total: \$28,147.09

06/27/2025 - 07/30/2025

Date Range:

Grand Total: \$3,417,225.08

End of Report

Printed: 07/30/2025 9:26:14 AM Report: rptlAChecksPaidListing 2025.1.16 Page: 5



Solution Tree, Inc. Purchase Agreement

Effective August 5, 2025, Solution Tree, Inc. ("Solution Tree") located at 555 N. Morton St., Bloomington, IN 47404 and Linn-Mar Community School District ("Customer") located at 1725 N Dodge St., Iowa City, Iowa 52245 agree as follows:

 Summary of Products and Services: Customer will purchase the following Solution Tree products and services ("Products"). Additional Products may be added in a mutually agreed upon written Addendum.

Products and Services	Total
Onsite Professional Development	\$14,200.00
Total	\$14,200.00

2. Payment Terms: Customer will provide Solution Tree with a purchase order made out to Solution Tree, 555 N. Morton St., Bloomington, IN 47404, for the full amount due under this Agreement upon execution of this Agreement (the "Purchase Order Due Date"). A non-refundable deposit of 20% of the total amount due will be invoiced upon execution of this Agreement. The total includes any travel, lodging, and incidental expenses incurred by Solution Tree. All payments are due net 30 days from the actual date of invoice. All past due invoices are subject to a finance charge of 1.5% monthly. Solution Tree will invoice Customer off of the purchase order based on the following schedule:

Description	Payment	Expected Invoice Date
20% Deposit (non-refundable)	\$2,840.00	Upon execution of Agreement
Onsite Professional Development	\$5,680.00	September 9, 2025
Onsite Professional Development	\$5,680.00	January 7, 2026

3. Onsite Professional Development

- **3.1. Description of Services:** Solution Tree agrees to provide a speaker, Michael Maffoni ("Associate"), to disseminate information for Customer on the topic of *Amplify Your Impact* on September 9, 2025 and January 7, 2026.
- **3.2. Presentation Materials:** Customer will reproduce any handouts and other print materials related to the services and will notify the Associate directly of any deadlines for reproduction.
- **3.3. Venue and Audio/Visual Equipment:** Customer will provide a venue, audio/video equipment, and technical support for all sessions.

4. General Terms

4.1. Intellectual Property: Customer acknowledges that Solution Tree or Associate owns the copyrights to all tangible or electronic presentation materials, handouts, and/or program books used in conjunction with services performed under this Agreement and that no materials will be developed specifically for Customer. Solution Tree will retain all copyrights owned prior to entering this Agreement, and Customer may not reproduce any materials not designated

v17.1.1 Page **1** of **2**



reproducible without the express written permission of Solution Tree. All audio, video, and digital recording of the services by Customer is prohibited.

- **4.2. Force Majeure:** If an event beyond the parties' control makes performance impossible, illegal, or commercially impracticable (a "Force Majeure Event"), the parties will proceed as follows:
 - **a.** If a Force Majeure Event prevents services from occurring onsite, the parties will arrange for the affected services to be delivered virtually on the scheduled dates.
 - **b.** If a Force Majeure Event prevents services from occurring as scheduled, the parties will use best efforts to reschedule or make substitutions for affected services or products.
 - **c.** If a Force Majeure Event prevents performance entirely, neither party will have any further liability to the other party for the prevented performance.
 - **d.** All obligations unaffected by a Force Majeure Event will remain in place.
- **4.3. Termination:** Solution Tree may terminate this Agreement if Solution Tree has not received a purchase order by the Purchase Order Due Date.
 - a. Onsite Professional Development: If Customer cancels any Onsite Professional Development Services within 90 days of the scheduled date for any reason but Force Majeure, Customer will reimburse Solution Tree for any reasonable business expenses incurred in anticipation of performance of this Agreement that exceed the amount of the deposit. If events beyond the parties' control make performance on the scheduled dates impossible, the parties will use best efforts to reschedule the Onsite Professional Development Services.
- 4.4. Entire Agreement: This Agreement and any exhibits attached hereto constitute the entire agreement of the parties and supersede any prior or contemporaneous written or oral understanding or agreement. No waiver or modification of any of the terms of the Agreement will be effective unless made in writing and signed by both parties, and the unenforceability, invalidity, or illegality of any provision of this Agreement will not render the other provisions unenforceable, invalid, or illegal. Any waiver by either party of any default or breach hereunder will not constitute a waiver of any provision of this Agreement or of any subsequent default or breach of the same or a different kind.

Katie Lowe Lancaster
Board President
Linn-Mar Community School District

Date

Solution Tree, Inc.

This Agreement is acknowledged and accepted by Customer and Solution Tree:

v17.1.1 Page **2** of **2**



MATH CONSULTANT SHARED PERSONNEL AGREEMENT BETWEEN GRANT WOOD AREA EDUCATION AGENCY AND LINN-MAR COMMUNITY SCHOOL DISTRICT

This Agreement is made and entered into the 4th day of August, 2025, by and between the Grant Wood Area Education Agency (GWAEA) and Linn-Mar Community School District (School District).

WHEREAS, GWAEA and School District seek a cooperative arrangement to share the services of a math consultant; and

WHEREAS, GWAEA and School District are organized and existing under laws of the State of Iowa; and

WHEREAS, two or more governmental entities may jointly employ and share the services of school personnel pursuant to lowa Code section 280.15; and

WHEREAS, GWAEA and School District believe that an agreement pursuant to Iowa Code section 280.15 should be entered into with regard to the sharing of math consultant services and such an agreement will be to their mutual advantage.

NOW, THEREFORE, the GWAEA and School District Boards of Directors agree as follows:

- 1. GWAEA will provide math consultant services for School District during the 2025-26 school year. GWAEA shall issue an employment contract, and shall be deemed the employer for purposes of rights and obligations under lowa law, and for purposes of compliance with federal and state laws relating to employment, subject to contributions by School District pursuant to this Agreement. The employment arrangement and employment benefits shall be governed by the policies, rules, regulations, and job descriptions of GWAEA. GWAEA and School District agree that 38 days of service (0.20 FTE) will be provided under this Agreement.
- 2. The math consultant services will be shared by GWAEA with School District. The details of the AEA employee's assignment between GWAEA and School District will be determined jointly by GWAEA and School District within the scope of AEA consultant services, and the AEA employee's duties and responsibilities in each entity will be determined and assigned by GWAEA. The responsibility for the evaluation of the AEA employee's performance shall remain with GWAEA, pursuant to its established procedures. GWAEA's board policies, master contract agreement and practices shall apply to and govern the AEA employee's conduct and performance.
- 3. School District shall pay GWAEA the annual cost to employ the AEA employee for 38 days of literacy consultant services at the consultant daily rate of \$738 per day. For the 2025-26 school year, the contracted services cost is anticipated to be \$28,044. Actual costs, to also include mileage and other related expenses, shall be calculated and fifty percent (50%) of the projected total shall be billed to School District in January 2026 with the remaining balance of actual total costs to be billed in June 2026.
- 4. GWAEA and School District each agree to indemnify and hold harmless the other from and against and all liability, damages, loss, costs, and reasonable attorney fees which arise out of any claims, suits, actions or other proceedings asserted against the party indemnified based upon any acts or omissions of the indemnifying party.
- 5. If at any time employment of the AEA employee shared with School District is terminated, School District shall not be obligated to pay any more than the costs for the actual days of service performed by the AEA employee

GWAEA-Linn-Mar CSD Page 1 of 2

as set out in Paragraph 3 above.

- 6. This Agreement will automatically continue from one fiscal year to the next unless either entity notifies the other in writing by March 1 preceding any year of renewal that it wishes to terminate the Agreement. If notice is provided by March 1, the agreement will end on June of that year. GWAEA and School District may mutually agree to terminate this Agreement at an earlier date.
- 7. This agreement contains the entire understanding between GWAEA and School District and can only be amended or terminated by a written agreement signed by each of the entities.
- 8. Should any paragraph or provision of this agreement be declared illegal by a court or agency of competent jurisdiction, then that paragraph or provision shall be deleted from this agreement to the extent it violates the law. Such deletion shall not affect any other paragraph or provisions of this agreement. Should the parties deem it advisable, they may mutually agree to enter into negotiations to replace the invalid provision.

IN WITNESS WHEREOF, this instrument is executed by the respective officers of GWAEA and School District hereinafter stated.

Handy Bar	6/11/25
President, Board of Directors Grant Wood Area Education Agency	Date
	8/4/2025
President, Board of Directors Linn-Mar Community School District	Date



SEBH CONSULTANT SHARED PERSONNEL AGREEMENT BETWEEN GRANT WOOD AREA EDUCATION AGENCY AND LINN-MAR COMMUNITY SCHOOL DISTRICT

This Agreement is made and entered into the 4th day of August, 2025, by and between the Grant Wood Area Education Agency (GWAEA) and Linn-Mar Community School District (School District).

WHEREAS, GWAEA and School District seek a cooperative arrangement to share the services of a SEBH consultant; and

WHEREAS, GWAEA and School District are organized and existing under laws of the State of Iowa; and

WHEREAS, two or more governmental entities may jointly employ and share the services of school personnel pursuant to lowa Code section 280.15; and

WHEREAS, GWAEA and School District believe that an agreement pursuant to Iowa Code section 280.15 should be entered into with regard to the sharing of SEBH consultant services and such an agreement will be to their mutual advantage.

NOW, THEREFORE, the GWAEA and School District Boards of Directors agree as follows:

- 1. GWAEA will provide SEBH consultant services for School District during the 2025-26 school year. GWAEA shall issue an employment contract, and shall be deemed the employer for purposes of rights and obligations under lowa law, and for purposes of compliance with federal and state laws relating to employment, subject to contributions by School District pursuant to this Agreement. The employment arrangement and employment benefits shall be governed by the policies, rules, regulations, and job descriptions of GWAEA. GWAEA and School District agree that 38 days of service (0.20 FTE) will be provided under this Agreement.
- 2. The SEBH consultant services will be shared by GWAEA with School District. The details of the AEA employee's assignment between GWAEA and School District will be determined jointly by GWAEA and School District within the scope of AEA consultant services, and the AEA employee's duties and responsibilities in each entity will be determined and assigned by GWAEA. The responsibility for the evaluation of the AEA employee's performance shall remain with GWAEA, pursuant to its established procedures. GWAEA's board policies, master contract agreement and practices shall apply to and govern the AEA employee's conduct and performance.
- 3. School District shall pay GWAEA the annual cost to employ the AEA employee for 38 days of SEBH consultant services at the consultant daily rate of \$738 per day. For the 2025-26 school year, the contracted services cost is anticipated to be \$28,044. Actual costs, to also include mileage and other related expenses, shall be calculated and fifty percent (50%) of the projected total shall be billed to School District in January 2026 with the remaining balance of actual total costs to be billed in June 2026.
- 4. GWAEA and School District each agree to indemnify and hold harmless the other from and against and all liability, damages, loss, costs, and reasonable attorney fees which arise out of any claims, suits, actions or other proceedings asserted against the party indemnified based upon any acts or omissions of the indemnifying party.
- If at any time employment of the AEA employee shared with School District is terminated, School District shall not be obligated to pay any more than the costs for the actual days of service performed by the AEA employee

GWAEA-Linn-Mar CSD Page 1 of 2

as set out in Paragraph 3 above.

- 6. This Agreement will automatically continue from one fiscal year to the next unless either entity notifies the other in writing by March 1 preceding any year of renewal that it wishes to terminate the Agreement. If notice is provided by March 1, the agreement will end on June of that year. GWAEA and School District may mutually agree to terminate this Agreement at an earlier date.
- 7. This agreement contains the entire understanding between GWAEA and School District and can only be amended or terminated by a written agreement signed by each of the entities.
- 8. Should any paragraph or provision of this agreement be declared illegal by a court or agency of competent jurisdiction, then that paragraph or provision shall be deleted from this agreement to the extent it violates the law. Such deletion shall not affect any other paragraph or provisions of this agreement. Should the parties deem it advisable, they may mutually agree to enter into negotiations to replace the invalid provision.

IN WITNESS WHEREOF, this instrument is executed by the respective officers of GWAEA and School District hereinafter stated.

Handy Dan	6/11/25
President, Board of Directors Grant Wood Area Education Agency	Date
	8/4/2025
President, Board of Directors Linn-Mar Community School District	Date



LITERACY CONSULTANT SHARED PERSONNEL AGREEMENT BETWEEN GRANT WOOD AREA EDUCATION AGENCY AND LINN-MAR COMMUNITY SCHOOL DISTRICT

This Agreement is made and entered into the <u>4th</u> day of <u>August, 2025</u>, by and between the Grant Wood Area Education Agency (GWAEA) and Linn-Mar Community School District (School District).

WHEREAS, GWAEA and School District seek a cooperative arrangement to share the services of a literacy consultant; and

WHEREAS, GWAEA and School District are organized and existing under laws of the State of Iowa; and

WHEREAS, two or more governmental entities may jointly employ and share the services of school personnel pursuant to Iowa Code section 280.15; and

WHEREAS, GWAEA and School District believe that an agreement pursuant to Iowa Code section 280.15 should be entered into with regard to the sharing of literacy consultant services and such an agreement will be to their mutual advantage.

NOW, THEREFORE, the GWAEA and School District Boards of Directors agree as follows:

- 1. GWAEA will provide literacy consultant services for School District during the 2025-26 school year. GWAEA shall issue an employment contract, and shall be deemed the employer for purposes of rights and obligations under lowa law, and for purposes of compliance with federal and state laws relating to employment, subject to contributions by School District pursuant to this Agreement. The employment arrangement and employment benefits shall be governed by the policies, rules, regulations, and job descriptions of GWAEA. GWAEA and School District agree that 38 days of service (0.20 FTE) will be provided under this Agreement.
- 2. The literacy consultant services will be shared by GWAEA with School District. The details of the AEA employee's assignment between GWAEA and School District will be determined jointly by GWAEA and School District within the scope of AEA literacy consultant services, and the AEA employee's duties and responsibilities in each entity will be determined and assigned by GWAEA. The responsibility for the evaluation of the AEA employee's performance shall remain with GWAEA, pursuant to its established procedures. GWAEA's board policies, master contract agreement and practices shall apply to and govern the AEA employee's conduct and performance.
- 3. School District shall pay GWAEA the annual cost to employ the AEA employee for 38 days of literacy consultant services at the consultant daily rate of \$738 per day. For the 2025-26 school year, the contracted services cost is anticipated to be \$28,044. Actual costs, to also include mileage and other related expenses, shall be calculated and fifty percent (50%) of the projected total shall be billed to School District in January 2026 with the remaining balance of actual total costs to be billed in June 2026.
- 4. GWAEA and School District each agree to indemnify and hold harmless the other from and against and all liability, damages, loss, costs, and reasonable attorney fees which arise out of any claims, suits, actions or other proceedings asserted against the party indemnified based upon any acts or omissions of the indemnifying party.
- 5. If at any time employment of the AEA employee shared with School District is terminated, School District shall not be obligated to pay any more than the costs for the actual days of service performed by the AEA employee

GWAEA-Linn-Mar CSD Page 1 of 2

as set out in Paragraph 3 above.

- 6. This Agreement will automatically continue from one fiscal year to the next unless either entity notifies the other in writing by March 1 preceding any year of renewal that it wishes to terminate the Agreement. If notice is provided by March 1, the agreement will end on June of that year. GWAEA and School District may mutually agree to terminate this Agreement at an earlier date.
- 7. This agreement contains the entire understanding between GWAEA and School District and can only be amended or terminated by a written agreement signed by each of the entities.
- 8. Should any paragraph or provision of this agreement be declared illegal by a court or agency of competent jurisdiction, then that paragraph or provision shall be deleted from this agreement to the extent it violates the law. Such deletion shall not affect any other paragraph or provisions of this agreement. Should the parties deem it advisable, they may mutually agree to enter into negotiations to replace the invalid provision.

IN WITNESS WHEREOF, this instrument is executed by the respective officers of GWAEA and School District hereinafter stated.

Loudy Bar	6/11/25
President, Board of Directors Grant Wood Area Education Agency	Date
Glant visse visse Essential in general	
	8/4/2025
President, Board of Directors	Date
Linn-Mar Community School District	

LEASE - BUSINESS PROPERTY

THIS LEASE AGREEMENT, entered into this 4th day of August, 2025, by and between Culver's Corridor Storage, LLC ("Landlord", LL) whose address for the purpose of this lease is 2310 Timber Creek Dr, Marion, IA 52302 and Linn-Mar Community School District ("Tenant") whose address for the purpose of this lease is 3111 10th St. Marion, IA 52302.

WITNESSETH THAT:

1. **PREMISES AND TERM.** The Landlords, in consideration of rents, agreements and conditions herein contained, leases to the Tenant and Tenant leases from Landlords, according to the terms of this lease, the following described "premises", situated in Linn County, Iowa:

312 44th St. Single Suite 700 Marion IA, 52302 1,500 Sq. Ft. of a 12,000 Sq. Ft. Building

Term: One (1) year, commencing the first day of the lease term, which shall be on August 1st, 2025 and ending at midnight on the last day of the lease term, which shall be on July 31st, 2026 upon the condition that the Tenant pays rent therefore, and otherwise performs as in this lease provided.

Renewal Option: One (1) Year Renewal Option at \$1,187.50 Per Month.

2. **RENTAL.** Tenant agrees to pay to Landlords as rental as follows:

Years 1 Monthly Break Down:

- a. \$9.50 Per Sq. Ft. X 1,500 Sq. Ft. GROSS: The stated lease rate is a GROSS lease rate; however, the breakdown is as follows; Base Rent: \$5.70 Per Sq. Ft.; CAM (\$1.50 Per Sq. Ft.) & Property Tax (\$2.30 Per Sq. Ft.)
- b. Monthly payments of \$1,187.50 (\$9.50 X 1,500 Sq. Ft. / 12 Months) will be owed by the Tenant until completion of this Lease. All checks shall be made payable to Culver's Corridor Storage, LLC and mailed to 2310 Timber Creek Dr. Marion, IA 52302.
- c. All utilities are to be placed in the Tenant's name and paid by the Tenant.

Any and all rent payments received by Landlords after the 5th day of each month shall be deemed delinquent, and Tenant agrees to pay a delinquent charge for each rental payment delinquent as stated below.

All sums shall be paid at the address of Landlord, as above designated, or at such other place in Iowa, or elsewhere, as the Landlord may, from time to time, designate in writing.

Delinquent rental payments shall draw interest at 10% per annum from the 6th day of the month of delinquency until date paid.

- 3. **POSSESSION:** Tenant shall be entitled to possession on the first day of the term of this lease and shall yield possession to the Landlords at the end of the lease term, except as herein otherwise expressly provided. Should the Landlords be unable to give possession on said date, Tenant's only damages shall be a new Lease Commencement Date upon possession and a new Termination Date that reflects a 12-month Lease.
 - a. Early Access immediate possession on commencement of Lease.
- 4. **USE OF PREMISES:** Tenant covenants and agrees during the term of this lease to use and to occupy the leased premises as storage.
- 5. **QUIET ENJOYMENT.** Landlords covenant that their estate in said premises is in fee simple and that the Tenant, if not in default, shall peaceably have, hold and enjoy the premises for the term of this lease. Landlords shall have the right to mortgage all of their right, title, interest in said premises at any time without notice, subject to this lease.
 - 6. EQUIPMENT, DECORATING, REPLACEMENT, REPAIR AND MAINTENANCE:

DEFINITIONS

"Maintain" means to clean and keep in good condition.

"Repair" means to fix and restore to good condition after damage, deterioration or partial destruction.

CONDITIONS OF PREMISES

A. Tenant takes the premises in its present condition.

REPAIRS AND MAINTENANCE

- A. Landlords shall replace and repair the structural parts of the building. For purposes of this lease, the structural parts of the building shall mean the foundation, exterior walls, load bearing components of interior floors and walls, the roof and all sewers, pipes, wiring and electrical fixtures outside of the structure.
- B. Repair and maintenance of the Tenant's interior space shall be maintained by the Tenant.
- C. Maintenance of Common Areas and Grounds:

Tenant agrees that Landlord will perform, during the term of this Lease, maintenance of the common areas including, but not limited to, snow removal, lawn care, landscaping maintenance, property care and management etc. This work shall be performed as necessary during the term of this lease agreement.

- D. Any repair or maintenance not specifically provided for above shall be performed and paid for by Tenant.
- E. Each party shall perform their responsibilities of repair and maintenance to the end that the premises will be kept in a safe and serviceable condition.

Neither party will permit nor allow the premises to be damaged or depreciated in value by any act, omission to act, or negligence of itself, its agents or employees.

EQUIPMENT, DECORATING AND ALTERATIONS

F. The following items of equipment, furnishings and fixtures shall be supplied and replaced by the parties as follows:

		SUPPLIED	REPLACED
1.	Heating equipment	Landlord	Landlord
2.	Lighting fixtures	Landlord	Tenant

Any equipment, furnishings or fixtures to be supplied by Tenant shall be subject to the Landlords' prior written approval as to quality and method of installation. Tenant shall provide all trade equipment, furnishings and

fixtures used in connection with the operation of its business, such as telephones, computers, desks, chairs, shelving, and similar items. Tenant to maintain equipment installed by Tenant.

G. Landlords shall provide and pay for the following items of interior decorating:

N/A

Thereafter, the Tenant shall be responsible for all interior decorating. Tenant shall make no structural alterations or improvements without the prior written consent of the Landlords.

AMERICANS WITH DISABILITIES ACT

H. Tenant will make no unlawful use of said premises and agrees to comply with all valid regulations of the Board of Health, City Ordinances or applicable municipality rules/ordinances, the laws of the State of Iowa and the Federal government, but this provision shall not be construed as creating any duty by Tenant to members of the general public, provided, however, responsibility for compliance with the Americans with Disabilities Act shall be performed and paid for by the parties as follows:

Common areas Landlords – 100%

Tenants area: Tenant -100%

Initial compliance Landlord – 100%

7. **UTILITIES AND SERVICES:** Heat must stay on in the cold months to ensure no freezing of the fire sprinkler system and domestic water lines. Utilities and services shall be furnished and paid for by the parties as follows:

A.	Electricity	Tenant	Tenant– 100%
B.	Gas	Tenant	Tenant – 100%
C.	Water & Sewer	Tenant	Tenant – 100%

PERFORMANCE PAYMENT

D.	Garbage/Trash	Tenant	Tenant – 100%
E.	Janitor/Cleaning	Tenant	Tenant – 100%
F.	Common areas	Landlord	Landlord-100%
G.	Other	Tenant	Tenant – 100%

8. TERMINATION, SURRENDER OF PREMISES AT END OF TERM -- REMOVAL OF FIXTURES.

- (a) <u>TERMINATION</u>: This lease shall terminate upon expiration of the original term; or if this lease expressly provides for any option to renew, and if any such option is exercised by the Tenant, then this lease will terminate at the expiration of the option term or terms.
- (b) **SURRENDER.** Tenant agrees that upon termination of this lease it will surrender and deliver the premises in good and clean condition, except for the effects of ordinary wear and tear and depreciation arising from lapse of time, or damage without fault or liability of Tenant.
- (c) **HOLDING OVER.** Continued possession by Tenant, beyond the expiration of its tenancy, coupled with the receipt of the specified rental by the Landlords (and absent a written agreement by both parties for an extension of this lease, or for a new lease) shall constitute a month-to-month extension of the lease. The month-to-month rental shall be 150% of the rent at the time of the Lease expiration.
- (d) **REMOVAL OF FURNITURE AND EQUIPMENT.** Tenant may, at the expiration of its tenancy, if Tenant is not in default, remove any furniture and equipment which Tenant has installed in the premises, providing Tenant repairs any and all damages caused by removal.
- 9. **ASSIGNMENT AND SUBLETTING.** Any assignment of this lease or subletting of the premises or any part thereof, without the Landlords' written permission shall, at the option of the Landlords, make the rental for the balance of the lease term due and payable at once. Such written permission shall not be unreasonably withheld.

10. **REAL ESTATE TAXES:**

A. All installments of real estate taxes that would become delinquent if not paid during the term of this lease, shall be paid by the parties in the following proportions:

Landlord 100 % Tenant 0%

B. Any increase in such installments that exceeds the amount of the installment that would be delinquent if not paid by the tax due date shall be paid as follows:

Landlord 100% Tenant 0%

- C. <u>PERSONAL PROPERTY TAXES</u>: Tenant agrees to timely pay all taxes, assessments or other public charges levied or assessed by the lawful authority against its personal property on the premises during the term of this lease.
- D. <u>SPECIAL ASSESSMENTS</u>: Special assessments that would be delinquent if not paid during the term of this lease shall be timely paid by the parties in the following proportions:

Landlord -100% Tenant -0%

E. Each party reserves its right of protest of any assessment of taxes.

11. **INSURANCE.**

- A. <u>PROPERTY INSURANCE</u>: Landlords shall secure insurance for the "structural parts of the building". Tenant agrees to insure its respective business inventory, contents and personal property etc. The insurance acquired by the parties shall cover losses included in the Insurance Services Official Broad Form Causes of Loss (formerly fire and extended coverage).
- B. <u>LIABILITY INSURANCE</u>: Tenant shall obtain commercial general liability insurance in the amounts of \$1,000,000 each occurrence and \$2,000,000 annual aggregate per location. Such a policy shall include liability arising from premises operations, independent contractors, personal injury, products and completed operations and liability assumed under an insured contract. This policy shall be endorsed to include the Landlords as

additional insureds and Tenant agrees to provide the appropriate written documentation, e.g. certificate of insurance, to verify that Landlords are additional insureds of the policy prior to the first day of possession of the premises by Tenant.

- C. <u>CERTIFICATES OF INSURANCE</u>: Prior to the time the lease takes effect the Tenant shall provide the Landlords with a certificate of insurance with these property and liability insurance requirements, such certificate shall include 30 days advance notice of cancellation to the Landlords. A renewal certificate shall be provided prior to expiration of the current policies.
- D. <u>ACTS BY TENANT</u>: Tenant will not do or omit doing of any act which would invalidate any insurance or increase the insurance rates in force on the premises.
- 12. **LIABILITY FOR DAMAGE.** Each party shall be liable to the other for all damage to the property of the other negligently, recklessly or intentionally caused by the party (or their agents, employees or invitees), except to the extent the loss is insured, and subrogation is waived under the owner's policy.
- 13. **INDEMNITY:** Except as provided in paragraph 20(A)(5) and except as provided below, Tenant will protect, defend and indemnify Landlords from and against all loss, costs, damage and expenses, including, but not limited to, costs of litigation and attorney fees occasioned by, or arising out of, any accident or other occurrence, causing or inflicting injury or damage to any person or property, happening or done in, upon or about the premises, or due directly or indirectly to the tenancy, use or occupancy thereof, including, but not limited to the negligent acts or omissions by Tenant, Tenant's agents, representatives or employees or any person claiming through or under Tenant.

Landlords will protect, defend and indemnify Tenant from and against all loss, costs, damage and expenses, including, but not limited to, costs of litigation and attorney fees occasioned by, or arising out of, any accident or other occurrence, causing or inflicting injury or damage to any person or property that is due to Landlords' negligence, Landlords' failure to replace and repair the structural parts of the building or Landlords' failure to otherwise perform their obligations required under this lease or under any applicable laws, ordinances or regulations.

14. FIRE AND CASUALTY:

(a) <u>PARTIAL DESTRUCTION OF PREMISES</u>: In the event of partial destruction or damage of the premises, which is a business interference which prevents the conducting of a normal business operation and which damage is

repairable within 90 days after its occurrences, this lease shall not terminate but the rent for the premises shall abate during the time of such business interference. In the event of a partial destruction, Landlords shall repair such damages within 90 days of its occurrences unless prevented from doing so by acts of God, government regulations, or other causes beyond Landlords reasonable control.

- (b) <u>ZONING</u>: Should the zoning ordinance of the municipality in which this located make it impossible for the Landlords to repair or rebuild so that Tenant is not able to conduct its business on these premises, then such partial destruction shall be treated as total destruction as provided in the next paragraph.
- (c) TOTAL DESTRUCTION OF BUSINESS USE: In the event of a destruction or damage of the leased premises including the parking area (if parking area is a part of this lease) so that Tenant is not able to conduct its business on the premises or the then current legal use for which the premises are being used and which damages cannot be repaired within 90 days this lease may be terminated at the option of either the Landlords or Tenant. Such termination in such an event shall be affected by written notice of one party to the other, within 20 days after such destruction. Tenant shall surrender possession within 10 days after such notice issues and each party shall be released from further obligations, and Tenant shall pay rent pro rata only to the date of such destruction. In the event of such termination of this lease, Landlords at their option, may rebuild or not, at their discretion.

15. **CONDEMNATION:**

- (a) <u>DISPOSITION OF AWARDS</u>: Should the whole or any part of the premises be condemned or taken for a public or quasi-public purpose, each party shall be entitled to retain, as its own property, any award payable to it. Or in the event that a single entire award is made on account of the condemnation, each party will then be entitled to take such proportion of said award as may be fair and reasonable.
- (b) <u>DATE OF LEASE TERMINATION</u>: If the whole of the demised premises shall be condemned or taken, the Landlords shall not be liable to the Tenant except and as its rights are preserved in paragraph 14(a) above.

16. **DEFAULT, NOTICE OF DEFAULT AND REMEDIES.**

EVENTS OF DEFAULT

A. Each of the following shall constitute an event of default by Tenant:

- 1) Failure to pay rent when due.
- 2) Failure to observe or perform any duties, obligations, agreements or conditions imposed on the Tenant pursuant to terms of the lease.
- 3) Abandonment of the premises.
 - "Abandonment" means the Tenant has failed to engage in its usual and customary business activities on the premises for more than thirty (30) consecutive business days. In no event will it be abandonment if the Tenant is current in rent due.
- 4) Institution of voluntary bankruptcy proceedings in which the Court Orders relief against the Tenant as a debtor; assignment for the benefit of creditors of the interest of Tenant under this lease agreement; appointment of a receiver for the property or affairs of Tenant, where the receivership is not vacated within ten (10) days after the appointment of the receiver.

NOTICE OF DEFAULT

B. Landlords shall give Tenant a written notice specifying the default and giving the Tenant ten (10) days in which to correct the default. If there is a default (other than for nonpayment of a monetary obligation of Tenant, including rent) that cannot be remedied in ten (10) days by diligent efforts of the Tenant, Tenant shall propose an additional period of time in which to remedy the default. Consent to additional time shall not be unreasonably withheld by the Landlords. Landlords shall not be required to give Tenant any more than three notices for the same default within any 365-day period.

REMEDIES

- C. In the event Tenant has not remedied a default in a timely manner following a Notice of Default, Landlords may proceed with all available remedies at law or in equity, including but not limited to the following:
 - 1. **Termination.** Landlords may declare this lease to be terminated and shall give Tenant a written notice of such termination. In the event of termination of this lease, Landlords shall be entitled to prove claim for and obtain judgment against Tenant for the balances of the rent agreed to be paid for the term herein provided, plus all expenses of Landlords in regaining possession of the premises and the reletting thereof,

including attorney's fees and court costs, crediting against such claim, however, less any amount obtained by reason of such reletting.

2. **Forfeiture.** If a default is not remedied in a timely manner, Landlords may then declare this lease to be forfeited and shall give Tenant a written notice of such forfeiture, and may, at the time, give Tenant the notice to quit provided for in Chapter 648 of the Code of Iowa.

17. RIGHT OF EITHER PARTY TO MAKE GOOD ANY DEFAULT OF THE OTHER.

If default shall be made by either party in the performance of, or compliance with, any of the terms or conditions of this lease, and such default shall have continued for thirty (30) days after written notice thereof from one party to the other, the person aggrieved, in addition to all other remedies now or hereafter provided by law, but need not, perform such term or condition, or make good such default and any amount advanced shall be repaid forthwith on demand, together with interest at the rate of 10% per annum, from date of advance.

18. **SIGNS.**

- (a) At Tenant's cost, Tenant shall have the right and privilege of attaching, or exhibiting signs on the leased premises, provided only (1) that any sign shall comply with the ordinances of municipality in which the property is located and the laws of the State of Iowa; (2) such sign shall not change the structure of the building; (3) such sign, if and when removed, shall not damage the building; and, (4) such sign shall be subject to the written approval of the Landlords, which approval shall not be unreasonably withheld.
- (b) Landlords during the last ninety (90) days of this lease, or extension, shall have the right to maintain in the windows or on the building or on the premises either or both a "For Rent" or "For Sale" sign and Tenant will permit, at such time, prospective tenants or buyers to enter and examine the premises.
- 19. **MECHANIC'S LIENS.** Neither the Tenant nor anyone claiming by, through or under the Tenant, shall have the right to file or place any mechanic's liens or other lien of any kind or character whatsoever, upon said premises or upon any building or that no contractor, sub-contractor, or anyone else who may furnish any material, service or labor for any building, improvements, alteration, repairs or any part thereof, shall at any time be or become entitled to any lien on the premises, and for the further security of the Landlords,

the Tenant covenants and agrees to give actual notice thereof in advance, to any and all contractors and sub-contractors who may furnish or agree to furnish any such material, service or labor.

20. ENVIRONMENTAL.

- A. Landlords: To the best of Landlords' knowledge to date:
- 1) Neither Landlords or Landlords' former or present tenants are subject to any investigation concerning the premises by any governmental authority under any applicable federal, state or local codes, rules and regulations pertaining to air and water quality, the handling, transportation, storage, treatment, usage, or disposal of toxic or hazardous substances, air emissions, other environmental matters, and all zoning and other land use matters.
- 2) Any handling, transportation, storage, treatment, or use of toxic or hazardous substances that has occurred on the premises has been in compliance with all applicable federal, state and local codes, rules and regulations.
- 3) No leak, spill release, discharge, emission or disposal of toxic or hazardous substances has occurred on the premises.
- 4) The soil, groundwater, and soil vapor on or under the premises is free of toxic or hazardous substances.
- 5) Landlords shall assume liability and shall indemnify and hold Tenant harmless against all liability or expense arising from any condition which existed, whether known or unknown, at the time of execution of the lease which condition is not a result of actions of the Tenant or which condition arises after date of execution but which is not a result of the actions of the Tenant.
- B. <u>Tenant</u>: Tenant expressly represents and agrees:
- During the lease term, Tenant's use of the property will not include the use of any hazardous substance without Tenant first obtaining the written consent of Landlords. Tenant understands and agrees that Landlords' consent is at Landlords' sole option and complete discretion and that such consent may be withheld or may be granted with any conditions or requirements that Landlords deem necessary and appropriate under the circumstances.
- 2) During the lease term, Tenant shall be fully liable for all costs and expenses related to the use, storage, removal and disposal of hazardous substances used or kept on the property by Tenant, and Tenant shall give immediate

- notice to Landlords of any violation or any potential violation of any environmental regulation, rule, statue or ordinance relating to the use, storage or disposal of any hazardous substance.
- Tenant, at its sole cost and expense, agrees to remediate, correct or remove from the premises any contamination of the property caused by any hazardous substances which have been used or permitted by Tenant on the premises during any term of this lease. Remediation, correction or removal shall be in a safe and reasonable manner, and in conformance with all applicable laws, rules and regulations. Tenant reserves all rights allowed by law to seek indemnity or contribution from any person, other than Landlords, who is or may be liable for any such cost and expense.
- 4) Tenant agrees to indemnify and hold Landlords harmless from and against all claims, causes of action, damages, loss, costs, expenses, penalties, fines, lawsuits, liabilities, attorney fees, engineering and consulting fees, arising out of or in any manner connected with hazardous substances, which are caused or created by Tenant on or after the date of this Lease and during any term of this Lease, including, but not limited to, injury or death to persons or damage to property, and including any diminution in value of any leased Premises which may result from the foregoing.
- 21. **RIGHTS CUMULATIVE.** The various rights, powers, options, elections and remedies of either party, provided in this lease, shall be construed as cumulative and no one of them as exclusive of the others, or exclusive of any rights, remedies or priorities allowed either party by law, and shall in no way affect or impair the right of either party to pursue any other equitable or legal remedy to which either party may be entitled as long as any default remains in any way unremedied, unsatisfied or undischarged.
- 22. **NOTICES AND DEMANDS.** Notices as provided for in this lease shall be given to the respective parties hereto at the respective addresses designated on page one of this lease unless either party notifies the other, in writing, of a different address. Without prejudice to any other method of notifying a party in writing or making a demand or other communication, such message shall be considered given under the terms of this lease when sent, addressed as above designated, postage prepaid, by certified mail deposited in a United States mail box.

23. PROVISIONS TO BIND AND BENEFIT SUCCESSORS, ASSIGNS, ETC.

Each and every covenant and agreement herein contained shall extend to and be binding upon the respective successors, heirs, administrators, executors and assigns of the parties; except that if any part of this lease is held in joint tenancy, the successor in interest shall be the surviving joint tenant.

- 24. **CHANGES TO BE IN WRITING.** None of the covenants, provisions, terms or Conditions of this lease shall be modified, waived or abandoned, except by a written instrument duly signed by the parties. This lease contains the whole agreement of the parties.
- 25. **CONSTRUCTION.** Words and phrases herein, including acknowledgement hereof, shall be construed as in the singular or plural number, and as masculine, feminine or neuter gender according to the context.
- 26. **ADDITIONAL TERMS.**
 - A. <u>Tenant Improvements</u>: to be paid by Tenant
- 27. SECURITY DEPOSIT-paid on previous lease of \$3,000.00
- 28. **PARKING.** Shared Parking

LANDLORD: CULVER'S CORRIDOR STORAGE, LLC		
By: Todd Culver		
Title: CEO	Date	
TENANT: Linn-Mar Community School District		
Katie Lowe Lancaster		
By: Please print name	Signature	
Board President		
Title	Date	

Exhibit 805.6

Independent Contractor Agreement



Please provide all information requested and sign page two.

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

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

1. \$	SERVICES TO BE PERFORMED: Choreography
2. (GROUP/DEPARTMENT WORKING WITH: Linn Mar High School Dance Team
3.	AMOUNT OF PAYMENT: \$2,150

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on <u>08/07/2025</u>, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 2999 N 10th Street, 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 <u>08/05</u> , <u>20 25</u> and shall continue in effect until <u>08/07</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 Monday	day of July 21	, <mark>20</mark> 25	
Independent Contractor Signature:	Linn-Mar CSD Representative Signature:		
Title: Choreographer	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:	
Business Office: 7.22.25	DateInitial	Board Meeting: 8.4.25 Date

Exhibit 805.7



To: Linn - Mar Community School District 3556 Winslow Rd Marion, IA 52302 United States

 Quote #:
 Q-107773-1

 Effective Date:
 8/5/2025

 Date:
 5/8/2025 3:17 PM

 Expires On:
 6/30/2025

 Payment Terms:
 Net 30

 Federal Tax ID #:
 45-4914152

From:
Gabriel Ponce
gponce@raptortech.com

Subscription Term: 36 Months Billing Frequency: Annual

Raptor Technologies Visitor/Volunteer Mngmt System Subscription Effective Date: August 5, 2025 (36 month subscription)		TOTAL YEAR-1 PRICE
One-time Costs TOTAL:		USD 6750.00
Raptor Recurring Costs TOTAL:		13,904.50
TOTAL:		20,654.50

Acceptance	Signature	
		_
Date		

Quote Notes:

Discounts are offered only on eligible product lines. The promotional products subject to this offer are listed in this quote and are available exclusively to existing customers. This promotional discount is valid for purchases concluded between May 5, 2025, and July 31, 2025.

Discounts are contingent upon the continued subscription to all promotional products included in this offer. Cancellation of any product (if permitted under the governing terms and conditions) will result in an adjustment to the pricing of the remaining products, which will be determined at the time of cancellation.

TERMS AND CONDITIONS FOR NEW AND EXISTING CUSTOMERS:

By making a payment based on this Quote and/or submitting a Purchase Order for any products or services provided by Raptor Technologies, LLC (or any affiliate), the general terms available at https://raptortech.com/Raptor_Technologies_General_Terms_and_Conditions.pdf, including applicable additional terms linked or referenced therein (collectively, the "Terms"), shall apply to such products or services, unless: (a) the parties have otherwise entered into a separate agreement with terms applicable to the use of such products or services or (b) the parties are subject to a purchasing cooperative which includes terms applicable to the use and provision of such products and services. In the event of any doubt, the Terms shall govern. The Terms may be updated from time to time by Raptor.

You may sign electronically; or you may print, sign and scan all pages of the document and email to gponce@raptortech.com or fax to 713-880-2577.

Issuing a purchase order for payment? Please email to gponce@raptortech.com.

Remit check payments to: Dept. 141, P.O. Box 4458, Houston, TX 77210-4458.

For any other questions, email gponce@raptortech.com.

LICENSE AGREEMENT COMMERCIAL

This license agreement ("Agreement") is made on the Effective Date, as defined in the signature block, by Linn-Mar Community School District, and Iowa school corporation ("Licensor"), and the undersigned ("Licensee").

- 1. DEFINITIONS
- 1.1 "Trademarks" means the word and logo marks depicted in Exhibit A.
- 1.2 "Licensed Product" means the products bearing the Trademarks.
- 1.3 "Royalty Rate" means the percentage defined in Exhibit B.
- 1.4 "Net Sales" means Licensee's gross invoice amount billed to customers of Licensed Products, less discounts and allowances actually shown on the invoice and, further, less any bona fide returns supported by credit memoranda actually issued to the customers. No other costs incurred in the manufacturing, selling, advertising, and distribution of the Licensed Products shall be deducted, nor shall any deduction be allowed for any uncollectible accounts or allowances.
- 1.5 "Licensed Market" means the types of products that may be marked with the Trademarks, as defined in Exhibit B.
- 1.6 "Customers" means the people to whom Licensed Products may be sold, as defined in Exhibit B.
- 1.7 "Term" means the period of time, as defined in Exhibit B, starting from the Effective Date.
- LICENSE
- 2.1 Scope of License. Licensor grants to Licensee a non-exclusive license to make, have made, and sell Licensed Products in the Licensed Market throughout the world to Customers. Licensee shall not have the right to sub-license beyond the extent necessary to manufacture the Licensed Products. Licensee shall make no other use of the Trademarks.
- 2.2 Royalty. Licensee shall pay Licensor a royalty equal to the Royalty Rate time Net Sales.
- 2.3 Code of Conduct. The grand of the license to the Licensee is contingent upon Licensee agreeing to and adhering to the Code of Conduct, attached at Exhibit C.
- 3. LICENSOR'S CONTROL
- 3.1 In order to protect and preserve Licensor's rights in the Trademarks, Licensee agrees that (i) prior to the first use of the Trademarks by Licensee, Licensee shall obtain a Licensor's approval of all aspects of such use, including quality of the Licensed Product; and (ii) once Licensee's use of the Trademarks is initially approved by Licensor, any subsequent modification in such use, including changes in quality of the licensed Product, must be reviewed and approved by Licensor prior to implementation of such modification. Licensor may terminate this Agreement if Licensee fails to abide by these quality control provisions.
- 4. USE OF THE TRADEMARK
- 4.1 Trademark Format. Licensor retains the right to specify, from time to time, the format in which Licensee shall use the Trademarks, and Licensee shall only use the Trademarks in a format approved by Licensor.
- 4.2 Proper Notice and Acknowledgement. Every use of the Trademark by Licensee shall incorporate a superscript TM or a circle enclosing an R, as directed by Licensor.
- 4.3 Impairment of Licensor's Rights. Whether during or after the term of this Agreement, Licensee shall not challenge or otherwise impair Licensor's rights in the Trademarks. Licensee shall not apply for the registration of, or cause or allow the filing of an application for the registration of, a tradename, trademark or service mark which is identical to or confusingly similar to any of the Trademarks.
- 4.4 Licensor's Rights and Remedies. Licensee agrees that Licensor retains, and may exercise, all rights and remedies available to Licensor as a result of Licensee's breach of this Agreement, misuse of the

Trademarks, or any other use of the Trademarks by Licensee which is not expressly permitted by this Agreement.

5. TERMINATION

- 5.1 Termination without Cause. Either party may terminate this Agreement, with or without cause, by delivering written notice of termination to the other party, and, unless a later date is specified in such notice, termination shall be effective thirty (30) days after the date such notice is given.
- 5.2 Termination for Cause. Notwithstanding the provisions of Section 5.1, this Agreement shall automatically terminate without notice from Licensor if: (i) Licensee violates the Code of Conduct; (ii) Licensee attempts to assign, transfer or otherwise convey, without first obtaining Licensor's written consent, any of the rights granted to Licensee; (iii) Licensee fails to obtain Licensor's approval of Licensee's use of the Trademark in accordance with Section 3 of this Agreement; (iv) Licensee uses the Trademark in a manner in violation of, or otherwise inconsistent with, the restrictions imposed by or in connection with Section 4 of this Agreement; or (v) Licensee uses the Trademark in a manner not expressly permitted by this Agreement.
- 5.3 Effect of Termination. All rights granted by this Agreement, shall expire upon termination of this Agreement, and upon termination Licensee shall immediately cease and desist from all further use of the Trademarks, except that Licensee may continue to sell off Licensed Products in its inventory for a period of ninety (90) days.

6. REPORTING AND PAYMENTS

6.1 Licensee shall provide Licensor a report within thirty (30) days of the end of each Reporting Period, as defined in Exhibit B. The report shall detail the number of Licensed Products sold, the Net Sales of Licensed Products and royalties due. The report shall be accompanied by payment of the royalties due. If no royalties are due, the report shall so state.

7. MISCELLANEOUS

- 7.1 Indemnification. Licensee agrees to indemnify and hold harmless Licensor and its board, officers, employees, and contractors from any and all claims or allegations for damage or injury to persons or property or for loss of life or limb under any product liability, tort liability or similar cause of action arising out of or in connection with (i) its activities or (ii) the use of License Products by third parties.
- 7.2 Assignment. Except as permitted, Licensee shall not assign, sublicense, transfer, or otherwise convey Licensee's rights or obligations without Licensor's prior written consent.
- 7.3 Applicable Law. This Agreement shall be interpreted, construed, and enforced pursuant to, and in accordance with, the laws of the State of Iowa. Parties agree that jurisdiction is proper in the courts of Linn County, Iowa.
- 7.4 Entire Agreement. This Agreement supersedes all previous agreements, understandings, and arrangements between the parties, whether oral or written, and constitutes the entire agreement between the parties.
- 7.5 Amendments. This Agreement may not be modified except by an agreement in writing executed by the parties hereto.
- 7.6 Waivers. The waiver by either party of a breach or other violation of any provision of this Agreement shall not operate as a waiver of any subsequent breach of the same or other provision of this Agreement.
- 7.7 Notice. All communication to be given under this Agreement shall be in writing and shall be delivered by hand, by facsimile, by registered or certified mail through the United States Postal Service, or by courier service at the addresses listed below.
- 7.8 Counterparts. This Agreement may be executed in several counterparts, each of which shall be an original, but all of which together shall constitute one and the same Agreement.

1/23/25

IN WITNESS WHEREOF, the parties hereto have caused the Agreement to be executed by their duly authorized representatives as of the date first set forth above.

Please print (except for your signature) and provide all the information requested.
Licensee: (Commercial)
Full Name of Entity: Pel Industries, Inc.
Purpose of Use of Licensed Materials: Resale
Contact's Title/Position: <u>Sales Manager</u>
Contact's Name (print): Laura Mill S
Contact's Signature: Laura Mills Date Signed: 7/23/25
Contact Information: Phone: 1-800-643-3055 X 104 Email: 1mills@ Pelindustries.com Full Address: 2001 Town West Prive
Rogers, AR 72756
Licensor: Linn-Mar Community School District 2999 N 10 th Street, Marion, IA 52302 District Contact: Business Services Email: sofferman@linnmar.k12.ia.us Phone: (319) 447-3145
Board President's Name (printed): Katie Lowe Lancaster
Board President's Signature: Date:

Exhibit A

a)



b)



c)



d)



e)



- f) Linn-Mar Community School District
- g) Linn-Mar Lions

Commercial Royalty Rate: 8%

Licensed Markets: Everything not prohibited by Code of Conduct

Customers: Everyone Term: One (1) year

Reporting Period: Quarterly

CODE OF CONDUCT COMMERCIAL

Prohibited Items. Licensee shall not use any Trademarks in connection with the promotion of sexual activity or tobacco, alcohol or illegal drug use including refraining from using the Trademarks i) in combinations with any positive or neutral mention of sexual activity, tobacco, alcohol, or illegal drugs; and ii) on any item used during sexual activity or used for consuming tobacco, alcohol, or illegal drugs. **Supplier Performance.** Licensee is expected to provide the highest level of ethics and service in all business facets which include categories such as products and services, delivery, administration, and customer service. Licensee shall not engage in unscrupulous business practices and misrepresentations of any type. Licensee and its representatives shall be courteous, considerate, prompt, and businesslike with those whom they deal including employers, employees, suppliers, and the general public. Licensees may be subject to formal evaluations.

Gifts. Licensor's officials and employees cannot accept anything of value from a Licensee, such as personal gifts or gratuities, which may be construed to have been given to influence the official or employee.

Compensation. Licensee shall ensure that its employees and the employees of all its subcontractors, shall earn at least the minimum wage as required by the law of the location of manufacture. **Working Conditions.** Licensee shall provide a safe and healthy working environment and have a safety

program that proactively identifies and eliminates workplace hazards. Employees shall not be required to work more than the limits on the regular hours allowed by the law of the location of manufacture. **Workers' Rights.** Employees of Licensee and subcontractors shall have the right to speak up about working conditions without fear of retaliation. No employee may be subjected to physical, sexual, or verbal harassment. No employee may be discriminated against in employment in any way on the basis of race, creed, color, religion, gender, age, national origin, marital status, sexual orientation, gender identity, covered military veteran, disability, genetic information, familial status, physical attribute, political belief/party preference, or socio-economic status.

Legal Compliance. Licensee shall comply with all the laws and regulation governing the workplace and Licensee's conduct of its business affairs. Where there are differences or conflicts with this Code of Conduct and the applicable laws, the higher standard will prevail.

LICENSE AGREEMENT NON-COMMERCIAL

This license agreement ("Agreement") is made on the Effective Date, as defined in the signature block, by Linn-Mar Community School District, and Iowa school corporation ("Licensor"), and the undersigned ("Licensee").

- 1. DEFINITIONS
- 1.1 "Trademarks" means the word and logo marks depicted in Exhibit A.
- 1.2 "Licensed Product" means the products bearing the Trademarks.
- 1.3 "Royalty Rate" means the percentage defined in Exhibit B.
- 1.4 "Net Sales" means Licensee's gross invoice amount billed to customers of Licensed Products, less discounts and allowances actually shown on the invoice and, further, less any bona fide returns supported by credit memoranda actually issued to the customers. No other costs incurred in the manufacturing, selling, advertising, and distribution of the Licensed Products shall be deducted, nor shall any deduction be allowed for any uncollectible accounts or allowances.
- 1.5 "Licensed Market" means the types of products that may be marked with the Trademarks, as defined in Exhibit B.
- 1.6 "Customers" means the people to whom Licensed Products may be sold, as defined in Exhibit B.
- 1.7 "Term" means the period of time, as defined in Exhibit B, starting from the Effective Date.
- 2. LICENSE
- 2.1 Scope of License. Licensor grants to Licensee a non-exclusive license to make, have made, and sell Licensed Products in the Licensed Market throughout the world to Customers. Licensee shall not have the right to sub-license beyond the extent necessary to manufacture the Licensed Products. Licensee shall make no other use of the Trademarks.
- 2.2 Royalty. Licensee shall pay Licensor a royalty equal to the Royalty Rate time Net Sales.
- 2.3 Code of Conduct. The grand of the license to the Licensee is contingent upon Licensee agreeing to and adhering to the Code of Conduct, attached at Exhibit C.
- 3. LICENSOR'S CONTROL
- 3.1 In order to protect and preserve Licensor's rights in the Trademarks, Licensee agrees that (i) prior to the first use of the Trademarks by Licensee, Licensee shall obtain a Licensor's approval of all aspects of such use, including quality of the Licensed Product; and (ii) once Licensee's use of the Trademarks is initially approved by Licensor, any subsequent modification in such use, including changes in quality of the licensed Product, must be reviewed and approved by Licensor prior to implementation of such modification. Licensor may terminate this Agreement if Licensee fails to abide by these quality control provisions.
- 4. USE OF THE TRADEMARK
- 4.1 Trademark Format. Licensor retains the right to specify, from time to time, the format in which Licensee shall use the Trademarks, and Licensee shall only use the Trademarks in a format approved by Licensor.
- 4.2 Proper Notice and Acknowledgement. Every use of the Trademark by Licensee shall incorporate a superscript TM or a circle enclosing an R, as directed by Licensor.
- 4.3 Impairment of Licensor's Rights. Whether during or after the term of this Agreement, Licensee shall not challenge or otherwise impair Licensor's rights in the Trademarks. Licensee shall not apply for the registration of, or cause or allow the filing of an application for the registration of, a tradename, trademark or service mark which is identical to or confusingly similar to any of the Trademarks.
- 4.4 Licensor's Rights and Remedies. Licensee agrees that Licensor retains, and may exercise, all rights and remedies available to Licensor as a result of Licensee's breach of this Agreement, misuse of the

Trademarks, or any other use of the Trademarks by Licensee which is not expressly permitted by this Agreement.

5. TERMINATION

- 5.1 Termination without Cause. Either party may terminate this Agreement, with or without cause, by delivering written notice of termination to the other party, and, unless a later date is specified in such notice, termination shall be effective thirty (30) days after the date such notice is given.
- 5.2 Termination for Cause. Notwithstanding the provisions of Section 5.1, this Agreement shall automatically terminate without notice from Licensor if: (i) Licensee violates the Code of Conduct; (ii) Licensee attempts to assign, transfer or otherwise convey, without first obtaining Licensor's written consent, any of the rights granted to Licensee; (iii) Licensee fails to obtain Licensor's approval of Licensee's use of the Trademark in accordance with Section 3 of this Agreement; (iv) Licensee uses the Trademark in a manner in violation of, or otherwise inconsistent with, the restrictions imposed by or in connection with Section 4 of this Agreement; or (v) Licensee uses the Trademark in a manner not expressly permitted by this Agreement.
- 5.3 Effect of Termination. All rights granted by this Agreement, shall expire upon termination of this Agreement, and upon termination Licensee shall immediately cease and desist from all further use of the Trademarks, except that Licensee may continue to sell off Licensed Products in its inventory for a period of ninety (90) days.

6. REPORTING AND PAYMENTS

6.1 Licensee shall provide Licensor a report within thirty (30) days of the end of each Reporting Period, as defined in Exhibit B. The report shall detail the number of Licensed Products sold, the Net Sales of Licensed Products and royalties due. The report shall be accompanied by payment of the royalties due. If no royalties are due, the report shall so state.

7. MISCELLANEOUS

- 7.1 Indemnification. Licensee agrees to indemnify and hold harmless Licensor and its board, officers, employees, and contractors from any and all claims or allegations for damage or injury to persons or property or for loss of life or limb under any product liability, tort liability or similar cause of action arising out of or in connection with (i) its activities or (ii) the use of License Products by third parties.
- 7.2 Assignment. Except as permitted, Licensee shall not assign, sublicense, transfer, or otherwise convey Licensee's rights or obligations without Licensor's prior written consent.
- 7.3 Applicable Law. This Agreement shall be interpreted, construed, and enforced pursuant to, and in accordance with, the laws of the State of Iowa. Parties agree that jurisdiction is proper in the courts of Linn County, Iowa.
- 7.4 Entire Agreement. This Agreement supersedes all previous agreements, understandings, and arrangements between the parties, whether oral or written, and constitutes the entire agreement between the parties.
- 7.5 Amendments. This Agreement may not be modified except by an agreement in writing executed by the parties hereto.
- 7.6 Waivers. The waiver by either party of a breach or other violation of any provision of this Agreement shall not operate as a waiver of any subsequent breach of the same or other provision of this Agreement.
- 7.7 Notice. All communication to be given under this Agreement shall be in writing and shall be delivered by hand, by facsimile, by registered or certified mail through the United States Postal Service, or by courier service at the addresses listed below.
- 7.8 Counterparts. This Agreement may be executed in several counterparts, each of which shall be an original, but all of which together shall constitute one and the same Agreement.

1/23/2500

IN WITNESS WHEREOF, the parties hereto have caused the Agreement to be executed by their duly authorized representatives as of the date first set forth above. Please print (except for your signature) and provide all the information requested. Licensee: (Non-Commercial) Full Name of Group: Marion Coure S Purpose of Use of Licensed Materials: Contact Information: Licensor: Linn-Mar Community School District 2999 N 10th Street, Marion, IA 52302 **District Contact: Business Services** Email: sofferman@linnmar.k12.ia.us Phone: (319) 447-3145 Katie Lowe Lancaster Board President's Name (printed): __

Board President's Signature: _____ Date: ___

Exhibit A





b)



c)



d)



e)



- f) Linn-Mar Community School District
- g) Linn-Mar Lions

Exhibit B

Non-Commercial Royalty Rate: 0%

Licensed Markets: 1) Nothing prohibited by the Code of Conduct; 2) Licensor approved clothing for members of the group such as uniforms or event T-shirts; and 3) Licensor approved promotional

materials for the group

Customers: Members of the group

Term: Five (5) years

Reporting Period: Annually

CODE OF CONDUCT COMMERCIAL

Prohibited Items. Licensee shall not use any Trademarks in connection with the promotion of sexual activity or tobacco, alcohol or illegal drug use including refraining from using the Trademarks i) in combinations with any positive or neutral mention of sexual activity, tobacco, alcohol, or illegal drugs; and ii) on any item used during sexual activity or used for consuming tobacco, alcohol, or illegal drugs. **Supplier Performance.** Licensee is expected to provide the highest level of ethics and service in all business facets which include categories such as products and services, delivery, administration, and customer service. Licensee shall not engage in unscrupulous business practices and misrepresentations of any type. Licensee and its representatives shall be courteous, considerate, prompt, and businesslike with those whom they deal including employers, employees, suppliers, and the general public. Licensees may be subject to formal evaluations.

Gifts. Licensor's officials and employees cannot accept anything of value from a Licensee, such as personal gifts or gratuities, which may be construed to have been given to influence the official or employee.

Compensation. Licensee shall ensure that its employees and the employees of all its subcontractors, shall earn at least the minimum wage as required by the law of the location of manufacture.

Working Conditions. Licensee shall provide a safe and healthy working environment and have a safety program that proactively identifies and eliminates workplace hazards. Employees shall not be required to work more than the limits on the regular hours allowed by the law of the location of manufacture.

Workers' Rights. Employees of Licensee and subcontractors shall have the right to speak up about working conditions without fear of retaliation. No employee may be subjected to physical, sexual, or verbal harassment. No employee may be discriminated against in employment in any way on the basis of race, creed, color, religion, gender, age, national origin, marital status, sexual orientation, gender identity, covered military veteran, disability, genetic information, familial status, physical attribute, political belief/party preference, or socio-economic status.

Legal Compliance. Licensee shall comply with all the laws and regulation governing the workplace and Licensee's conduct of its business affairs. Where there are differences or conflicts with this Code of Conduct and the applicable laws, the higher standard will prevail.



7/28/25/5

Fundraising Request Form

Exhibit 806.1

Code: 1005.4-E1

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

Request Form Due	Request Form Due Board Approval 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	December meeting	Fundraisers should NOT start until the day
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	

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: Student Council			
Contact Name: Kierstyn Buelt Contact Phone: 3194473072			
Contact Email: Kierstyn . Buelt@ District Account Code: 21.0109.1900.950.7402 linnmar. K12. ia. 4s			
Description of Fundraising Activity (All information is required for the request to be considered)			
Fundraising Activity: Homecoming Dance			
Activity Start/End Dates: September 26, 2025 Estimated Proceeds: 10,000			
Purpose/Use of Funds Raised (Must be specific): Proceeds For dance Support			
student councils mission at the high school, leadership			
development, activity for members, and appreciation			
activities for our student body, stark, and community.			
ENGINEERS II II INTERNATION II II INTERNATION II INTERNATION II II INTERNATION II II INTERNATION II II INTERNATION II INTERNATION II II INTER			
Administrator Approval:			
I approve that this request is necessary to provide funds for the purposes described above.			
Building Administrator's Signature: Zacl May Date: 7/24/25			
Business Office and Board Review/Approval:			
Business Office Review/Approval: http://www.buesal2			
Board Review/Approval: Date:			
Summary Due Date: November 1st, 2025			

Revised: 6/22; 7/22

Exhibit 806.2

Code: 1005.4-E1

Fundraising Request Form

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: Student Council
Contact Name: Kierstyn Buelt Contact Phone: 319 4473072
Contact Email: Kierstyn. Buelt @ District Account Code: 21,0109,1900,950,7402
Description of Fundraising Activity (All information is required for the request to be considered)
Fundraising Activity: Fall Fundraiser
Activity Start/End Dates: 00+ 1-31 2025 Estimated Proceeds: 400
Purpose/Use of Funds Raised (Must be specific): Proceeds are utilized to donate
to local and school level partries and individuals in
need. Final decision for specific organization is decided
by exec council based on needs in september.
Administrator Approval: I approve that this request is necessary to provide funds for the purposes described above.
Building Administrator's Signature: Zuch May Date: 7/24/25
Building Administrator's Signature:
Business Office and Board Review/Approval:
Business Office Review/Approval: Land Land Date: 7/28/35
Board Review/Approval: Date:
Summary Due Date: December 6th 2025
Revised: 6/22; 7/22



7/28/25 80

Fundraising Request Form

Code: 1005.4-E1

Revised: 6/22; 7/22

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	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: Student Council					
Contact Name: Kierstyn Buelt Contact Phone: 319447 3072					
Contact Email: <u>Kierstyn. Buelt@</u> District Account Code: <u>21.0109.1900.950.7402</u>					
Description of Fundraising Activity (All information is required for the request to be considered)					
Fundraising Activity: Spring Fling Dance					
Activity Start/End Dates: March 2025 2026 / Estimated Proceeds: 6,000					
Purpose/Use of Funds Raised (Must be specific): Proceeds For dance Support					
student councils mission at the high school, leadership,					
deuclopment, activity for members, and appreciation,					
activities for our student body, staff, and community.					
DESCRIPTION OF A CHARACTER IS CONTINUED IN INCOMPANIES IS CONTINUED IN INCOMPANIES IN INCOMPANIES IN INCOMPANIES					
Administrator Approval: I approve that this request is necessary to provide funds for the purposes described above.					
Building Administrator's Signature: 2001 Date: 7/24/25					
Building Administrator's Signature:					
Business Office and Board Review/Approval:					
Business Office Review/Approval: Date: 7/09/25					
Board Review/Approval: Date:					
Summary Due Date: May 9th, 2025 20210					



Excursions and Trips Request Form

Code 603.3-R2

Date Request Received b	v CFO/COO:	-1	21	25	

A written request for overnight excursions/trips must be submitted to the Chief Financial/Operating Officer <u>not less than</u> four weeks prior to the proposed excursion/trip and prior to any travel arrangements being finalized.

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

The request will include:

- ✓ Rationale for the excursion/trip including the purpose and objectives
- ✓ Clarification if request is dependent upon pre-qualifying for event
- ✓ Detailed plans for student supervision
- √ Proposed itinerary
- ✓ Cost and source of funding
- ✓ Number of student participants
- ✓ Copy of required participation paperwork
- 1. Within three weeks of the completion of the excursion/trip the sponsor shall submit a written summary of the event to the building principal.
- 2. The building will be responsible for obtaining a substitute teacher if one is needed.
- 3. Students eligible for a fee waiver will be covered through contingency/discretionary funds as appropriate.

Excursion/Trip Criteria: The following checklist <u>must be</u> signed and submitted to the Chief Financial/Operating Officer <u>with required documentation not less than four weeks prior to the proposed excursion/trip and prior to any travel <u>arrangements being finalized</u>:</u>

Group: Venture Science Submitted by: Lisa A. Skilang (Name)

Criteria		Description	Provided
Purpose	Required	Purpose of excursion/trip is clearly defined and " is a vital part of the curriculum or current activity." Reference Board Policy 603.3.	
Pre-Planning	Required	Evidence of pre-planning that will maximize the learning experiences of students on this excursion/trip. (Dates, location, number of student participants, plan for supervision, proposed itinerary, hotel, cost/budget source, required participation paperwork, clarification if request is dependent upon pre-qualifying for an event, etc.)	
Follow-Up	Required	Evidence of planning for follow-up in order to maximize the learning experiences of students on this excursion/trip.	
Assessment	Required	Evidence that students will be required to demonstrate their understanding of the learning expected from this experience.	
Funding	Required	Source of funding has been determined that meets Department of Education and district guidelines. <i>Reference Board Policy 603.3.</i>	
Common Experience	Recommended	This excursion/trip is a common experience that all students at this grade level or activity group should have.	
Multi-disciplinary	Recommended	This excursion/trip addresses more than one curricular area and offers the opportunity for curriculum integration.	
Building Principal Appro	oval	Date Date	7-21-25
Chief Financial/Operating Officer Approval		Date	7-30-25
Board of Directors Approval		Date	

Linn-Mar Science Overnight Field Trip Request

Field Trip: Student Ocean Conference

Sept. 24 - 25, 2025 Dates:

Mississippi River Museum & Aquarium, Dubuque, Iowa **Destination:**

Erin Martin, Director of Education Contact:

Mississippi River Museum & Aquarium - on site Lodging:

Supervision: Lisa Skilang, Science Teacher (Biology, Venture Biology, Bioethics) - LMHS

Charlotte McDermott, Teacher (Venture Earth Science) - LMHS

Submitted: July 21, 2025

Rationale/Purpose:

The Mississippi River Museum & Aquarium Student Oceans Conference is a two-day (Sept. 24 - 25, 2025) immersive experience designed to empower high school students with the knowledge, tools, and motivation to become stewards of their local watershed and the global ocean. Through expert-led workshops, field experiences, and collaborative learning, students will practice Biology and Earth science standards, design and engineering standards and 21st Century/Venture skills in the context of real-world environmental problems and solutions in the Mississippi watershed. Preparations and conference information can then be applied to our local ecosystem and the Indian Creek watershed. where students can mentor peers regarding water quality testing, stewardship, and generating solutions for local problems, providing a broader impact on learning.

Objectives:

- Deepen watershed literacy and the effects of human impacts understand ecosystem interdependence and local impacts on the health of ecosystems and larger bodies of water downstream; identify biogeochemical processes and cycling; explore biodiversity, human activities, sustainability challenges and actionable solutions
- Develop field-based scientific skills with water quality and soil monitoring; examine biodiversity and ecosystem services through data collection and analysis of physical, chemical, and biology parameters; gain exposure to how drones and other technologies help define problems and develop solutions.
- Promote stewardship and action engage in citizen science through water testing; apply knowledge and skills through peer teaching and community action with local water monitoring and exploring potential policy and conservation solutions
- Foster the development of 21st Century/Venture Skills collaboration, critical thinking, communication, leadership development; - present to peers, provide leadership for discussion and field activities to explore issues and solutions related to Indian Creek and the greater Mississippi watershed.

Standards Alignment:

• HS-LS2-7: Design, evaluate, and refine a solution for reducing human impact on the environment.

- HS-LS2-4: Use mathematical representations to support claims for the cycling of matter and flow of energy among organisms in an ecosystem
- HS-ESS3-4: Evaluate or refine a technological solution that reduces impacts of human activities on natural systems.
- 21st Century & Venture Skills: Critical thinking, collaboration, creativity, problem solving, communication, productivity and accountability, adaptability, and environmental literacy.

Pre-Planning:

Participants & Supervision

We have a tentative registration for 10 students from Linn-Mar. Participants, potentially from both Earth and Biology Venture classes, will be determined in early September based on interest, merit, maturity, and fair selection process. Lisa Skilang, Venture Biology and Charlotte McDermott, Venture Earth will be supervising. If fewer than 10 students attend, Lisa Skilang will be the only supervisor. Parental notifications, general information and required permission forms from both the Museum and Linn-Mar will be sent out on a timely basis. Sample Museum forms are provided as an attachment. Updated forms are forthcoming from the Museum Staff.

Additional Preparation

In Venture classes, students often work in small groups. Although students may be covering the same standards, the projects they work on related to the standard may be completed in alternative contexts. Preparation for this activity would have students completing initial pre-trip learning and informational sheets provided by the museum, as well as building class knowledge of watersheds and the contributions of Indian Creek in particular to the greater watershed. Class work, either pre or post trip, will be augmented by professionals from the Flood Center and the lowa Geological Survey who work with water quality in our own back yard. In addition to the pre-planning paperwork provided, students will conduct preparation regarding the chemical, physical and biological parameters on which water quality designations are based.

Tentative 2025 Itinerary:

Date/Time	Activities new participant and a resident and a second an			
Day 1 – Wednesday, September 24th				
7:45 - 9:00 AM	Departure from Linn-Mar High School; Drive to Dubuque			
9:00 – 10:15 AM	 Participant Check-in & Conference Kickoff (350 East 3rd Street, Dubuque, la 52001) National Mississippi River Museum & Aquarium [NMRMA] Conference overview; learning expectations Introductions of participants & partners Get To Know You activities for all participants & partners 			
10:30 – 11:30 AM	Water & Resource Recovery Center (795 Julien Dubuque Dr, Dubuque) Video Link			
12:00 – 1:40 PM	 Explore urban and rural best management practices Bankston Park (17826 Bankston Park Rd, Holy Cross, IA 52053) Hands-on: Macroinvertebrate testing, water quality sampling 			

	,
2:00 - 4:30 PM	 Jack Smith Family Farm (20922 Asbury Rd Durango, IA 52039) Rainfall Simulator: full-size simulator provides a detailed demonstration of soil health concepts Soil Quality and Water Movement Simulator: shows how water moves through the soil, highlighting the effect of soil quality, structure and aggregation Activities: slake test, hayride around property, barn animals, drone seeding operation, etc.
5:00 – 6:00 PM	Return to NMRMA & Participants unpack/settle in / prep for dinner
6:30 PM	 Fish Fry Dinner in Train Depot at NMRMA with Denny Weiss (Retired - DNR Fisheries)
7:15 – 7:45 PM	Day 1 Discussion with participants
7:45 – 9:00 PM	After Hours Tour; Explore exhibits & MakerSpace; Free Time
9:00 PM	e Movie © Sismereiro reditados bos por la comerción de la composición del composición de la composición del composición de la composición
11:00 PM	Lights Out #1064000 peech adject their all their peech peech as a second peech peech peech peech as a second peech peech as a second peech peech as a second peech
Day 2 – Thursday,	er ann an
8:00 – 9:00 AM	Participants wake up & pack up
9:00 AM	Breakfast at NMRMA 's Harbor Grill
9:30 AM – 12 PM	 Educational 'sightseeing' river tour (American Lady Cruise; Pick up participants at Port of Dubuque marina outside of NMRMA) Explore the Mississippi River wildlife, which are impacted directly by the waters rushing off the land and entering our streams, rivers, and lakes.
12:00 – 12:30 PM	Lunch at NMRMA 's Harbor Grill
12:30 – 1:30 PM	Conference Conclusion & Ceremony
1:30 - 3:30 PM	Return to home campus

Accommodation & Budget

Students and staff will be remaining on site after hours and overnight in the Museum. Meals and a spot on the floor in the museum for sleeping bags and blankets is provided. Budget items are restricted to transportation, gas, and substitutes for supervisors.

Post Experience Follow up:

After the conference, the students will complete a series of additional learning activities.

- Individual Written Reflection of the learning experience
- Student-led Visual and Oral Presentation (Group)
- Stewardship in local watershed Leadership and active participation in class discussion & water quality monitoring/data collection and potential campus-based solution
- Continued Study, Testing and Data comparison between local measurements, to the Mississippi River and the ocean (hypoxic/dead zone)
- Speakers Thomas Doyle, Hydrologist, Iowa Geologic Survey; Iowa Flood Center personnel

The trip sponsor/sponsors will complete a final written summary to be submitted to the principal.

Assessment of Venture/21st Century Skills and Content Standard:

- Pre-trip productivity and accountability related to pre-trip learning watersheds, water quality parameter standards, sources, and impacts; museum-provided pre-learning
- Observations before, during and after the conference (21st Century/Venture skills)
- Presentation to class and Leadership in discussion
- Leadership role/Experts in class water quality monitoring
- Documentation of experience included in Final Showcase assignment tied to content standards (Ecology & Human Impacts standards in Biology) & (Sustainability in Earth science)

Funding & Budget Considerations

The Mississippi River Museum and Aquarium hosts this event free of charge to participating students and teachers. Accommodations for the overnight include sleeping in the museum after hours. Sleeping bags/blankets, etc. will be provided by individual participants. The Museum will host students for lunch, dinner, breakfast and lunch on the identified days as part of the conference activities.

Expenses & Sources:

2 Vans for Transportation (provided 10 students attend); plus gas Substitute coverage for 2 supervising teachers

Common Experience:

This opportunity supports a shared core experience aligned with Biology and Earth science curriculum and standards. All Venture students learn about ecological interactions, human activities and environmental impacts, biodiversity loss, sustainability and designing solutions for environmental problems. Within the context of aquatic ecosystems, all students will learn about watershed ecosystems and water quality through class activities, speakers, discussion, and citizen science water quality monitoring protocols for testing chemical, physical, and biological parameters. Although this particular experience is limited to 10 students, these students will provide additional depth of knowledge and leadership through elevating discussion and guiding activities, thereby extending the learning opportunities of their peers.

Multi-disciplinary:

<u>Venture/21st Century Skills</u> - The learning opportunities afforded by this experience include the development of 21st Century skills & Venture Skills in complex communication, collaboration, critical thinking, creativity, flexibility and adaptability, productivity and accountability. In addition, students will have access to a variety of professional contributors and partners during the conference who, as well as sharing content expertise and broadening content awareness, will share career opportunities.

<u>English & Rhetoric</u> - Students will be engaged in discussion, writing reflections, and preparing/delivering presentations.

<u>Biology Content</u> - Ecological interactions and the flow of matter and cycling of energy; Human impacts on biodiversity and the environment; Designing and evaluating solutions for environmental problems

<u>Earth Science</u> - General Hydrology, Sustainable practices - agriculture, waterway development, etc. and Sustainable solutions

<u>Social Studies</u> - Civic responsibility through citizen science participation and evaluation of policies and practices related to conservation

Digital Materials from NMRMA

<u>IAAE Conference 2025 Exploring Community Connection.pptx</u> - We used these slides to present at the Iowa Association of Alternative Education conference. It includes pictures from 2024, conference summary & previous activities, and how this conference benefits to students & their hometown community.

Cost: Free - All meals, transportation, and overnight facility accommodations are provided during the conference

Welcome Packet 2024:

Packing Suggestions & tentative meals
Pre-Conference Student Worksheet
2024 End of Day 1 Discussion Questions

Student Requirements and Information we will need from participants:

2024 Photography Videography Release.pdf

2024 Liability and Hold Harmless Agreement.docx

First Name, Last Name, Age / Grade

Allergies, dietary restrictions, medical needs

Emergency contact information (or copies of school's Permission Forms)



September 11th, 2024

Dear Teachers and Students,

We are looking forward to seeing you on September $18^{th} - 19^{th}$ for the *Student Oceans Conference 2024: What Is Your Watershed?* hosted by the National Mississippi River Museum and Aquarium [NMRMA]. Along with our conservation partners, we will have fun while learning how to be part of the solution to improving the health of our waterways. This welcome letter includes check-in information, two permission documents, packing suggestions, conference itinerary, and a pre-conference student worksheet. Please let us know if you have any questions or concerns prior to arrival. We are excited to learn with you!

Codi Sharkey, Conservation Leadesharkey@rivermuseum.com563-564-8203Erin Moodie, Education Programs Manageremoodie@rivermuseum.com563-581-9342

Check-In: 8:30 - 9:00 AM

National Mississippi River Museum & Aquarium's Paddlewheel Entrance (350 E. 3rd Street, Dubuque, IA)

- Conference Starts 9:00 AM, September 18th
- Conference Ends 2:30 PM, September 19th

Permission Documents for Check-in:

Students must fill out these two documents. A guardian signature is required for minors. Bring these documents to check-in on Wednesday, Sept. 18th, 2024.

- ☐ Photography/ Videography Release Form (Page 3 & attached)
- ☐ Liability and Hold Harmless Agreement (Page 4 & attached)

Packing Suggestions:

- Clothing Day 1: Weather & activity appropriate clothing. We will be outside and physically active much of the day. You will be able to leave items like umbrellas, bags, shoes, or jackets on the Charter bus.
- Closed-toed shoes
- Water shoes/sandals
- Clothing Day 2: Weather & activity appropriate clothing. Only 1 outdoor activity.
- Sleeping Accommodations: sleeping bag pillow, air mattress, etc.
- Lounge/sleeping Attire
- Personal toilettes
- Water bottle
- Extra snacks
- Portable phone charger
- Writing utensils
- Games, entertainment, homework, etc.

^{*}Upon Arrival: Leave all your overnight/personal items in your vehicle. You will get them at 5 PM once the NMRMA is closed to the public.

Overnight Reminders: No showers/locker rooms available. You will have access to restrooms that are not open to the public. You will spend the night inside the aquarium.

Meals Provided:

Day 1 Sack Lunch: Deli meat sandwich, 2 sides, drink

Day 1 Dinner: Domino's Pizza, side, dessert

Day 2 Continental Breakfast: Cereals, fruit, yogurt, etc.

Day 2 Hot Lunch: Hot Dogs, 2 sides, dessert

Pre-Conference Student Worksheet: (Pages 5-6) We strongly encourage participants to complete this worksheet and bring it to the conference. This pre-conference sheet ensures that all participants have a basic understanding of watersheds so we can immediately jump into the hands-on activities.

Conference Itinerary

Day 1: September 18th

9:00 AM Welcome to the National Mississippi River Museum & Aquarium [NMRMA]

9:30 AM Rainfall Simulator with Natural Resources Conservation Service

10:30 - 4:30 PM Hands-on activities at Bee Branch Watershed, Swiss Valley Nature Center, & Smith Farm

5:30 PM Return to NMRMA [closed to the public @ 5:00 PM]

6:30 PM Dinner

7:15 PM Small Group Discussion & Activity

9:00 PM Movie & Relaxation

9:00 PM Movie & Relaxation
Overnight: Sleep amongst the fishes

Day 2: September 19th

8:00 AM Breakfast & Pack up [NMRMA opens to the public @ 9:00 AM]

9:30 AM – 12:30 PM Freshwater Mussel Conservation, Explore NMRMA's exhibits (Touch stingrays, Touch Tidepool), and 3D/4D Movie

12:45 PM Lunch

& Goodbyes

The transport of the first transp 1:30 PM Full Group Share Out & Goodbyes

2:30 PM End of Conference

Student Oceans Conference participants must bring this signed released form with them to Check-in on Wednesday, Sept. 18th, 2024. It will be collected by NMRMA Staff.

Official Photography/ Videography Release

I hereby authorize the Dubuque County Historical Society and its entities (hereafter referred to as "Organization") to publish photographs and/or video taken of myself and/or the minor child or children listed below, and our names and likenesses, for use in the Organization's print, online, digital, and video-based marketing materials, as well as other Organization publications.

I hereby release and hold harmless Organization from any reasonable expectation of privacy or confidentiality for myself and for the minor child or children listed below associated with the images specified above. Further, I attest that I am the parent or legal guardian of any child or children listed below and that I have full authority to consent and authorize Dubuque County Historical Society to use my or their likeness(es) and name(s).

I further acknowledge that participation is voluntary and that neither I, the minor children, or minor children will receive financial compensation of any type associated with the taking or publication of these photographs/video or participation in Organization marketing materials or other Organization publications. I acknowledge and agree that publication of said photos confers no rights of ownership or royalties whatsoever.

I hereby release the Dubuque County Historical Society, its contractors, its employees, and any third parties involved in the creation or publication of Organization marketing materials, from liability for any claims by me or any third party in connection with my participation or the participation of the minor children listed below.

Authorization

Participant's Name:	Grade/Age:	
Street Address:	. b	
City:	State:	Zip:
IF UNDER 18 YEARS OF AGE:		
Guardian Printed Name:	and the second s	
Guardian Signature:	and the second	Date:
Street Address:		
City:	State:	Zip:
Relationship to Participant:	9830	to the duby of the second
Email:		Langue Cerry, M. Saraka

Student Oceans Conference participants must bring this signed agreement with them to Check-in on Wednesday, Sept. 18th, 2024. It will be collected by NMRMA Staff.

WAIVER OF LIABILITY AND HOLD HARMLESS AGREEMENT

1. I hereby release, waive, discharge and covenant not to sue The Dubuque County Historical Society or its subsidiaries and affiliates as well as its officers, servants, agents and employees (hereinafter referred to as "releasees") from any and all liability, claims, demands, actions and causes of action whatsoever arising out of or relating to any loss, damage or injury, including death, that may be sustained by me, or to any property belonging to me, whether caused by the negligence of the releasees, or otherwise, while participating in an event, or while in, on or upon the premises an event is being conducted, while in transit to or from the premises, or in any place or places connected with the releasees.

2. I am fully aware of risks and hazards connected with participating, and I am fully aware that there may be risks and hazards unknown to me connected with participating, and I hereby elect to voluntarily participate, to enter upon the above named premises and engage in activities knowing that conditions may be hazardous, or may become hazardous or

dangerous to me and my property. I voluntarily assume full responsibility for any risks of loss, property damage or personal injury, including death, that may be sustained by me, or any loss or damage to property owned by me, because of my being a participant in an event, whether caused by the negligence of releasees or otherwise.

3. I further hereby agree to indemnify and save and hold harmless the releasees and each of them, from any loss, liability,

damage or costs they may incur, whether caused by the negligence of any or all the releasees, or otherwise.

4. It is my express intent that this release shall bind the members of my family and spouse, if I am alive, and my heirs, assigns and personal representative, if I am deceased, and shall be deemed as a Release, Waiver, Discharge and Covenant not to sue the above named releasees.

In signing this release, I acknowledge and represent that:

A. I have read the foregoing release, understand it, and sign it v. B. No oral representation, statements or inducements, apart from the I am at least eighteen (18) years of age and fully competent I execute this Release for full, adequate and complete considerable.	e foregoing written agreement, have been made; OR my parent has signed this form; and
Participant Signature:	
Participant Name Printed:	
Participant Contact Information:	
Emergency Contact Name & Phone Number:	
IF UNDER 18 YEARS OF AGE: Guardian Name Printe	d:
Guardian Signature:	Date:
Contact Information:	
Pro Conformac Student	Workshoot

Pre-Conterence Student Worksneet

Student Oceans Conference 2024: What Is Your Watershed?

The National Mississippi River Museum & Aquarium [NMRMA] and our conservation partners are excited to see you on September 18 – 19. Before you arrive, there are a few things we'd like you and your students to know. We look forward to meeting you! -Codi Sharkey & Erin Moodie [Program Managers]

Pre-Conference: Prior Knowledge

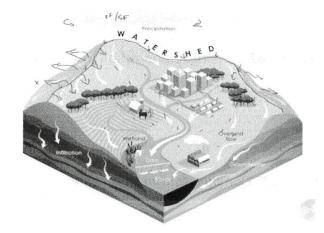
This year's Student Oceans Conference focuses on water and the importance of watersheds. During the conference you will hear from conservation professionals who work with landowners, cities, and counties on how to better the health of our watersheds and all the organisms that call watersheds their home. While at NMRMA you will see some of the creatures that live in our watershed.

In your own words, explain what you think a watershed is: **Pre-Conference Self Evaluation:** I can define watershed: (low) 1 5(high) Lunderstand the importance of watersheds: (low) 1 2 4 5 (high) I know how I can help conserve watersheds in my local area: (low) 1 5 (high) One thing I'd like to do or learn about during this conference is:

Knowledge to Know

Below are some of the big concepts we will explore at this year's Student Oceans Conference. You may want to consider the following guiding questions before you arrive. For a more personalized experience, we encourage you to use this interactive map to **locate your local watershed beforehand**:

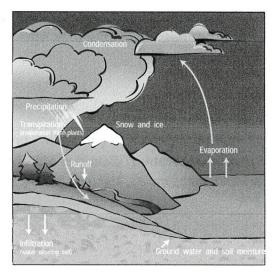
https://www.arcgis.com/apps/View/index.html?appid=8909697be04f40eaab0ee753547f4807



What is a watershed? A watershed is all the land that drains to the same body of water. Every area is a watershed that channels water into creeks/streams/rivers and eventually to a common body of water or outflow point. Smaller watersheds become part of larger watersheds, as streams feed into rivers, and rivers flow into oceans. Water tributaries from hundreds, and often thousands, of creeks and streams flow from higher ground to rivers that eventually wind up in a larger waterbody. As the water flows, it often picks up pollutants, which may have negative effects on the ecology of the watershed. Watershed is often used interchangeably with drainage basin.

#1. When rain falls to the ground around your home or school, where does it go?

#2. Review the Watercycle using this diagram →
How is watershed involved within this process?
#3. What is your local watershed? What is the *smallest*watershed where you live? What is the *largest* watershed you are
a part of? <u>Watershed Locator</u> from ArcGIS Online



How do landscapes and surrounding features play a part in watersheds? Water is an integral part of life and has shaped our landscape by seas, glacier ice, wind, and rivers. Our landscape constantly reminds us of the power of water. We interact

with these features everyday, but often forget to notice how they play a part in watersheds.

#4. What landscape features are in your local	area? How might these factors	influence a watershed?
Consider the geography & geology of Iowa, Illir	nois, and Wisconsin. Earth Rock	s Map from Concord
Consortium: Earth-rocks.concord.org		

#5. What other **natural features** might impact your local watershed? *Consider climate, soil type, wildlife, drainage network, waterbodies, etc.*

#6. What **non-natural features** might impact your local watershed? *Consider farming, recreation, mining, urban developments, factories, dams, wells, etc.*

What is Successful Watershed Management? Everyone has a part in watershed health. We all want clean water to drink, swim in, and eat from. We all want a river or lake that looks and is healthy and full of life. Therefore, we are all watershed stakeholders because we derive value from our watershed's resources. A stakeholder is a person who lives in, manages, restores, or protects their watershed. Many partnerships between various stakeholders have been formed to successfully manage their watersheds.

#7. What might a **healthy watershed** look like or what key things should it include? *Consider plant life, animal habitats, drinking water, etc.*

#8. Identify a person, organization, or job position within your community you'd label as a **stakeholder for your watershed**? Examples of stakeholders include urban and rural residents; local, state or federal government agencies; elected officials; agricultural producers; recreational users and wildlife enthusiasts.

#9. Do you think your **water footprint** is below average, average, or above average? Explain why. A water footprint is the amount of water consumed or used by individuals to produce goods and service. Consider your use of indoor water, use of outdoor water, and indirect water use.

Water Footprint Calculator: https://watercalculator.org

Student Oceans Conference 2024

End of Day 1 Discussion Questions

- 1. What was one valuable thing you learned or realized during each of these experiences today?
 - Rainfall Simulator
 - Bee Branch Watershed
 - Swiss Valley Park
 - Jack Smith Farm
- 2. What is one thing you are still confused about or unsure about from today's learning?
- 3. Revisit some of the questions from the **Pre-Conference Student Worksheet**. How do these questions relate to today's experiences?
 - Review the Watercycle. How is watershed involved within this process?
 - What is your local watershed? What is the smallest watershed where you live? What is the largest watershed you are a part of? <u>Watershed Locator</u> from ArcGIS Online
 - How do landscapes and surrounding features play a part in watersheds?
 - What landscape features are in your local area? How might these factors influence a watershed?
 - What other natural features might impact your local watershed?
 - What non-natural features might impact your local watershed?
 - What is Successful Watershed Management?
 - What might a healthy watershed look like or what key things should it include?
 - Identify a person, organization, or job position within your community you'd label as a stakeholder for your watershed?
- 4. What is a healthy watershed? What factors influence the quality of water in the watershed?
- 5. What does **wasting water** mean? Provide 2 examples of how you might be wasting water. Where does your community **obtain their drinking water**?
- 6. Are there any signs of **water quality degradation** in your community? What might be **causing** these negative alterations to the water in your community?
- 7. What **effects** have these negative alterations had on plant and animal communities in your regions? What kinds of **actions and changes** are currently underway to benefit your watershed? What others might be enacted?
- 8. How can students and the community **get involved in protecting** and improving the health of your watershed?
- 9. Brainstorm 1 thing **a person might do to conserve their local watershed** or reduce their negative impact.

Digital Activities:

- https://www.watercalculator.org/wfc2/
- https://river-runner.samlearner.com/?fbclid=lwAR1-d2Bb2wQv2ye-48ldO_QAdyHuh4cHlQBwhQVmY2Rl5rDCNzWGSprKE7E
- https://earth-rocks.concord.org/
- Watershed Locator:

https://www.arcgis.com/apps/View/index.html?appid=8909697be04f40eaab0ee753547f4807

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Helpful Resources:

- https://guides.itsi.concord.org/part-i-exploring-my-watershed-teacher-guide.html
- https://extapps.dec.ny.gov/docs/remediation hudson pdf/hrlpwatershedhs.pdf
- https://www.caryinstitute.org/eco-inquiry/teaching-materials/hudson-river-ecology/watersheds-reading
- https://www.caryinstitute.org/sites/default/files/public/downloads/curriculumproject/watershed.pdf
- https://www.epa.gov/hwp/basic-information-and-answers-frequent-questions
- https://mostreamteam.org/assets/watershed.pdf
- https://ctic.org/files/Getting%20To%20Know%20Your%20Local%20Watershed.pdf
- https://apps.ecology.wa.gov/publications/documents/0801018.pdf
- https://www.usgs.gov/special-topics/water-science-school/tools



Presenters:

- Codi Sharkey, Conservation Programs Manager
- · Erin Martin, Director of Education
- · Chuck Tonelli, IAAE President & S.O.C. Advocate



NATIONAL SSIPPI RIVER MUSEUM & AQUARIUM

National Mississippi River Museum & Aquarium [NMRMA]

- Mission: To inspire stewardship by creating educational experiences where history and rivers come alive.
- 14 acre campus on the Mississippi & Mattias Ham Historic Site
- Museum + Aquarium + Science Center
- · 200,000 Guests per year
- · 19,504 Students participant in an Educational Experience in 2024
- · Accolades: Smithsonian Affiliated, AZA, IMA, etc.
- Highlights related to S.O.C.: Rivers to the Sea Exhibit, Ice Harbor & River Access, Watershed Map, and more

History:

- Started in 2005 through Coastal Ecosystem Learning Centers, NOAA, and Nat Geo Gran
- Evolved over the years to the current Student Ocean Conference: Know Your Watershed

What is Student Oceans Conference:

- Two-day watershed workshop for high schoolers with their teacher(s)
- Interactive and hand-on experiences:

 water stewardship, protecting natural resources, sustainable agriculture, conservation practices, etc. Collaborate with environmental professionals & like-minded peers from other communities $\,$

Previous Activities:

- Field trips to urban watersheds and rural watersheds
- Hayride tour of heritage/ regenerative ag farm and barn
- Soil and Slake testing & water quality testing
- Catching and classifying macroinvertebrates
- Rainfall Simulator to compare root systems
- Seeding-drone demonstration & no-till drill demonstration
- Boating and running nets on the Mississippi River
- Freshwater connections: Freshwater Mussels on the Lower Dock



Benefits for Students:

- · Hands-on learning and real-world experiences
- · Exposure to Careers
- · ESL: Teamwork, collaboration, grit
- · Low-stakes Networking & Bonding Amongst Peers
- Knowledge Gains
 - Upper River to Lower River Connections
 - · Watershed to Ocean Connections

Benefits for Community:

- Impactful Perspective
 - Hometown Stream > Mississippi Watershed > Oceans
- · Apply new knowledge to local community
- · Think Tank & Exchange of Ideas



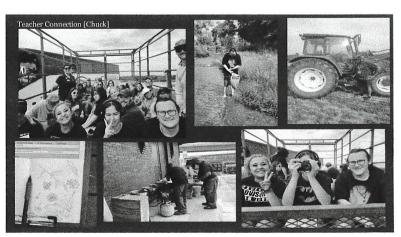
Student Oceans Conference Community Partners:

- Iowa Natural Resources Conservation Service
- · Dubuque County Conservation
- · Jack Smith Family Barn & Farm
- Denny & Teresa Weiss, Retired IADNR biologist, Retired NRCS
- · Mike Freiburger, Dubuque Soil & Water Commissioner

Why these Partnerships Matter:

- · Network of Community Connections
- Help us stay up to date with Best Practices & New Techniques (drone seeding)
- · Support one another's Conservation Initiatives
- Career Pathways for Students





Student Oceans Conference 2025:

Wednesday, September 24th Thursday, September 25th

Price: Free 50 Participants Total (Please limit group size to 10)

Reservations go live starting April 17th on rivermuseum.org



Scan me!

Codi Sharkey Erin Martin Chuck Tonelli

learning@rivermuseum.org

563-557-9545 x215 563-557-9545 x235



Community Connections Programs: Earth Optimism

NMRMA Educational Opportunities:



IN ASSOCIATION WITH THE SMITHSONIAN INSTITUTION









Student Oceans Conference participants must bring this signed agreement with them to Check-in on Wednesday, Sept. 18th, 2024.

It will be collected by NMRMA Staff.

WAIVER OF LIABILITY AND HOLD HARMLESS AGREEMENT

- 1. I hereby release, waive, discharge and covenant not to sue The Dubuque County Historical Society or its subsidiaries and affiliates as well as its officers, servants, agents and employees (hereinafter referred to as "releasees") from any and all liability, claims, demands, actions and causes of action whatsoever arising out of or relating to any loss, damage or injury, including death, that may be sustained by me, or to any property belonging to me, whether caused by the negligence of the releasees, or otherwise, while participating in an event, or while in, on or upon the premises an event is being conducted, while in transit to or from the premises, or in any place or places connected with the releasees.
- 2. I am fully aware of risks and hazards connected with participating, and I am fully aware that there may be risks and hazards unknown to me connected with participating, and I hereby elect to voluntarily participate, to enter upon the above named premises and engage in activities knowing that conditions may be hazardous, or may become hazardous or dangerous to me and my property. I voluntarily assume full responsibility for any risks of loss, property damage or personal injury, including death, that may be sustained by me, or any loss or damage to property owned by me, because of my being a participant in an event, whether caused by the negligence of releasees or otherwise.
- 3. I further hereby agree to indemnify and save and hold harmless the releasees and each of them, from any loss, liability, damage or costs they may incur, whether caused by the negligence of any or all the releasees, or otherwise.
- 4. It is my express intent that this release shall bind the members of my family and spouse, if I am alive, and my heirs, assigns and personal representative, if I am deceased, and shall be deemed as a Release, Waiver, Discharge and Covenant not to sue the above named releasees.

In signing this release, I acknowledge and represent that:

- A. I have read the foregoing release, understand it, and sign it voluntarily as my own free act and deed;
- B. No oral representation, statements or inducements, apart from the foregoing written agreement, have been made:
- C. I am at least eighteen (18) years of age and fully competent OR my parent has signed this form; and
- D. I execute this Release for full, adequate and complete consideration fully intending to be bound by same.

Participant Signature:		Date:
Participant Name Printed:		Age:
Emergency Contact Name & Phone Numb		
IF UNDER 18 YEARS OF AGE:	Guardian Name Printed: _	
Guardian Signature:	Γ	Pate:





PROPERTIES OF THE



Official Photography/ Videography Release

I hereby authorize the Dubuque County Historical Society and its entities (hereafter referred to as "Organization") to publish photographs and/or video taken of myself and/or the minor child or children listed below, and our names and likenesses, for use in the Organization's print, online, digital, and video-based marketing materials, as well as other Organization publications.

I hereby release and hold harmless Organization from any reasonable expectation of privacy or confidentiality for myself and for the minor child or children listed below associated with the images specified above. Further, I attest that I am the parent or legal guardian of any child or children listed below and that I have full authority to consent and authorize Dubuque County Historical Society to use my or their likeness(es) and name(s).

I further acknowledge that participation is voluntary and that neither I, the minor children, or minor children will receive financial compensation of any type associated with the taking or publication of these photographs/video or participation in Organization marketing materials or other Organization publications. I acknowledge and agree that publication of said photos confers no rights of ownership or royalties whatsoever.

I hereby release the Dubuque County Historical Society, its contractors, its employees, and any third parties involved in the creation or publication of Organization marketing materials, from liability for any claims by me or any third party in connection with my participation or the participation of the minor children listed below.

Authorization

Participant's Name:		_ Grade/Age:
Street Address:		
City:		Zip:
IF UNDER 18 YEARS OF AGE:		
Guardian Printed Name:		<u></u>
Guardian Signature:		Date:
Street Address:		
City:	State:	Zip:
Relationship to Participant:		
Email:		

School Finance Report May 31, 2024

92% of the School Vear Complete

92% of the School Year Complete											
	Current Budget	Beginning Fund Balance	Y-T-D Revenue	Exp This Mon	Exp. Last Month	Exp Y-T-D	% Exp (Budget)		Balance (Budget)	Balance (Revenues)	Balance (Fund)
1) Instructional (1000-1999)	\$71,715,574			\$5,627,485	\$5,501,807	\$52,383,990	73.0%		\$19,331,584		
2) Support Services(2000-2999)	\$34,446,929			\$2,496,468	\$2,715,252	\$27,267,029	79.2%		\$7,179,900		
3) Non-Instructional(3000-3999)	\$5,195,434			\$444,560	\$394,069	\$3,735,371	71.9%		\$1,460,063		
4) Other Expenditures((4000-6100)	\$28,622,071			\$1,629,835	\$6,428,948	\$20,934,405	73.1%		\$7,687,666		
5) Interfund Transfers (000910)	\$9,139,607			\$656,909	\$656,909	\$7,225,995	79.1%		\$1,913,612		
Total	\$149,119,615			\$10,855,257	\$15,696,985	\$111,546,790	74.8%		\$37,572,825		
	_										
Operating Fund-10	\$104,275,199	\$7,069,549	\$93,793,463	\$8,088,225	\$10,102,622	\$79,331,424	76.1%		24,943,775	14,462,039	21,531,588
Activity-21	\$1,050,000	\$854,019	\$1,051,094	\$115,830	\$65,765	\$913,112	87.0%		136,888	137,982	992,001
Management-22	\$2,013,202	\$2,308,570	\$1,515,402	\$2,187	\$107,837	\$1,949,559	96.8%		63,643	(434,157)	1,874,413
PERL-24	\$503,663	\$122,738	\$342,152	\$3,573	\$3,573	\$298,485	59.3%		205,178	43,667	166,406
SAVE-33	\$10,862,141	\$5,742,146	\$8,943,480	\$855,526	\$755,787	\$9,686,013	89.2%		1,176,128	(742,533)	4,999,613
Other Capital Projects-31, 32, 35	\$10,750,000	\$14,530,980	\$231,375	\$23,395	\$19,075	\$5,926,687	55.1%		4,823,313	(5,695,312)	8,835,668
PPEL-36	\$5,431,703	\$4,559,679	\$5,371,616	\$79,379	\$45,004	\$1,880,536	34.6%		3,551,167	3,491,081	8,050,760
Debt Service-40	\$9,125,707	\$347,991	\$5,574,164	\$1,239,326	\$0	\$7,822,113	85.7%		1,303,594	(2,247,949)	(1,899,958)
Nutrition-61	\$4,648,000	\$3,104,643	\$3,619,126	\$413,460	\$417,872	\$3,418,649	73.6%		1,229,351	200,477	3,305,120
Aquatic Center-65	\$410,000	\$294,394	\$378,956	\$33,509	\$15,609	\$276,313	67.4%		133,687	102,643	397,037
Student Store-68	\$50,000	\$26,950	\$47,458	\$846	-\$649	\$43,902	87.8%		6,098	3,557	30,506
Total	\$149,119,615	\$38,961,658	\$120,868,285	\$10,855,257	\$11,532,495	\$111,546,790	74.8%		37,572,825	9,321,495	48,283,153

Linn-Mar Community School District

Cash Balances

Fiscal Year: 2023-2024 Date Range: 07/01/2023 - 05/31/2024 Increases Decreases Title Debits Credits Account Number Beginning Balance Cash Balance 10.0000.0000.000.0000.111001 ISJIT-General Fund 13.082.49 3.054.067.04 10,187,529.09 13.228.513.64 CASH IN BANK 10.0001.0000.000.0000.101000 4,639,859.26 128,910,440.93 133,089,870.00 460,430.19 10.0002.0000.000.0000.101000 CASH IN BANK 5,144.68 23,911.86 23,867.10 5,189.44 21.0000.0000.000.0000.111001 ISJIT - Student Activity 0.00 920,909.50 0.00 920,909.50 1.555 RESERVE CD 21.0000.0000.000.0000.111011 0.00 408.00 408.00 0.00 21.0001.0000.000.0000.101000 CASH IN BANK 1.00 105,326.08 105,326.08 1.00 21.0002.0000.000.0000.101000 CASH IN BANK 858,359.65 4,227,464.88 4,829,949.11 255,875.42 22.0000.0000.000.0000.111001 ISJIT - Management 0.00 767,424.59 0.00 767,424.59 CASH IN BANK 22.0006.0000.000.0000.101000 2,302,092.46 1,530,643.35 2,725,747.71 1,106,988.10 CASH IN BANK 24.0001.0000.000.0000.101000 0.00 41,924.06 41,924.06 0.00 24.0003.0000.000.0000.101000 CASH IN BANK 165,083.84 350,248.24 321,933.78 193,398.30 CASH IN BANK 33.0003.0000.000.0000.101000 5,134,851.29 9,846,522.46 9,862,862.32 5,118,511.43 35.0003.0000.000.0000.101000 CASH IN BANK 109,897.32 13,185,729.36 11,006,145.72 2,289,480.96 35.0008.0000.000.0000.101000 CASH IN BANK 133.62 0.04 133.66 0.00 36.0003.0000.000.0000.101000 CASH IN BANK 4,974,699.14 5,613,165.88 2,533,814.29 8,054,050.73 CASH IN BANK 40.0003.0000.000.0000.101000 330,487.30 13,013,687.72 8,018,137.51 5,326,037.51 ISJIT - Nutrition 61.0000.0000.000.0000.111001 0.00 2,558,081.97 0.00 2,558,081.97 61.0001.0000.000.0000.101000 CASH IN BANK 0.00 2,347,214.71 2,347,214.71 0.00 61.0004.0000.000.0000.101000 CASH IN BANK 3,221,671.90 3,733,069.50 6,333,230.69 621,510.71 CASH IN BANK 65.0001.0000.000.0000.101000 0.00 270,417.79 270,417.79 0.00 CASH IN BANK 65.0002.0000.000.0000.101000 371,671.34 389,765.51 347,196.72 414,240.13 CASH IN BANK 68.0002.0000.000.0000.101000 26,949.64 48,445.93 44,889.34 30,506.23 25,194,969.48 198,072,331.45 181,916,151.08 41,351,149.85

End of Report

Printed: 06/24/2024 3:37:56 PM Report: rptGLCashBalances 2024.1.13 Page:

School Finance Report May 31, 2025

92% of the School Year Complete

	Current Budget	Beginning Fund Balance	Y-T-D Revenue	Exp This Mon	Exp. Last Month	Exp Y-T-D	% Exp (Budget)	Balance (Budget)	Balance (Revenues)	Balance (Fund)
1) Instructional (1000-1999)	\$71,955,000			\$5,479,670	\$6,094,317	\$53,914,101	74.9%	\$18,040,899		
2) Support Services(2000-2999)	\$34,849,700			\$2,496,090	\$2,837,029	\$28,989,655	83.2%	\$5,860,045		
3) Non-Instructional(3000-3999)	\$5,207,500			\$471,279	\$358,862	\$3,754,756	72.1%	\$1,452,744		
4) Other Expenditures((4000-6000)	\$28,110,865			\$497,316	\$6,005,269	\$28,808,593	102.5%	-\$697,728		
5) Interfund Transfers (000910)	\$8,820,274			\$621,472	\$621,472	\$6,836,191	77.5%	\$1,984,083		
Total	\$148,943,339			\$9,565,826	\$15,916,949	\$122,303,297	82.1%	\$26,640,042		
Operating Fund-10	\$102,500,000	\$7,108,796	\$96,269,524	\$7,985,952	\$8,874,590	\$79,854,519	77.9%	22,645,481	16,415,005	23,523,800
Activity-21	\$1,100,000	\$1,004,117	\$1,051,252	\$97,488	\$105,737	\$1,120,203	101.8%	(20,203)	(68,951)	935,167
Management-22	\$2,800,000	\$2,014,469	\$2,516,231	\$2,534	\$1,485	\$2,798,734	100.0%	1,266	(282,503)	1,731,967
PERL-24	\$248,000	\$37,667	\$381,223	\$3,768	\$25,323	\$127,652	51.5%	120,348	253,571	291,238
SAVE-33	\$13,562,000	\$19,890,609	\$9,744,366	\$756,043	\$1,838,000	\$20,271,022	149.5%	(6,709,022)	(10,526,655)	9,363,954
Other Capital Projects-31, 32, 35	\$4,116,000	\$6,493,636	\$267,641	\$7,002	\$23,193	\$3,696,359	89.8%	419,641	(3,428,718)	3,064,919
PPEL-36	\$4,931,663	\$6,280,709	\$5,121,343	\$240,859	\$311,500	\$3,961,524	80.3%	970,139	1,159,819	7,440,528
Debt Service-40	\$15,125,676	\$542,598	\$5,587,775	\$300	\$4,377,687	\$6,673,814	44.1%	8,451,862	(1,086,039)	(543,441)
Nutrition-61	\$4,100,000	\$3,184,707	\$3,260,624	\$423,376	\$336,406	\$3,423,681	83.5%	676,319	(163,057)	3,021,650
Aquatic Center-65	\$410,000	\$276,646	\$393,917	\$43,060	\$22,608	\$335,536	81.8%	74,464	58,381	335,027
Student Store-68	\$50,000	\$33,225	\$40,975	\$5,445	\$419	\$40,254	80.5%	9,746	721	33,946
Total	\$148,943,339	\$46,867,180	\$124,634,871	\$9,565,826	\$15,916,949	\$122,303,297	82.1%	26,640,042	2,331,574	49,198,754

Linn-Mar Community School District

Cash Balances

Fiscal Year: 2024-2025 Date Range: 07/01/2024 - 05/31/2025 Increases Decreases Title Debits Credits Account Number Beginning Balance Cash Balance 10.0000.0000.000.0000.101000 CASH IN BANK 250.00 250.00 0.00 0.00 ISJIT-General Fund 10.0000.0000.000.0000.111001 13,410,150.20 18,990,128.79 27,960,920.42 4,439,358.57 10.0001.0000.000.0000.101000 CASH IN BANK 21,500.12 138,295,302.58 137,057,695.88 1,259,106.82 CASH IN BANK 10.0002.0000.000.0000.101000 5,201.98 2,480.73 2,461.80 5,220.91 CASH IN BANK 10.0005.0000.000.0000.101000 0.00 50.00 50.00 0.00 21.0000.0000.000.0000.111001 ISJIT - Student Activity 924,741.34 1,267,447.32 924,741.34 1,267,447.32 21.0000.0000.000.0000.111011 1.555 RESERVE CD 0.00 13,673.66 13,673.66 0.00 21.0001.0000.000.0000.101000 CASH IN BANK 0.00 116,351.49 116,351.49 0.00 CASH IN BANK 21.0002.0000.000.0000.101000 72.326.35 4,670,019.38 4,813,261.40 (70,915.67)CASH IN BANK 21.0004.0000.000.0000.101000 0.00 3,942.81 3,942.81 0.00 22.0000.0000.000.0000.111001 ISJIT - Management 770,617.78 1,513,962.32 771,366.46 1,513,213.64 CASH IN BANK 22.0006.0000.000.0000.101000 1,133,619.80 4,827,385.46 5,742,251.97 218,753.29 24.0001.0000.000.0000.101000 CASH IN BANK 0.00 41,489.56 41,489.56 0.00 24.0003.0000.000.0000.101000 CASH IN BANK 191,997.32 381,911.53 271,821.90 302,086.95 33.0003.0000.000.0000.101000 CASH IN BANK 5,331,284.43 22,604,333.80 20,929,352.80 7,006,265.43 CASH IN BANK 35.0003.0000.000.0000.101000 611,705.91 5,474,463.04 6,113,008.13 (26,839.18)CASH IN BANK 6,764,579.40 36.0003.0000.000.0000.101000 5.179.313.13 4,481,588.87 7,462,303.66 40.0003.0000.000.0000.101000 CASH IN BANK 532,204.24 12,434,959.90 6,674,414.12 6,292,750.02 61.0000.0000.000.0000.111001 ISJIT - Nutrition 2.568.726.02 106,493.71 0.00 2,675,219.73 CASH IN BANK 61.0001.0000.000.0000.101000 0.00 2,458,895.77 2,458,895.77 0.00 4,137,109.59 61.0004.0000.000.0000.101000 CASH IN BANK 646.462.70 4,454,808.80 328,763.49 65.0001.0000.000.0000.101000 CASH IN BANK 0.00 334,611.47 334,611.47 0.00 65.0002.0000.000.0000.101000 CASH IN BANK 402,746.45 426,673.03 428,380.13 401,039.35 CASH IN BANK 65.0004.0000.000.0000.101000 0.00 17,048.07 17,048.07 0.00 CASH IN BANK 68.0002.0000.000.0000.101000 30.350.76 42.327.85 41.606.62 31.071.99 33,418,214.80 223,340,624.99 223,653,993.47 33,104,846.32

End of Report

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