



District Honors & Highlights

July 8, 2024



Student Honors: Congratulations are extended to Linn-Mar High School Students Rachel Hora and Winn Chumnanont who were among the winners of the Build Iowa's Future Design Challenge sponsored by Iowa Workforce Development and the Iowa Department of Education. The students presented information on skin cancer and the importance of skin safety in their submission entitled, *Cancer Screening Advocates*.

[Click here for more info](#)

Winter/Spring Athletic Honors: Congratulations are extended to all of the student athletes and their coaches who participated in the state championships, individual/team state qualifiers, conference championships, all-state selections/elite all-state selections, academic all-state winners, or were named metro/conference coaches of the year during the winter and spring athletic seasons! [Click here to view the full list](#)



Volunteer Honor: Congratulations to Donna Bean for being honored during the 2024 Governor's Volunteer Awards on June 25th. More than 400 awards were presented during the event, with approximately 85 Iowa communities served by the volunteers recognized.

[Click here for the full story](#)



Use this form to move dollars between District accounting codes.

Examples of use:

- Account code posting errors
- A school is paying Nutrition Services for cookies provided for a special activity.
- Student Council has approved giving fund raising dollars to another District group.

TRANSFER OF FUNDS REQUEST

\$ 6256.20

FROM ACCOUNT CODE(S):	21.0109.1900.920.6720.000618 - Football
TO ACCOUNT CODE(S):	10.0000.1900.920.0000.000612 – Instructional Support

REASON FOR TRANSFER:

Protective Equipment – PO # 202303677 – 6256.20

was rolled over from year 2022-2023

Requested by: Joyce Dayton

Date: 7/1/24

Administrator Authorization: *[Signature]*

Date: 7/1/24

Accounting Authorization: _____

Date: _____

Please send completed form to Accounting.

Purchase Order

Linn-Mar Community School District
2999 North 10th Street

No.202303677

Marion IA 52302

Show PO# on all invoices, packages & communications

Invoices must be rendered in duplicate

Public School Districts are exempt from State Sales Tax by State Law

PO Date: 07/02/2023

Questions ? Sandy Clabough (319) 447-3010

Ext:

Account:

PO Issued To:

RIDDELL ALL-AMERICAN
7501 PERFORMANCE LANE
NORTH RIDGEVILLE OH 44039

Ship To:

Linn-Mar High School
Attn: Tim Lovell
3111 N. 10th Street
Marion IA 52302
(319) 447-3101

Contact:

Location: High School

Phone: (800) 275-5338

Fax: (800) 275-2412

Project: UNDESIGNATED

Req #: 233851

Reference:

Date Required: 07/17/2023

Award Number:

Line	Qty	Unit	Part #	Description	Account Number	Unit Price	Extended	Tax	Freight
1	10.00	EA		Football Helmet Flex (s-l)	21.0109.1900.920.6720.000618 GENERAL SUPPLIES	385.00	3,850.00	0.00	0.00
2	5.00			Football Helmet Flex (XI)	21.0109.1900.920.6720.000618 GENERAL SUPPLIES	400.00	2,000.00	0.00	0.00
3	15.00			Paint	21.0109.1900.920.6720.000618 GENERAL SUPPLIES	13.00	195.00	0.00	0.00
4	5.00			jaw upgrade	21.0109.1900.920.6720.000618 GENERAL SUPPLIES	2.75	13.75	0.00	0.00
5	1.00			shipping	21.0109.1900.920.6720.000618 GENERAL SUPPLIES	197.45	197.45	0.00	0.00

APPROVAL SIGNATURES:



Sub-Total: \$6,256.20

Freight: \$0.00

Tax: \$0.00

Total Amount: \$6,256.20

Received By: _____

Notes:

Order Via: Send check to vendor

ENTITY COPY



Transfer of Funds Request

Use this form to move expenses between district account codes.
Ex: account code posting errors
Contact Cortnee Hemesath in the business office with any questions at ext. 3673

Amount \$ 8,159.95

From Account Code(s) 21.0445, 19.00, 950.7406, 000618

To Account Code(s) 10.0000, 1900, 920, 0000, 000612

Reason For Transfer

Please attach supporting documentation upon request submittal

Protective Equipment

Requested by *[Signature]*

Date 7/1/24

Admin Authorization *[Signature]*

Date 7/1/24

Accounting Authorization _____

Date _____

Purchase Order

Linn-Mar Community School District
2999 North 10th Street
Marion IA 52302

No. 202403149

Show PO# on all invoices, packages & communications

Invoices must be rendered in duplicate

Public School Districts are exempt from State Sales Tax by State Law

P.O. Date: 03/29/2024 **Questions ?** Sandy Clabough (319) 447-3010
P.O. Issued To :
RIDDELL ALL-AMERICAN
7501 PERFORMANCE LANE
NORTH RIDGEVILLE OH 44039

Ext: **Account:**
Ship To:
Oak Ridge Middle School
Attn: Jordan Young
4901 Alburnett Road
Marion IA 52302
(319) 447-3410

Contact: **Location:** Oak Ridge Middle School
Phone: (800) 275-5338 **Fax:** (800) 275-2412 **Project:** UNDESIGNATED **Req#** 243014

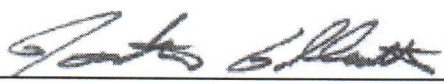
Reference: **Date Required:** 03/14/2024 **Award Number:**

Line	Qty	Unit	Part#	Description	Account Number	Unit Price	Extended	Tax	Freight
1	50	EA		Football helmets	21.0445.1900.950.7406.000618 GENERAL SUPPLIES	155.00	7,750.00	0.00	409.95

Approval Log

Approved By	Date	Notes
4689.byarrington	02/28/24	Requisition Submitted for Approval
4689.TAxeen	03/21/24	
4689.CHemesath	03/28/24	
4689.NWear	03/29/24	
4689.jgalbraith	03/29/24	
4689.SClabough	03/29/24	Purchase Order Created
4689.SClabough	04/02/24	Purchase Order Closed

APPROVAL SIGNATURES:



Sub-Total: 7,750.00

Freight: 409.95

Tax: 0.00

Total Amount: 8,159.95

NOTES:

Empty rectangular box for notes.

Order Via: Send check to vendor

FILE COPY



Transfer of Funds Request

Use this form to move expenses between district account codes.

Ex: account code posting errors

Contact Cortnee Hemesath in the business office with any questions at ext. 3673

Amount \$ 8,954.32

From Account Code(s) 21.0209.1900.920.6401.000618

To Account Code(s) 10.0000.1900.420.0000.000612

Reason For Transfer

Please attach supporting documentation upon request submittal

Protective Equipment

Requested by *[Signature]*

Date 7/11/2024

Admin Authorization *[Signature]*

Date 7/11/2024

Accounting Authorization _____

Date _____

Purchase Order

Linn-Mar Community School District
2999 North 10th Street
Marion IA 52302

No. 202401834

Show PO# on all invoices, packages & communications

Invoices must be rendered in duplicate

Public School Districts are exempt from State Sales Tax by State Law

P.O. Date: 12/04/2023 Questions ? Sandy Clabough (319) 447-3010
P.O. Issued To :
RIDDELL ALL-AMERICAN
7501 PERFORMANCE LANE
NORTH RIDGEVILLE OH 44039

Ext: Account:
Ship To:
Excelsior Middle School
Attn: Estella Waitas
3555 North Tenth Street
Marion IA 52302
(319) 447-3130

Contact: Location: Excelsior Middle School
Phone: (800) 275-5338 Fax: (800) 275-2412 Project: UNDESIGNATED Req# 241936

Reference: Date Required: 12/15/2023 Award Number:

Line	Qty	Unit	Part#	Description	Account Number	Unit Price	Extended	Tax	Freight
1	1			Refurbished football helmets	21.0209.1900.920.6901.000618 GENERAL SUPPLIES	1,522.12	1,522.12	0.00	0.00

Approval Log

Approved By	Date	Notes
4689.EWaitas	11/30/23	Requisition Submitted for Approval
4689.CHemesath	11/30/23	
4689.NWear	12/01/23	
4689.jgalbraith	12/04/23	
4689.SClabough	12/04/23	Purchase Order Created
4689.SClabough	12/04/23	Purchase Order Closed

APPROVAL SIGNATURES:



Sub-Total: 1,522.12

Freight: 0.00

Tax: 0.00

Total Amount: 1,522.12

NOTES:

Order Via: Send check to vendor

FILE COPY

Purchase Order

Linn-Mar Community School District
2999 North 10th Street
Marion IA 52302

No. 202401848

Show PO# on all invoices, packages & communications

Invoices must be rendered in duplicate

Public School Districts are exempt from State Sales Tax by State Law

P.O. Date: 12/05/2023 **Questions ?** Sandy Clabough (319) 447-3010
P.O. Issued To :
RIDDELL ALL-AMERICAN
7501 PERFORMANCE LANE
NORTH RIDGEVILLE OH 44039

Ext: **Account:**
Ship To:
Excelsior Middle School
Attn: Estella Woitas
3555 North Tenth Street
Marion IA 52302
(319) 447-3130

Contact: **Location:** Excelsior Middle School
Phone: (800) 275-5338 **Fax:** (800) 275-2412 **Project:** .UNDESIGNATED **Req#** 241962
Reference: **Date Required:** 12/19/2023 **Award Number:**

Line	Qty	Unit	Part#	Description	Account Number	Unit Price	Extended	Tax	Freight
1	1	EA		Refurbished football helmets	21.0209.1900.920.6901.000618 GENERAL SUPPLIES	1,717.25	1,717.25	0.00	0.00

Approval Log

Approved By	Date	Notes
4689.EWoitas	12/04/23	Requisition Submitted for Approval
4689.CHemesath	12/04/23	
4689.NWear	12/05/23	
4689.jgalbraith	12/05/23	
4689.SClabough	12/05/23	Purchase Order Created
4689.SClabough	12/05/23	Purchase Order Closed

APPROVAL SIGNATURES:



Sub-Total:	1,717.25
Freight:	0.00
Tax:	0.00
Total Amount:	1,717.25

NOTES:

[Empty box for notes]

Order Via: Send check to vendor

FILE COPY

Purchase Order

Linn-Mar Community School District
2999 North 10th Street
Marion IA 52302

No. 202402302

Show PO# on all invoices, packages & communications

Invoices must be rendered in duplicate

Public School Districts are exempt from State Sales Tax by State Law

P.O. Date: 01/17/2024 Questions ? Sandy Clabough (319) 447-3010
P.O. Issued To :

Ext: Account:
Ship To:

RIDDELL ALL-AMERICAN
7501 PERFORMANCE LANE
NORTH RIDGEVILLE OH 44039

Excelsior Middle School
Attn: Estella Woitas
3555 North Tenth Street
Marion IA 52302
(319) 447-3130

Contact: Location: Excelsior Middle School
Phone: (800) 275-5338 Fax: (800) 275-2412 Project: UNDESIGNATED Req# 242417

Reference: Date Required: 01/26/2024 Award Number:

Line	Qty	Unit	Part#	Description	Account Number	Unit Price	Extended	Tax	Freight
1	35	EA		Riddell- Football Helmets	21.0209.1900.920.6901.000618 GENERAL SUPPLIES	155.00	5,425.00	0.00	289.95

Approval Log

Approved By	Date	Notes
4689.EWoitas	01/11/24	Requisition Submitted for Approval
4689.JChristian	01/16/24	
4689.CHemesath	01/16/24	
4689.NWear	01/17/24	
4689.jgalbraith	01/17/24	
4689.SClabough	01/17/24	Purchase Order Created
4689.SClabough	01/17/24	Purchase Order Closed

APPROVAL SIGNATURES:



Sub-Total:	5,425.00
Freight:	289.95
Tax:	0.00
Total Amount:	5,714.95

NOTES:

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Order Via: Send check to vendor

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Legislative Priorities

2023-2024

The Linn-Mar Community School District is proud to be a part of a thriving, energetic, future-focused “community” of east-central Iowa. Our district includes portions of the cities of Marion, Cedar Rapids, and Robins. We also serve students in areas of eastern Linn County.

Mental Health

We support efforts to establish comprehensive community mental health systems to offer preventative and treatment services and comprehensive school mental health programs that include:

- Increase access to in-school and telehealth services;
- Increase access to mental health professionals via in-person or telehealth visits;
- Improve awareness and understanding of child emotion and mental health needs through ongoing teacher, school counselor, 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 to include a referral plan for continuing action provided by mental health professionals outside of the district;
- Designate a categorical funding stream for mental health professionals serving students and ongoing teacher, school counselor, administrator, and support staff mental health training;
- Support development of mental health workforce to provide services to children; and
- Opposing 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 Iowa average is 400-500 per counselor.

Drop Out/At-Risk Students

We 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 that:

- 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.

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 Exhibit 603.1

7,685 Students

12th largest district in Iowa

36 different languages are spoken by students and their families across the district.

School Sites

7 Elementaries, **2** Intermediate,

2 Middle, **1** High School

COMPASS Alternative

Success Center Transition Program

District Personnel

553 full time teachers

16.1 year career average

43.6% teachers with advanced degrees

Budget (General Fund)

80% personnel costs

20% operational costs

District Size

64 square miles serving Marion, Cedar Rapids, Robins, and Linn County

Linn-Mar Board of Directors

Brittania Morey, President

Clark Weaver, Vice-President

Barry Buchholz, Sondra Nelson, Matt

Rollinger, Melissa Walker, Rachel Wall

Administration

Amy Kortemeyer, Superintendent

Nathan Wear, Associate Superintendent

Bob Read, Associate Superintendent

* Sources: Iowa Performance Profile 2022; Iowa Department of Education (IA Public School Teacher Information Update 2022); Linn-Mar Comprehensive Annual Report 2022

School Funding Policy

Provides students with the programs and services needed to be successful and support 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 3 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: 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. Some may choose to leave the profession as the district cannot compete with the for-profit business world's rate of pay.

WE ARE  LINN-MAR

www.LinnMar.k12.ia.us

Local Accountability and Decision Making

Supports providing local school boards with decision-making authority regarding methods to accomplish desired educational outcomes. The Iowa Association of School Boards (IASB) opposes overly restrictive or inefficient limitations which inhibit innovation, efficiency, and the ability of school boards to meet local needs. Local accountability and decision-making includes:

- **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.

Teacher Recruitment & 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 for individuals with non-traditional or international education backgrounds;
- Provide research-based pedagogy training in addition to content knowledge in a curricular area;
- Encourage initiatives and programs that diversify Iowa's teaching profession to better match our student demographic makeup;
- Expand programs such as Teach Iowa Scholar, Teacher Intern Program, and others as approved by the Board of Educational Examiners;
- Create programs for student teaching grants and stipends and expand teacher apprenticeship programs to make education careers a more attractive and affordable option;
- Use the management fund to offer recruitment incentives to attract high-quality teachers; and
- Create reciprocity agreements with other states that have high-quality teacher preparation programs to increase diversity among certified teachers and administrators.



Exhibit 603.2

2024 Legislative Platform



Proposed 2024 Legislative Beliefs

PUBLIC EDUCATION

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

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

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

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

EDUCATIONAL EQUITY

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

GOVERNANCE

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

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

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

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

SCHOOL CHOICE

Iowa law provides sufficient choice through public charter schools, open enrollment, home school assistance, postsecondary enrollment options and nonpublic school alternatives. Additional investments in tax credits for nonpublic tuition or other options are not necessary to provide educational choice.

SCHOOL BOARD MEMBERS

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

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

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

ELECTIONS

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

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

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

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

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

IOWA ASSOCIATION OF SCHOOL BOARDS

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

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

SCHOOL DISTRICT ORGANIZATION

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

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

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

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

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

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

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

PUBLIC RECORDS AND OPEN MEETINGS

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

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

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

SCHOOL FUNDING

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

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

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

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

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

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

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

SCHOOL INFRASTRUCTURE

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

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

EDUCATION'S ROLE IN ECONOMIC DEVELOPMENT

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

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

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

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

EDUCATIONAL STANDARDS AND ACCOUNTABILITY

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

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

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

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

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

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

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

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

EDUCATION TECHNOLOGY

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

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

EARLY CHILDHOOD

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

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

STUDENTS

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

SCHOOL SAFETY

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

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

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

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

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

TEACHER QUALITY

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

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

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

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

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

EDUCATOR PREPARATION AND LICENSURE

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

PERSONNEL EVALUATION

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

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

EMPLOYEE RELATIONS AND COLLECTIVE BARGAINING

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

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

The results of collective bargaining should be to:

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

BENEFITS

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

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

Substitute employees should not be eligible for unemployment compensation.

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

DEPARTMENT OF EDUCATION

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

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

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

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

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

AREA EDUCATION AGENCIES

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.

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



Proposed 2024 Legislative Resolutions

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

STUDENT ACHIEVEMENT

- Iowa students benefit from rigorous content standards and benchmarks that reflect the real-world knowledge and skills students need to graduate from high school prepared for college, trade school, military service, or to enter the workforce. We support state policies to:
- Provide technical assistance for school districts to fully implement the Iowa Content Standards which define what students should know and be able to do in math, science, literacy, social studies, and 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.
- 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 the behavioral and educational services for preschool-aged students.

Our Mission: To educate, support, and inspire public school boards in their pursuit of world-class education for all students in Iowa.

EARLY LITERACY

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

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

ENGLISH LEARNERS

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

AREA EDUCATION AGENCIES

Area education agencies (AEAs) provide essential services to PK-12 students. We support state policies that provide full and equitable funding across all area education agencies to provide essential services in a cost-effective manner to students and school districts including, but not limited to:

- Special education;
- Technology;
- Professional development;
- Curriculum assessment;
- Student assessment data analysis;
- Teacher training on social-emotional learning and mental health services for students in schools; and
- Online remote learning platform for students.

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

TEACHER RECRUITMENT AND LICENSURE

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

- Ensure high-quality teacher preparation programs, including alternative licensure programs that include in-classroom experiences, pedagogy training, content knowledge in curricular area and mentoring for individuals with non-traditional or international education backgrounds.
- Encourage initiatives and programs that diversify Iowa's teaching profession to better match our student demographic makeup.

- Expand programs such as Teach Iowa Scholar, Teacher Intern Program, and others as approved by the Board of Educational Examiners.
- 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 Iowa school district is crucial to student success and can be supported through state policies that:
 - Provide teacher leadership and quality professional development programs.
 - Provide beginning teacher mentoring programs.
 - Maintain Iowa's teacher leadership and compensation program
 - Create a program to fund retention incentives to maintain a high-quality teacher workforce.
 - Allow flexibility and resources to pay school staff market competitive wages.

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

PUBLIC SCHOOL INNOVATION

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

- Invest in magnet and innovation schools; expand flexible program offerings; and allow greater partnerships among schools and community organizations.
- Allow charter schools only when under the direction of the locally elected public school board.
- 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.

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.

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, including the establishment of regional schools.
- Continue reorganization incentives past their current expiration date of July 1, 2024.
- 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 in order 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 with respect to 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 conclusion of the semester.

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.
- Closure of educational savings accounts and all unspent deposited funds returned to the state's general fund for eligible students who did not enroll in an accredited private school.
- Eliminate state funding for the purchase of textbooks by accredited private schools.
- Requiring that a nonpublic school must be in operation for at least one school year and provides either:
 - A letter from a certified public accountant that the school is insured and has sufficient capital or credit to operate in the upcoming school year OR
 - A surety bond or letter of credit to be filed with the Iowa department of education that the school in the amount equal to the funds needed for the upcoming school year.
- Payment to the AEAs for services provided to students at nonpublic schools.

We continue to oppose state policies that:

- Establish educational savings accounts, vouchers or any other program that uses taxpayer dollars to fund private schools.
- Provide direct payment of taxpayer funds to private schools, parents, or for home school education.
- Increase tax credits or deductions directed toward private schools or home school education.

HOME SCHOOL EDUCATION

Parents and guardians have school choice in many forms, including through home school education.

We support state policies that:

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

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

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.

TAX BASE

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

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

BOND ISSUES

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

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

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 that is reflective of the actual cost and needs of these students, 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.



Exhibit 604.1

Linn-Mar Community School District
Strategic Plan
2023-2028

WE ARE  LINN-MAR®



Letter from the Board

We, the Board of Education for the Linn-Mar Community School District, are delighted to share the culmination of months of dedicated effort and collaborative vision - our new district strategic plan.

This plan represents a significant milestone in our journey to uphold and enhance the exceptional educational standards that Linn-Mar is known for. Guided by our mission to Inspire Learning. Unlock Potential, and Empower Achievement, this strategic plan serves as a road map to shape the future of the district.

We are particularly pleased to inform you that the creation of this plan has been a truly inclusive process, enriched by valuable input from all of our stakeholders. We recognize the perspectives of our wider community are vital in creating a comprehensive and impactful plan. Community feedback played an integral role in shaping the strategies and priorities outlined here.

Our strategic plan encapsulates a dynamic range of priorities, all of which are aligned with our core values and geared toward ensuring the continued growth and success of our students, faculty, staff, and community.

Thank you for your continued support. It is through our collaboration that we ensure Linn-Mar continues to be a destination district full of opportunities for our students.

We Are Linn-Mar!

The Board

Linn-Mar Community School District Strategic Priorities



1.0 Community Engagement

We will advocate for support and investment in Linn-Mar.

2.0 Learning Excellence

We will empower student achievement through unique, differentiated learning opportunities.



3.0 Learner Experience

We will foster a safe, healthy, and respectful learning environment.

4.0 People and Culture

We will build and retain a dynamic team that engages in a collaborative, data-informed learning culture.



5.0 Resource Management

We will optimize the use of our financial, physical, and technological infrastructure.

Strategic Action Statement

By the end of the 2028-29 school year, Linn-Mar will be an educational leader that graduates engaged and prepared citizens and is a destination employer recruiting and retaining the highest level of educational professionals.

These successes will be accomplished through a focus on creating opportunities, engagement, and a welcoming and inclusive learning environment.





Community Engagement

We will advocate for support and investment in Linn-Mar.

1.1 - Create a Comprehensive Advocacy Plan

We will identify key advocacy focus areas and set priorities annually, developing a one-page informational flier to share the needs of the Linn-Mar district.

1.2 - Legislative Advocacy

The Board of Education and district administration representatives will participate in legislative activities annually such as Day on the Hill, town halls, and legislative forums to stay abreast of current and pending legislation and its potential impact on the district. We will also develop and maintain relationships with elected representatives of the district.

1.3 - Strategic Communications

Develop a comprehensive strategic communications plan for the district that creates a unified and cohesive message for the district and individual buildings.

Engage with stakeholders through community conversations, staff gatherings, and student advisory to share district updates and hear from the community on important district developments.

1.4 - Enrollment Trends

Establish an annual review process of enrollment trends and its impact on the district.

2023-2025 Short Term Goals

1.1, 1.3, 1.4 - During the 2023-2024 school year, Linn-Mar will advocate for, support and invest in Linn-Mar through the use of a communication advocacy plan, conducting a communications needs analysis, identifying communication focus areas, and distributing a survey to families open enrolling both in and out of the district.

2028-2029 Long Term Goals

1.1 - By the end of the 2028-2029 school year, it will be routine to have continuous board table discussions about advocacy priorities and actional next steps.

1.2 - Elected officials will know Linn-Mar leadership and look to them for feedback on educational issues. We will have increased attendance at town halls, legislative forums, and Day on the Hill.

1.3 - Set monthly/quarterly community and staff conversation gatherings with board members and administrators to share updates and receive feedback.

1.3 - Standardize district and building communication expectations aligned on a communications calendar for ease of reference.

1.4 - Through survey and data analysis the board and administration will be able to review and better understand enrollment trends.



Learning Excellence

We will empower student achievement through unique, differentiated learning opportunities.

2.1 - Learning Results

Utilize standard state assessments, as well as classroom assessments, to monitor student growth and proficiencies at both grade level and as cohort groups.

2.2 - Program and Curriculum Excellence

Review and implement curriculum that aligns with state and district standards, and prepares students for post graduation expectations

2.3 - High Reliability Schools Framework

Continue implementation of the High Reliability Schools Framework, focusing on next level certification for each building, with an ultimate goal of level 3 certification district-wide.

2.4 - Technology Integration

Continuing integration of technology and one-to-one capabilities to enhance learning opportunities PK-12

2.5 - Career/College Preparation

Establish readiness goals for Linn-Mar graduates in the areas of college and career that build on opportunities including post-secondary exploration, work-based and project-based learning, and advanced academic coursework such as dual-enrollment and advanced placement courses.

2023-2025 Short Term Goals

2.1; 2.3 - During the 2023-2024 school year, students in the Linn-Mar Community School District will increase K-2 FAST reading, 3-11 ISASP ELA, and 3-11 ISASP math scores by 3% through the use of a Multi-Tiered System of Support (MTSS) and the High Reliability Schools (HRS) Framework.

2.1 - Individual subgroups below the district average will increase their scores by 6% through targeted interventions and support.

2.5 - During the 2023-2024 school year, Linn-Mar high school students will increase low SES subgroup participation rates in ACT, AP courses, Venture Academics, dual-enrollment classes and internships/job shadows by 2.5% through purposeful course scheduling and advising of students.

2.5 - Increase underserved subgroup participation in CTE courses by 2.5%.

2028-2029 Long Term Goals

2.1 - By the end of the 2028-2029 school year, 85% of all students at Linn-Mar will score proficient on the K-2 FAST reading, 3-11 ISASP ELA, and 3-11 ISASP math scores (from 77% on K-2 FAST, 75.5% on ISASP ELA, and 74.45% on ISASP Math during the spring of 2023.)

2.5 - By the end of the 2028-2029 school year, high school students in the Linn-Mar Community School District will increase subgroup participation rates in ACT, AP testing, Venture Academics, dual-enrollment courses, and internships/job shadows by 8% across the board.

- ACT - from 7% in 2023-24 to 15% in 2028-29
- Advanced Placement Testing - from 9.5% in 2023-24 to 17.5% in 2028-29
- Venture Academics - from 20% in 2023-24 to 28% in 2028-29
- Dual-Enrollment - from 8.1% in 2023-24 to 16.1% in 2028-29

2.5 - Increase underserved subgroup participation in CTE courses by 8%.



Learner Experience

We will foster a safe, healthy, and respectful learning environment.

3.1 - Conditions for Learning Survey

The state of Iowa requires and provides the Conditions for Learning Survey to all public school districts as a tool to assess and improve safety, student engagement, and the overall learning environment, so all Iowa students have optimum conditions for learning. The Linn-Mar district will utilize this state assessment to inform student support needs within each building of the district.

3.2 - Character Strong Curriculum Adoption as Part of the District's PBIS Framework

The Character Strong Curriculum will be implemented district-wide as the primary tool to engage students in learning about self-awareness, self-management, social awareness, relationship skills, and responsible decision-making, as outlined in the Iowa Department of Education's SEL standards.

3.3 - Student Engagement

We will strive to provide students with opportunities that enhance their interests beyond the classroom through support programs and social engagement opportunities including student clubs and organizations, athletics, fine arts, and more.

3.4 - Student Supports

The Linn-Mar district has adopted the ASCA National Model of professional standards for school counseling and will work toward implementation of the model in each building through professional development, data collection, and program implementation to ensure support structures are in place that meet the needs of students' academic development, career development, and social-emotional development.

2023-2025 Short Term Goals

3.1, 3.2 - During the 2023-2024 school year, students in the Linn-Mar Community School District will show continuous improvement year to year on their Conditions for Learning Survey composite score through beginning the implementation of Character Strong.

3.4 - Conduct a survey of community resources available for district partnership or direct student/family services.

2028-2029 Long Term Goals

3.1 - 3.2 - By the end of the 2028-2029 school year, Linn-Mar students will show continuous improvement year to year on the composite score for the Conditions for Learning Survey, and surpass the state average in all categories.

3.4 - By the 2028-2029 school year, each building will work to apply for the Recognized ASCA Model Program (RAMP) national certification, showing the successful implementation of the ASCA National Model.



People and Culture

We will build and retain a dynamic team that engages in a collaborative, data-informed learning culture.

4.1 - People Performance Optimization

Leverage technology to gather people analytics for data informed decision-making.

4.2 - Recruitment

Develop strategies to recruit top talent for the Linn-Mar team. Increase recruitment of minority faculty and staff.

4.3 - Workplace Satisfaction and Retention

Establish consistent measures such as the Upbeat Survey System to collect data, both qualitative and quantitative, regarding workplace satisfaction at all levels within the district. Focus on employee mental health and well-being.

4.4 - Recognition

Review and recommend individual, building and district staff recognition and celebration opportunities to increase retention.

4.5 – Employee Relations

Ensure that all employees are treated equitably and consistently through fostering high-quality, trusting, inclusive, and collaborative relationships between employees, administration / management, and employee organizations.

4.6 - Communication

Establish communication protocols to ensure staff, regardless of district location, receive timely and relevant information to the happenings of the district.

4.7 - Employee Learning

Develop professional development opportunities that align with established district priorities and enhance the professional expertise of LM faculty and staff

2023-2025 Short Term Goals

4.2; 4.3 - During the 2023-2024 school year, the certified staff retention rate will increase 1.1% from 89.9% to 91% by implementing strategies aligned with staff data from the UPBEAT surveys, exit interviews, and conditions of learning reports. The HR team will also evaluate the HRIS systems to ensure turnover, retention, and other relevant staff data is available and accessible.

2028-2029 Long Term Goals

4.2; 4.3 - By the end of the 2028-2029 school year, the certified staff retention rate will increase by 3.1% from 89.9% in 2021-2022 to 93% in 2028-2029.



Resource Management

We will optimize the use of our financial, physical, and technological infrastructure.

5.1 - Long-range planning

Establish a long-term plan that secures resources and outlines infrastructure needs that align with established district priorities.

5.2 - Master Facilities plan

Establish an annual review process for adjusting the strategic master facilities plan incorporating large scale projects as well as maintenance of current facilities.

5.3 - Facility Security

Implement a prioritized safety and security plan that encompasses building security systems and district safety procedures and policies based on the State of Iowa's security assessment results.

5.4 - Operating Efficiencies

Establish a system of continuous improvement and review of operational procedures, budget expenditures and planned reductions.

2023-2025 Short Term Goals

5.1 - By the end of 2023-2024 school year we will have our PPEL vote extended for another 10 years.

5.2 - During the 2023-2024 school year we update the 10 year facility plan - prioritize top 5 projects based on funding and enrollment by May 2024.

5.3 - During the 2023-2024 school year we will standardize building access and security card access by position.

2028-2029 Long Term Goals

5.3 - By the end of the 2028-2029 school year, districtwide intercom system will be installed this facilitates Districtwide Emergency Notification / Lockdown within facilities.

5.2 - Explore community growth and enrollment trends for facility and resource planning through the utilization of a community planning survey firm.

5.2 - At the end of FY 2027-28, we will have completed the 2022 Master Facility plan projects.



LINN-MAR[®]
**Community
School District**

2999 N. Tenth Street
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**Policy Series 100 – School District
Equal Opportunity, Non-Discrimination,
Section 504 Compliance, and Title IX**



Policy 104.4 (NEW POLICY)

Title IX – Discrimination and Harassment Based on Sex Prohibited

The board believes in the importance of creating a learning environment where all students can succeed. For this reason, it is essential that all students and employees have appropriate access to the education program and activities of the district. The district does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment.

Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity. Conduct that occurs under the district's education program or activity includes but is not limited to conduct that occurs in a building owned or controlled by the district or a student organization that is officially recognized by a postsecondary institution and conduct that is subject to the recipient's disciplinary authority.

The superintendent or their designee will develop administrative regulations in furtherance of this policy.

IMPORTANT DEFINITIONS

Complainant means a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX or its regulations; or a person other than a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX or its regulations and who was participating or attempting to participate in the recipient's education program or activity at the time of the alleged sex discrimination.

Complaint means an oral or written request to the recipient that objectively can be understood as a request for the recipient to investigate and make a determination about alleged discrimination under Title IX or its regulations.

Respondent means a person who is alleged to have violated the district's prohibition on sex discrimination.

Retaliation means intimidation, threats, coercion, or discrimination against any person by the recipient, a student, or an employee or other person authorized by the recipient to provide aid, benefit, or service under the recipient's education program or activity, for the purpose of interfering with

any right or privilege secured by Title IX or its regulations, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Title IX regulations.

Sex-based harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, that is:

(1) *Quid pro quo harassment*. An employee, agent, or other person authorized by the recipient to provide an aid, benefit, or service under the recipient's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;

(2) *Hostile environment harassment*. Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the recipient's education program or activity (*i.e.*, creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

- (i) The degree to which the conduct affected the complainant's ability to access the recipient's education program or activity;
- (ii) The type, frequency, and duration of the conduct;
- (iii) The parties' ages, roles within the recipient's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
- (iv) The location of the conduct and the context in which the conduct occurred; and
- (v) Other sex-based harassment in the recipient's education program or activity; or

(3) *Specific offenses*.

- (i) Sexual assault meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;
- (ii) Dating violence meaning violence committed by a person:
 - (A) Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - (B) Where the existence of such a relationship shall be determined based on a consideration of the following factors:

- (1) The length of the relationship;
 - (2) The type of relationship; and
 - (3) The frequency of interaction between the persons involved in the relationship;
- (iii) Domestic violence meaning felony or misdemeanor crimes committed by a person who:
- (A) Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the recipient, or a person similarly situated to a spouse of the victim;
 - (B) Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
 - (C) Shares a child in common with the victim; or
 - (D) Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction; or
- (iv) Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
- (A) Fear for the person's safety or the safety of others; or
 - (B) Suffer substantial emotional distress.

Supportive measures means individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to:

- (1) Restore or preserve that party's access to the recipient's education program or activity, including measures that are designed to protect the safety of the parties or the recipient's educational environment; or
- (2) Provide support during the recipient's grievance procedures or during an informal resolution process.

**Policy Series 100 – School District
Equal Educational Opportunity, Non-Discrimination,
Section 504 Compliance, and Title IX**



**Policy 104.4-E1 (NEW POLICY)
Title IX – Notice of Non-Discrimination**

The district does not discriminate on the basis of sex and prohibits sex discrimination in all education programs and activities operated by the district, as required by Title IX, including in admission and employment.

Inquiries about the application of Title IX to the district may be referred to the district's Title IX coordinator [Karla Christian], the Office of Civil Rights, or both.

The district's Title IX non-discrimination policy and grievance procedures are located in electronic format within the district's policy reference manual, accessible through the district's website. For questions locating this policy please contact the board secretary.

Individuals wishing to report conduct that may constitute sex discrimination and/or make a complaint of sex discrimination should contact the district's Title IX Coordinator [Karla Christian] at:

Karla Christian, Chief Officer of Human Resources
Title IX Coordinator
3556 Winslow Road, Marion, IA 52302
319-447-3036 / kchristian@linnmar.k12.ia.us

IASB Reference: 106.1-E(1)

**Policy Series 100 – School District
Equal Educational Opportunity, Non-Discrimination,
Section 504 Compliance, and Title IX**



**Policy 104.4-R1 (NEW POLICY)
Education on Title IX Purpose and Requirements**

All employees will receive training on the district's obligation to address sex discrimination in the district's education programs and activities. The training will include but not be limited to the scope of conduct that constitutes sex discrimination under Title IX, including the definition of sex-based harassment, pregnancy related conditions and the district's response to sex discrimination.

Employees who serve as investigators, decisionmakers, are responsible for implementing grievance procedures, or who can modify or terminate supportive measures will receive training that includes but is not limited to the district's response to sex discrimination, grievance procedures, how to serve impartially (if applicable to their role), and the meaning of the term "relevant" as applied in 34 CFR 106.45 &.46.

Employees who facilitate informal resolutions will receive the training for all employees listed above as well as training on the requirements of the informal resolution process and how to serve impartially.

Employees who serve as the Title IX coordinator or designee must receive all of the training listed above as well as their job specific responsibilities, recordkeeping requirements, and any other training necessary to comply with Title IX.

**Policy 104.4-R2 (NEW POLICY)
Non-Discrimination in Pregnancy and Related Conditions**

It is a priority of the district that all students have the opportunity to succeed academically. In particular, students who are experiencing pregnancy and related conditions should receive the supports necessary to continue their education through successful completion. For this purpose, the district outlines measures the district will take to ensure opportunity for academic success for pregnant students.

Pregnant students will be treated in the same manner as other students with temporary medical conditions. When a student or their parent informs any employee of the student's pregnancy or related conditions, the employee will provide the Title IX Coordinator's contact information to the student or student's parents and explain that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the recipient's education program or activity.

The Title IX Coordinator will coordinate the following actions:

- Inform the pregnant student of the district's obligations and provide the Title IX Notice of Non-Discrimination.
- Make reasonable modifications to any district policies, practices or procedures as necessary to prevent sex discrimination and help ensure equal access to the district's education program and activities. Modifications will be tailored to the needs of the student and will not fundamentally alter the education program or activities.
- Allow the student to voluntarily access any separate and comparable portion of the education program or activity.
- Permit the student to take a temporary leave of absence from the education program or activity with no loss of academic status, if deemed medically necessary by the student's medical provider.
- Permit access to a lactation space other than a bathroom that is clean, shielded from view, free from intrusion or interruption, and able to be used by a student to express breast milk or breastfeed as needed.

Students affected by this regulation should reach out to the Title IX Coordinator with any questions or concerns related to the implementation of this regulation.

**Policy Series 100 – School District
Equal Educational Opportunity, Non-Discrimination,
Section 504 Compliance, and Title IX**



**Policy 104.4-R3 (NEW POLICY)
Responding to Complaints of Sex Discrimination**

The district will respond to reports of sex discrimination promptly and efficiently. All district employees are required to immediately notify the Title IX Coordinator when they have information about conduct that may reasonably constitute sex discrimination. Failure to timely notify the Title IX Coordinator may result in disciplinary action up to and including termination of employment.

The Title IX Coordinator will:

- Treat the complainant and respondent equitably.
- Offer supportive measures for the Complainant as appropriate, and if grievance procedures have been started, offer supportive measures to the Respondent as appropriate.
- Notify the complainant of the grievance process and informal resolution process if appropriate and request by all parties.
- Determine whether to start a complaint of sex discrimination in the absence of a complaint, and in the absence or termination of an informal resolution process.
- Take appropriate and necessary steps to ensure sex discrimination does not continue to occur within the district.

MEETING WITH THE COMPLAINANT

Upon receipt of any report of sexual harassment occurring in the district's educational program or activity, the Title IX Coordinator or designee will schedule a meeting with the Complainant in order to provide the Complainant a general understanding of this policy and related processes. At the initial intake meeting with the Complainant, the Title IX Coordinator or designee will seek to determine how the Complainant wishes to proceed. The Complainant may opt for: (1) informal resolution; (2) formal resolution; or (3) not proceeding. Supportive measures may still be offered whether or not the Complainant chooses any of these options.

SUPPORTIVE MEASURES

Supportive measures may vary based on the specific facts of each situation and what the district can reasonably offer. The purpose of supportive measures is to allow equitable access to the education program and activities for the parties involved in a complaint. Supportive measures will not be used as a punishment for any party. They may include but are not limited to counseling, extensions of deadlines or other course-related adjustments, campus escort services, increased monitoring of certain areas of campus, restrictions on contact applied to one or more individuals, leave of absence, changes in class/work/extracurricular activity, and training and education programs related to sex-based harassment. The district will review supportive measures and

determine whether to modify or terminate these measures at the conclusion of any grievance or informal resolution process.

INFORMAL RESOLUTION

The district may offer to the complainant and respondent the option to engage in an informal resolution process to resolve complaints of sex discrimination unless the complaint is of sex-based harassment by an employee to a student, or if the informal resolution process would conflict with applicable laws. The informal resolution process can occur at any time prior to a determination whether sex discrimination occurred. The parties to a complaint must voluntarily consent to the informal resolution. Before the parties may consent to this process the Title IX Coordinator will provide notice to the parties that explains:

- a. the allegations,
- b. the requirements of the informal resolution process,
- c. that, before agreeing to a resolution, either party may withdraw their consent to the informal process and start or resume a grievance process,
- d. that the parties' agreement to a resolution through the informal process would be a final resolution that would stop any grievance process for those allegations,
- e. possible terms that could be included in an informal resolution agreement,
- f. that resolution is binding only on the parties, and
- g. what information the District will retain and whether/how that information may be disclosed.

If informal resolution is pursued, the Title IX Coordinator will provide the parties with written notice of the allegations and provide adequate time for the Title IX Coordinator to consult with all parties to gather relevant permissible evidence, discuss supportive measures for each party, if appropriate, and discuss an acceptable resolution to the allegations. Once an agreement is reached, the Title IX Coordinator will commit the terms to writing and each party will sign their commitment to the agreement.

EMERGENCY REMOVAL AND ADMINISTRATIVE LEAVE

In rare circumstances, the district may remove a student respondent from the education program or activity after the district performs an individualized safety and risk analysis and decides an imminent and serious threat to the health or safety of the complainant or others justifies removal. The district will provide the respondent with notice and opportunity to challenge the decision immediately after the removal.

Likewise, the district may determine to place employee respondents on administrative leave during the pendency of the grievance process.

**Policy Series 100 – School District
Equal Educational Opportunity, Non-Discrimination,
Section 504 Compliance, and Title IX**



**Policy 104.4-R4 (NEW POLICY)
Title IX – Grievance Procedure**

This regulation discusses the steps required in handling complaints of sex discrimination when the allegation is that an individual(s) engaged in conduct that constitutes sex discrimination.

The following individuals can make a complaint of sex discrimination including complaints of sex-based harassment and request the district to investigate and make a decision about alleged Title IX violations: a complainant, a parent, guardian or other authorized legal representative with the legal right to act on behalf of the complainant, the Title IX Coordinator.

The following individuals can make complaints of sex discrimination but not sex-based harassment: any student or employee, any person other than a student or employee who was participating or attempting to participate in the recipient's education program or activity at the time of the alleged sex discrimination.

The district's designated Title IX Coordinator is Karla Christian, Chief Officer of Human Resources (3556 Winslow Road, Marion, IA 52302 / 319-447-3036 / kchristian@linnmar.k12.ia.us).

The district will treat complainants and respondents equitably. The district requires that the Title IX Coordinator and any other district official involved in facilitating these grievance procedures not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. The district presumes that the respondent is not responsible for the alleged sex discrimination until a determination is made at the conclusion of its grievance procedures.

I. TIMEFRAMES FOR INVESTIGATION, DECISION, AND APPEAL

The district has established the following timeframes for the major stages of the grievance procedures: Generally the district will attempt to complete the investigation and make a determination regarding responsibility within twenty (20) calendar days of receipt of a complaint. However, the district may alter or extend this time with notice to both parties. The time it takes to complete the resolution of a sexual harassment complaint may vary based on the complexity of the investigation and the severity and extent of the alleged conduct, as well as on whether there is a parallel criminal investigation, or if school breaks occur during the process. The Investigator will issue a written decision to all parties.

The complaint is closed after the Investigator has issued the written decision, unless within 10 working days after receiving the decision, either party appeals the decision to the superintendent by making a written request detailing why they believe the decision

should be reconsidered. Within 30 working days, the superintendent shall affirm, reverse, amend the decision, or direct the Investigator to gather additional information. The superintendent shall notify the complainant, respondent, and the Investigator of the decision within 5 working days of the decision.

The decision of the superintendent shall be final.

The district has also established the following process that allows for the reasonable extension of timeframes on a case-by-case basis for good cause with notice to the parties that includes the reason for the delay: the Investigator will determine whether, based on the complexity of the issues or quantity of the evidence to review, an extension is warranted. If an extension is warranted, the Title IX Coordinator or Investigator will notify all parties to the complaint and provide a reasonable amended timeframe by which a decision will be issued.

II. PRIVACY AND NEUTRALITY OF THE GRIEVANCE PROCESS

The district will take reasonable steps, including requiring the parties to protect the privacy of the parties and witnesses during its grievance procedures, however, absolute confidentiality for the parties cannot be guaranteed. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; consult with their family members, confidential resources, or advisors; or otherwise prepare for or participate in the grievance procedures. The parties cannot engage in retaliation, including against witnesses.

The district will objectively evaluate all evidence that is relevant and not otherwise impermissible including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

The following types of evidence, and questions seeking that evidence, are impermissible (*i.e.*, will not be accessed or considered, except by the district to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of whether they are relevant:

- a. Evidence that is protected under a privilege recognized by Federal or State law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;
- b. A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless The District obtains that party's or witness's voluntary, written consent for use in its grievance procedures; and
- c. Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless evidence about the complainant's prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to

the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude determination that sex-based harassment occurred.

III. NOTICE OF ALLEGATIONS

Upon initiation of the district's Title IX grievance procedures, The District will notify the parties of the following:

- a. The district's Title IX grievance procedures and any informal resolution process;
- b. Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), the conduct alleged to constitute sex discrimination, and the date(s) and location(s) of the alleged incident(s);
- c. Retaliation is prohibited; and
- d. The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an accurate description of this evidence. [If the district provides a description of the evidence: The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party.]

If, in the course of an investigation, the District decides to investigate additional allegations of sex discrimination by the respondent toward the complainant that are not included in the notice provided or that are included in a complaint that is consolidated, the District will notify the parties of the additional allegations.

IV. INVESTIGATION

The Title IX Coordinator will designate an Investigator to conduct an investigation into any formal complaint. The Investigator must be appropriately trained and serves as a neutral factfinder, and shall interview both parties, relevant witnesses, and gather and review evidence relevant to the outcome of the complaint.

The district will provide for adequate, reliable, and impartial investigation of complaints.

The burden is on the district—not on the parties—to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred.

The district will provide an equal opportunity for the parties to present fact witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible.

The district will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance.

The district will provide each party with an equal opportunity to access the evidence that is relevant to the allegations of sex discrimination and not otherwise impermissible, in the following manner:

- a. The district will provide an equal opportunity to access either the relevant and not otherwise impermissible evidence, or an accurate description of this evidence. If the District provides a description of the evidence: the district will provide the parties with an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party;
- b. The district will provide a reasonable opportunity to respond to the evidence or the accurate description of the evidence; and
- c. The district will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

The district will provide a process that enables the Investigator to question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex discrimination. The district will provide to the parties prior written notice of the date, time, and location, of any interview of that party. Advisors may attend the interview in an observational capacity only. Advisors will not be permitted to ask questions, intervene, or answer on behalf of any party or witness.

V. DETERMINATION OF RESPONSIBILITY

Following an investigation and evaluation of all relevant and not otherwise impermissible evidence, The district will:

- a. Use the preponderance of the evidence standard of proof to determine whether sex discrimination occurred. The standard of proof requires the decisionmaker to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the decisionmaker is not persuaded under the applicable standard by the evidence that sex discrimination occurred, whatever the quantity of the evidence is, the decisionmaker will not determine that sex discrimination occurred.
- b. Notify the parties in writing of the determination whether sex discrimination occurred under Title IX including the rationale for such determination, and the procedures and permissible bases for the complainant and respondent to appeal, if applicable;
- c. Not impose discipline on a respondent for sex discrimination prohibited by Title IX unless there is a determination at the conclusion of the grievance procedures that the respondent engaged in prohibited sex discrimination.
- d. If there is a determination that sex discrimination occurred, the Title IX Coordinator will, as appropriate:
 1. Coordinate the provision and implementation of remedies to a complainant and other people the District identifies as having had equal access to the District education program or activity limited or denied by sex discrimination;

2. Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
 3. Take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within the District education program or activity.
- e. Comply with the grievance procedures before the imposition of any disciplinary sanctions against a respondent; and
 - f. Not discipline a party, witness, or others participating in the grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether sex discrimination occurred.

VI. DISMISSAL AND APPEAL OF A COMPLAINT

The district may dismiss a complaint of sex discrimination if:

- a. The district is unable to identify the respondent after taking reasonable steps to do so;
- b. The respondent is not participating in The district education program or activity and is not employed by the district;
- c. The complainant voluntarily withdraws any or all of the allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and the district determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under Title IX even if proven; or
- d. The district determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX. Before dismissing the complaint, the district will make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, the district will promptly notify the complainant of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the district will also notify the respondent of the dismissal and the basis for the dismissal promptly following notification to the complainant, or simultaneously if notification is in writing.

The district will notify the complainant that a dismissal may be appealed and will provide the complainant with an opportunity to appeal the dismissal of a complaint. If the dismissal occurs after the respondent has been notified of the allegations, then The district will also notify the respondent that the dismissal may be appealed.

Dismissals may be appealed on the following bases:

- a. Procedural irregularity that would change the outcome;
- b. New evidence that would change the outcome and that was not reasonably available when the dismissal was made; and
- c. The Title IX Coordinator, investigator, or decisionmaker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.

If the dismissal is appealed, the district will:

- a. Notify the parties of any appeal, including notice of the allegations, if notice was not previously provided to the respondent;
- b. Implement appeal procedures equally for the parties;
- c. Ensure that the decisionmaker for the appeal did not take part in an investigation of the allegations or dismissal of the complaint;
- d. Ensure that the decisionmaker for the appeal has been trained consistent with the Title IX regulations;
- e. Provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
- f. Notify the parties of the result of the appeal and the rationale for the result.

When a complaint is dismissed, the district will, at a minimum:

- a. Offer supportive measures to the complainant as appropriate;
- b. If the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and
- c. Take other prompt and effective steps, as appropriate, through the Title IX Coordinator to ensure that sex discrimination does not continue or recur within the district education program or activity.

VII. APPEAL OF DETERMINATIONS, IF OFFERED

The district offers the following process for appeals from a determination whether sex discrimination occurred: Within ten (10) working days of receipt of the written determination, any party may appeal the determination and/or any sanction imposed. Appeals will be made in writing to the superintendent or their designee. Appeals will be limited to any of the following bases:

- a. A procedural irregularity that affected the outcome of the matter;
- b. New evidence that was not reasonably available at the time the written determination was issued that could affect the outcome of the matter; or
- c. The Title IX Coordinator or Investigator(s) had a conflict of interest or bias that affected the outcome of the matter.

Once an appeal has been received, the Investigator shall promptly forward all materials relative to the complaint and appeal to the superintendent. Within 30 working days, the superintendent shall affirm, reverse, amend the decision, or direct the Investigator to gather additional information. The superintendent shall notify the complainant, respondent, and the Investigator of the decision within 5 working days of the decision. Notification shall be by U.S. mail, first class.

The decision of the superintendent shall be final.

VIII. SUPPORTIVE MEASURES

The district will offer and coordinate supportive measures as appropriate for the complainant and/or respondent to restore or preserve that person's access to the district education program or activity or provide support during the district Title IX grievance procedures or during the informal resolution process.

IX. DISCIPLINARY SANCTIONS AND REMEDIES

Following a determination that a student(s) committed sex-based harassment, the district may impose disciplinary sanctions on the student(s), which may include but not be limited to education and training related to Title IX, removal from the educational environment in accordance with all other applicable laws, change of classroom assignment or class schedule, suspension, expulsion.

Following a determination that an employee(s) committed sex-based harassment, the district may impose disciplinary sanctions on the employee(s), which may include but not be limited to termination of employment.

The district may also provide remedies, which may include counseling, training, changes or modifications to class or work schedules or assignments, provision of additional supervision.

IASB Reference: 106.1-R(4)

**Policy Series 100 – School District
Equal Educational Opportunity, Non-Discrimination,
Section 504 Compliance, and Title IX**



**Policy 104.4-R5 (NEW POLICY)
Title IX Informal Resolution Procedure**

This regulation discusses the steps required in handling complaints of sex discrimination when the parties have mutually agreed to pursue informal resolution of complaints of sex discrimination.

Informal resolution is available unless the complaint is of sex-based harassment by an employee to a student, or if the informal resolution process would conflict with applicable laws. Prior to consenting to the informal resolution process, the Title IX Coordinator will provide written notice to the parties as described in 104.4-R3 and will obtain written consent from both parties to participate in Informal Resolution. If either party declines to consent to Informal Resolution, the Complainant will be given the option of withdrawing the Title IX complaint and proceeding with supportive measures only (if applicable) or proceeding with the formal grievance procedure described in 104.4-R4.

The district will provide a process where the Title IX Coordinator or a trained Informal Resolution facilitator designated by the Title IX Coordinator, will meet with each party to gather information about each party's perspective on the complaint and proposed resolution to the complaint. If necessary, the Title IX Coordinator or designee will gather additional information from other individuals, where relevant to developing a proposed resolution to the complaint.

The Title IX Coordinator will propose a resolution in writing to both parties after taking into consideration the requests of the parties and appropriate resolution and supportive measures as determined by the Title IX Coordinator or designee. The Title IX Coordinator or designee will work with the parties to finalize the terms of the resolution agreement. Once agreed upon by the parties, both parties will sign the resolution agreement, which will affirm that they have voluntarily agreed to the resolution agreement and that it is the final, binding resolution of the Title IX complaint. If both parties sign the Agreement, the Title IX complaint will be closed and no further action will be taken by the district (other than to ensure compliance with the resolution agreement). In general, the Title IX Coordinator or designee will attempt to complete the informal resolution process within ten (10) school days after the parties consent in writing to participate. The signed Informal Resolution Agreement will be provided to both parties, the building administrator or supervisor responsible for overseeing the implementation of the agreement, and other district employees only on a need-to-know basis. A copy will be maintained by the Title IX Coordinator in compliance with the timelines required by Title IX.

If an acceptable agreement cannot be developed, or if either or both parties decline to sign the resolution agreement, the Title IX Coordinator will notify both parties that informal resolution has not been successful. If the Complainant wishes to proceed with the formal grievance procedure described in 104.4-R4, the Title IX Coordinator will assign the complaint to an Investigator who was not involved in the informal resolution process to conduct the investigation into the complaint. All procedures and timelines in 104.4-R4 will apply once the matter is moved to the formal grievance process.

IASB Reference: 106.1-R(5)

**Policy 504.15 (NEW POLICY)
Pregnant Students**

The board encourages pregnant students to continue to attend the education program as long as they are physically able to do so. The pregnant student is encouraged to notify the principal or the guidance counselor as soon they are aware of the pregnancy in order for the district to facilitate the student's equal access to the district's education programs and activities. The school may require that a pregnant student provide the principal with a written note from their doctor relative to special conditions that might exist and specific suggestions as to how long the student may continue to attend classes. If the student is unable to attend school because of their pregnancy, the student may be excused and arrangements made to continue their studies during their absence. The student will resume classes upon the recommendation of their physician.

Legal Reference (Code of Iowa): §§ 216; 279.8; 280.3;
34 CFR § 106.40
IASB Reference: 501.12

Policy 805.2 Care, Maintenance, and Disposal of School District Records

School district records are housed in the central administration office of the school district. It is the responsibility of the superintendent and board secretary to oversee the maintenance and accuracy of the records. The following records are kept and preserved according to the schedule below:

Record	Length of Time
Board Secretary's Financial Records	Permanently
Board Treasurer's Financial Records	Permanently
School Board Election Results	Permanently
Board of Directors Open Meeting Minutes	Permanently
Recordings and Minutes of Closed Board Meetings	1 year
Individual Student's Permanent Records	Permanently
Annual Audit Reports	Permanently
Annual Budgets	Permanently
Real Property Records (e.g. Deeds, Abstracts, etc.)	Permanently
Records of Payment of Judgements Against the District	20 years
Bonds and Bond Coupons	11 years after maturity, cancellation, transfer, redemption, and/or replacement
Written Contracts	11 years
Cancelled Warrants, Check Stubs, Bank Statements, Bills, Invoices, and Related Records	5 years
School Meal Program Accounts/Records	3 years after submission of the final claim for reimbursement
Program Grants	As determined by the grant
Non-Payroll Personnel Records	7 years after leaving the district
Payroll Personnel Records	3 years after leaving the district
Payroll Records	3 years
Employment Applications	2 years
Records of complaints of sex discrimination and conduct that reasonably may constitute sex discrimination, plus all responsive records and outcomes and training materials on this topic	7 years

In the event that any federal or state agency requires a record to be retained for a period of time longer than that listed above for audit purposes or otherwise, the record will be retained beyond the listed period as long as is required for the resolution of the issue by the federal or state agency.

Employee records are housed in the central administration office of the district. Records of employees no longer working for the district can be stored in a secure off-site location. Employee records will be maintained by the superintendent [or designee], the building administrator, immediate supervisor, human resources director, and the board secretary.

An inventory of furniture, equipment, and other non-consumable items other than real property of the school district is conducted annually under the supervision of the superintendent. This report is filed with the board secretary.

The permanent and cumulative records of students currently enrolled in the district are housed in the central administration office of the attendance center where the student attends. Permanent records will be housed in a fire resistant safe or vault or electronically with a secure backup file. The building administrator [or designee] is responsible for keeping these records current. Permanent records of students who have graduated or are no longer enrolled in the district will be housed in an appropriately safe and secure storage area or facility and will be retained permanently. These records will be maintained by the superintendent [or designee]. Special education records shall be maintained in accordance with the law.

The superintendent [or designee] may digitize or otherwise electronically retain district records and may destroy paper copies of the records. An electronic record which accurately reflects the information set forth in the paper record after it was first generated in its final form as an electronic record and which remains accessible for later reference meets the same legal requirements for retention as the original paper record.

Adopted: 6/99
Reviewed: 10/12; 12/18; 1/22
Revised: 5/15; 4/16; 8/23
Related Policy: 403.16-16R; 505.61
Legal Reference (Code of Iowa): §§ 22.3; 22.7; 91A.6; 279.8; 291.6;
554D.114; 554D.119; 614.1(13); 281 IAC 12.3(4); 41.624;
7 CFR § 210.23(c); 34 CFR § 106.8
IASB Reference: 708

**Policy Series 100 – School District
Equal Opportunity, Non-Discrimination,
and Section 504 Compliance**



Policy 104.3

Prohibition of Discrimination and/or Harassment Based on Sex Per Title IX

In accordance with Title IX of the *Education Amendments Act of 1972*, the Linn-Mar Community School District prohibits sex discrimination, including sexual harassment as defined by the regulations implementing Title IX (34 CFR § 106.30), against any individual participating in any education program or activity of the district. This prohibition on discrimination applies to students, employees, and applicants for employment.

The school board authorizes the superintendent to adopt procedures for any individual to report sexual harassment to the district's Title IX coordinator(s) for the provision of supportive measures to anyone who has been subjected to sexual harassment whether or not they proceed with a formal complaint under these procedures and for the investigation and resolution of such complaints as required by Title IX. The Title IX grievance process will be used to respond to all complaints of sexual harassment that fall within the scope of Title IX. For complaints of sexual harassment that do not fall within the scope of Title IX, the district may still offer supportive measures to the subject of such conduct and will apply any other policy or procedure applicable to the alleged conduct.

Any individual with questions about the district's Title IX policy and/or procedures or who would like to make a report or file a formal complaint of sex discrimination or sexual harassment may contact the district's designated Title IX coordinator(s):

Title IX Coordinator:

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

Title IX Deputy Coordinator:

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

Address: 2999 N 10th Street, Marion, IA 52302
Fax: 319-377-9252

Retaliation against a person who made a report or complaint of sexual harassment and/or assisted with or participated in an investigation or resolution of a sexual harassment report or complaint in any manner is strictly prohibited. Retaliation includes threats, coercion, discrimination, intimidation, reprisals, and/or adverse actions related to employment or education. Any individual who believes they have been retaliated against in violation of this policy should immediately contact the district's Title IX coordinator(s) listed above.

Adopted: 9/20
Reviewed: 3/23 / Revised: 10/23
Related Policy: 103 Series; 104 Series
IASB Reference: 106
Mandatory Policy



INSPIRE LEARNING.
UNLOCK POTENTIAL.
EMPOWER ACHIEVEMENT.

SCHOOL BOARD MEETING MINUTES JUNE 10, 2024

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100: CALL TO ORDER & DETERMINATION OF A QUORUM

The meeting of the Linn-Mar Board of Directors was called to order at 5:00 PM at Marion City Hall (1225 6th Avenue, Marion). Roll was taken to determine a quorum. Present: Buchholz, Foss, Lowe Lancaster, Morey, Thomas, Walker, and Wall. Administration present: Kortemeyer, Galbraith, Wear, Ramos, Christian, Frick, Read, and Nelson.

200: ADOPTION OF AGENDA – *Motion 213-06-10*

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

300: SPECIAL RECOGNITION

Tonya Moe, Athletic Director, and Kelsey Rastetter, Athletic Department Secretary, recognized the student athletes and coaches that were State Champions and/or Qualifiers, Conference Champions, All State, or Academic All State for the winter and spring athletic seasons.

400: AUDIENCE COMMUNICATIONS

No communications received.

500: INFORMATIONAL REPORTS/UPDATES/DISCUSSIONS

501: Marion City Council

Director Thomas reported that during the May 23rd Marion City Council meeting a review of the intersection of 35th Street and 35th Avenue (crossing area for Boulder Peak students) will move onto the Transportation Advisory Committee, the annexation plans for the Robins/Marion area were reviewed, and data was shared on mental health services for the Marion area. A report was not shared regarding the June 6th meeting.

502: Superintendent's Update – Exhibit 502.1

Superintendent Kortemeyer shared several district honors and highlights, thanked the City of Marion for the use of City Hall as well as the LMCS D Technology Department staff for their assistance in setting up the meeting, highlighted the proposed hiring of Chris Fechner as Assistant Athletic Director as well as the rehiring of several staff members that were previously part of the RIF process, and shared an update on the current construction projects.

600: UNFINISHED BUSINESS

601: Second Reading of Policy Recommendations – Exhibit 601.1

MOTION by Walker to approve the second reading of the policy recommendations for Series 803.1 [Purchasing/Bidding Goods and Services] as presented in Exhibit 601.1. Second by Wall. Voice vote, all ayes. Motion carried. **Motion 214-06-10**

700: NEW BUSINESS

701: Superintendent’s 2024-25 Agreement – Motion 215-06-10

MOTION by Wall to approve a 3.00% total package increase for Superintendent Kortemeyer for fiscal year 2024-25. Second by Lowe Lancaster. Voice vote, all ayes. Motion carried.

702: Open Enrollment Requests – Motion 216-06-10

MOTION by Thomas to approve the open enrollment requests as presented. Second by Walker. Voice vote, all ayes. Motion carried.

	Student Name	Grade	Resident District
Approved IN	Anderson, Aiden	K	Cedar Rapids CSD
	Betts, Zane	6 th	Cedar Rapids CSD
	Bruner, Malik	K	Cedar Rapids CSD
	Enosa, Iseani	10 th	Cedar Rapids CSD
	Hummel, Myles	K	Marion Independent
	Long, Bennett	JK	Cedar Rapids CSD
	Loudenback, Willow	K	Cedar Rapids CSD
	Molina, Angel	9 th	Cedar Rapids CSD
	Read, Abigail	8 th	Cedar Rapids CSD
	Read, Eleanor	11 th	Cedar Rapids CSD
	Reed, Maxwell	6 th	Cedar Rapids CSD
	Rushing, LaRell	11 th	Cedar Rapids CSD
Williams, Hadessah	JK	Marion Independent	

Denied IN	Student Name	Grade	Resident District	Reason
	DeVary, Aspen	1st	Marion Independent	Insufficient Space

800: CONSENT AGENDA – Motion 217-06-10

MOTION by Walker to approve the consent agenda as presented. Second by Wall. Superintendent Kortemeyer clarified that the titles for the football coaches (Martens and Tompkins) should have stated “interim” and clarified they would be sharing the roles. President Buchholz thanked Bob Read and the other retirees for their service and wished them well. Director Lowe Lancaster welcomed all of the new hires. Voice vote all ayes. Motion carried.

801: Personnel

Certified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Carson, Kelsey	ESY Teacher	6/10/24	Per diem
Chapa, Martin	LMHS: Spanish Teacher	8/13/24	MA+15, Step 12
Coyle, Connor	EX: Science/Social Studies Teacher	8/13/24	BA, Step 1
D'Camp, Sarah	From LMHS to BW ELL Teacher	8/16/24	Same
Fechner, Chris	LMHS: Associate Athletic Director	7/1/24	\$107,000/year
Hester, Kathryn	LMHS: ELL Teacher	8/13/24	BA+24, Step 15
Morrison, Rebecca	OR: From SSA to Student Support Services Teacher	1/6/25	BA, Step 1
Stein, Heidi	From LG Early Childhood Para to NE Student Support Services Teacher	8/13/24	BA, Step 1
Thomas, Josie	BP: Student Support Services Teacher	8/13/24	BA+12, Step 3
Wingert, Wesley	LMHS: English Teacher	8/13/24	MA, Step 7

Certified Staff: Resignations

Name	Assignment	Dept Action	Reason
Cliburn, Kegan	LMHS: Compass Teacher	5/31/24	Other employment
Dirks, Jessica	EX: 8 th Gr Language Arts Teacher	5/31/24	Other employment
Kilburg, Mary	LMHS: Student Support Services Teacher	5/31/24	Other employment
Moore, Angela	WF: Student Support Services Teacher	5/31/24	Personal
Rieken, Addy	EX: Science/Social Studies Teacher	5/31/24	Personal
Stamp, Carol	BW: ELL Teacher	5/31/24	Retirement

Classified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Adair, Peyton	AC: Aquatic Instructor	6/10/24	\$12.00/hour
Buchanan, Derrick	TR: Seasonal Help	6/10/24	\$15.00/hour
Carpenter, Dan	TR: Seasonal Help	6/10/24	\$15.00/hour
Collins, Audrey	TR: Seasonal Help	6/10/24	\$15.00/hour
Cory, Nic	TR: Seasonal Help	6/10/24	\$15.00/hour
Delecki, Courtney	HP: From Media Assistant to Student Support Associate	8/19/24	Same
Gassman, Kimberly	TR: Seasonal Help	6/10/24	\$15.00/hour
Huff, Carol	LMHS: From Media Assistant to Student Support Associate	8/19/24	Same
Hurkett, Edward	HP: Student Support Associate	8/19/24	LMSEAA A, Step 1
Kelley, Tyler	TR: Seasonal Help	6/10/24	\$15.00/hour
Mullin, Brooke	OR: Student Assistance Specialist	8/16/24	\$53,000/year
Platten, Michelle	EH: From Gen Ed Assistant to Student Support Associate	8/19/24	Same
Sam, Danika	TR: Seasonal Help	6/10/24	\$15.00/hour
Smith, Hillary	HP: From STEM Teacher to Student Support Associate	8/19/24	LMSEAA A, Step 5
Todd, Andrea	LG: Early Childhood Paraprofessional	8/19/24	LMSEAA B, Step 1
Vratney, Koda	LG: Student Support Associate	8/19/24	LMSEAA A, Step 1
Whitson, Laura	ESY Associate	6/10/24	Same

Classified Staff: Resignations

Name	Assignment	Dept Action	Reason
Archer, Kay	EH: Student Support Associate	5/30/24	Personal
Barnes, Chrissy	BW: Early Childhood Paraprofessional	5/24/24	Other employment

Name	Assignment	Dept Action	Reason
Beck, Carley	WF: Student Support Associate	5/30/24	Personal
Brown, Mary	BW: Student Support Associate	5/30/24	Personal
Bryant, David	BP: Student Support Associate	5/30/24	Personal
Carey, Lindsay	LG: Student Support Associate	5/30/24	Personal
Castro, Brianna	EH: Student Support Associate	5/30/24	Personal
Clinton, Vickie	NS: BP Cashier/General Help	5/30/24	Retirement
Cuhel, Melissa	BP: Production Manager	5/31/24	Personal
Ehlers, Courtney	NE: Paraprofessional	5/30/24	Personal
Emig, Angel	BP: Student Support Associate	5/30/24	Other employment
Gan, Megan	IC: Student Support Associate	5/30/24	Personal
Holey, Anastasia	NS: LMHS General Help	5/28/24	Personal
Hunt, Christina	EH: Early Childhood Paraprofessional	5/30/24	Other employment
Leete, Barbara	WE: Student Support Associate	5/30/24	Personal
Neef, Kylie	EH: Student Support Associate	5/30/24	Personal
Nell, Penelope	LG: Student Support Associate	5/30/24	Personal
O'Geary-Smith, Nancy	LMHS: Student Support Associate	5/30/24	Personal
Orwig, Lisa	IC: Student Support Associate	5/30/24	Personal
Peck, Megan	IC: Student Support Associate	5/30/24	Personal
Prall, Hannah	LG: Student Support Associate	5/30/24	Other employment
Rodriguez, Katherine	EH: Student Support Associate	5/30/24	Personal
Ruh, John	TR: Bus Driver	5/21/24	Personal
Rydze, Robin	HP: Student Support Associate	5/30/24	Personal
Schultz, Julie	NS: IC General Help	5/30/24	Retirement
Titus, Emma	EH: Student Support Associate	5/30/24	Relocation
Yeater, Joan	NS: IC General Help	5/30/24	Retirement

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

Name	Assignment	Dept Action	Salary Placement
Anderson, Sarah	LMHS: Pianist	5/15/24	\$850
Azelborn, Laura	LMHS: Science Olympiad Sponsor	5/31/24	\$1,156
Berringer, Brooke	LMHS: Science Olympiad Sponsor	5/31/24	\$1,156
Booth-Baisten, Joyce	LMHS: ALO Coordinator	5/30/24	\$1,800
Bunjer, Sarah	LMHS: Pianist	5/15/24	\$250
Chaloupka, Logan	LMHS: Esports Sponsor	5/31/24	\$1,156
Cory, Nic	EX: Assistant Boys Soccer Coach	8/19/24	\$3,123
Cory, Nic	EX: Assistant Girls Soccer Coach	8/19/24	\$3,123
Griggs, Trevor	LMHS: D&D Club Sponsor	5/31/24	\$1,156
Johnson, Brian	LMHS: Esports Sponsor	5/31/24	\$3,468
Kuennen, Nicole	LMHS: Prom Sponsor From .5 to 1.0	8/1/24	\$4,685
Kurt, Madison	LMHS: Head 9 th Gr Volleyball Coach	8/12/24	\$4,685
Lechner, Chad	LMHS: HOSA Club Sponsor	5/31/24	\$1,156
Lippert, Jordan	LMHS: Head 9 th Gr Volleyball Coach	8/12/24	\$4,685
Lynch, Greg	LMHS: Head 10 th Gr Volleyball Coach	8/12/24	\$4,685
Martens, Ben	LMHS: .5 Head Varsity/.5 Asst Varsity <i>Interim</i> Football Coach	6/5/24	\$9,055.50
Meeks, Austin	EX: Head Boys Tennis Coach	8/19/24	\$3,514
Riniker, Abbi	District: CPR Class Instructor	5/22/24	\$993.75
Robertson, Taylor	LMHS: JV2 Girls Assistant Basketball Coach	5/28/24	\$3,514
Shaffer, Ryan	OR: From Asst 7 th Gr Boys to Head 7 th Gr Girls Basketball Coach	8/16/24	\$3,514
Sylvester, Eric	LMHS: Esports Sponsor	5/31/24	\$1,156
Thomas, Josie	LMHS: JV Assistant/Varsity Assistant Girls Basketball Coach	5/28/24	\$2,733

Name	Assignment	Dept Action	Salary Placement
Tompkins, Chad	LMHS: .5 Head Varsity/.5 Asst Varsity <i>Interim</i> Football Coach	6/5/24	\$9,055.50
Torres Duran, Ben	LMHS: Assistant Varsity Girls Wrestling Coach	5/24/24	\$4,685
Villagrana, Miguel	LMHS: Head 9 th Gr Boys Basketball Coach	5/20/24	\$4,685
VonLehmden, Ellie	LMHS: From Head 10 th Gr to Assistant Varsity Volleyball Coach	8/12/24	\$4,685
Young, Jacob	OR: ALO Coordinator	5/30/24	\$1,000
Young, Jacob	OR: Assistant 7 th Gr Boys Basketball Coach	8/16/24	\$3,123

Co/Extra-Curricular Staff: Resignations

Name	Assignment	Dept Action	Reason
Cory, Nic	EX: 8 th Gr Assistant Football Coach	5/22/24	Personal
Cory, Nic	EX: Assistant Girls Track Coach	5/22/24	Personal
Halverson, Ginger	LMHS: LM Buddies Sponsor	5/31/24	Retirement
Hoover-Grinde, Ian	LMHS: Head Varsity Boys Swim Coach	5/29/24	Other employment
Hugo, Charlie	EX: Boys Swim Coach	5/22/24	Personal
Jochimsen, Mel	OR: Head 8 th Gr Volleyball Coach	5/24/24	Other employment
Jochimsen, Mel	OR: Head 7 th Gr Girls Basketball Coach	5/24/24	Other employment
Johnson, Greg	EX: Assistant Girls Soccer Coach	5/29/24	Personal
Johnson, Greg	EX: Assistant Boys Soccer Coach	5/29/24	Personal
Lovell, Tim	LMHS: Head Varsity Football Coach	5/24/24	Personal
Obleton, Ishmael	LMHS: Assistant JV Girls Basketball Coach	5/16/24	Personal
Shaffer, Ryan	OR: Assistant 7 th Gr Boys Basketball Coach	6/30/24	Personal
Shiple, Mike	LMHS: Assistant Varsity Football Coach	5/24/24	Personal
Thurston, Jennifer	LMHS: Prom Sponsor	5/31/24	Other employment
Whitson, Barry	EX: Head Boys Tennis Coach	5/22/24	Retirement
Wilson, Sydney	OR: Head Girls & Head Boys Swim Coach	5/22/24	Personal

802: Approval of May 20th Board Minutes – Exhibit 802.1

803: Approval of Bills/Warrants – Exhibit 803.1

804: Approval of Contracts/Agreements – Exhibits 804.1-26

1. Iowa Blueprint for Change agreement
2. Imagine Learning user license fees for 2024
3. Renaissance Learning for FastBridge testing system
4. Iowa Workforce Development Addendum #3 for the Teacher/Paraeducator Registered Apprenticeship Program (TPRA)
5. Epic Event Center rental agreement for LMHS prom
6. Brightly Software InventoryDirect ordering system agreement
7. Brightly Software MySchoolDude maintenance work order system agreement
8. Unzeitag Construction for the LMHS extension renovation project
9. Braxton Carr independent contractor agreement for work with 10th Street Edition
10. Allen Chapman independent contractor agreement for work with All State Chorus
11. Anna Hilty independent contractor agreement for work with Varsity Dance Team
12. April James independent contractor agreement for work with 10th Street Edition
13. Tom Mackey independent contractor agreement for work with LMHS Marching Band
14. Jennifer Petsche independent contractor agreement for work with Hi-Style Show Choir
15. Alexis Robson independent contractor agreement for work with All Show Choir
16. Alexis Robson independent contractor agreement for work with Hi-Style Show Choir

17. Alexis Robson independent contractor agreement for work with 10th Street Edition
18. Carol Tralau independent contractor agreement for work with All State Chorus
19. Heath Weber independent contractor agreement for work with 10th Street Edition
20. Capital Sanitation quote
21. City of Marion use of City Hall agreement
22. Empowered Properties lease amendment for the Success Center
23. IASB/Gallagher Benefit Services actuarial services agreement
24. Peak Construction change order #12 for the new administration building
25. OpenText agreement for Fax2Mail program
26. Linn County Fair Association facilities use agreement for FFA fair events

805: Fundraising Request – Exhibit 805.1

1. LMHS Amnesty International donation drive for disabled veterans

900: BOARD CALENDAR & COMMUNICATIONS

President Buchholz shared the sad news that Pete King, LM Booster Club, passed away over the weekend and shared words of sympathy for his family. Buchholz also thanked the City for allowing the board to utilize City Hall. Director Thomas shared a reminder that the board meetings (through September) would be held at Marion City Hall and are available for in-person attendance and/or livestream viewing.

901: Board Calendar & Communications

Date	Time	Event	Location
June 19	--	District Closed – Juneteenth Holiday	Districtwide
June 20	5:30 PM	Marion City Council (Morey)	Marion City Hall
Date	Time	Event	Location
July 2	4:00 PM	Marion City Council (Thomas)	Marion City Hall
July 4	--	District Closed – 4 th of July Holiday	Districtwide
July 8	5:00 PM	Board Meeting	Marion City Hall
July 11	9:30 AM	LIONS Open Golf Outing	Hunters Ridge
July 18	5:30 PM	Marion City Council (Wall)	Marion City Hall

902: Board Committees/Advisories

Required Board Committees/Advisories

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

Additional District Committees/Advisories

Committee/Advisory	Board Representatives
Diversity/Equity/Inclusion Committee (DEI)	Lowé Lancaster, Thomas
Venture Academics Advisory (VAA)	Morey, Walker
LMHS School Counselors Advisory	Lowé Lancaster
MEDCO Community Promise Advisory	Wall
Linn County Conference Board	Buchholz
Legislative Liaisons	Morey, Walker

1000: ADJOURNMENT – Motion 218-06-10

MOTION by Morey to adjourn the meeting at 5:34 PM. Second by Walker. Voice vote, all ayes. Motion carried.

Barry Buchholz, Board President

Jon Galbraith, Board Secretary/Treasurer

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 06/06/2024 - 07/02/2024

Fiscal Year: 2023-2024

Vendor Name	Description	Check Total
Fund: AQUATIC CENTER		
AMERICAN FIDELITY ASSURANCE COMPANY	EE LIAB-AMERICAN FIDELITY INS	\$87.90
BLACK HAWK SWIMMING ASSOCIATION	DUES AND FEES	\$4,346.00
BMO MASTERCARD	DUES AND FEES	\$380.00
BMO MASTERCARD	GENERAL SUPPLIES	\$1,677.80
BMO MASTERCARD	STAFF TRAVEL	\$31.10
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$8,743.59
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$159.40
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$681.69
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$159.40
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$681.69
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$520.69
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$836.92
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$1,256.06
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$5.00
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$11.51
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$573.07
PANTHER AQUATICS CLUB LLC	DUES AND FEES	\$1,027.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$214.06
Fund Total:		\$21,392.88
Fund: DEBT SERVICE		
UMB BANK, N.A.	INTEREST	\$944,368.75
UMB BANK, N.A.	OTHER PROFESSIONAL SERVICES	\$300.00
UMB BANK, N.A.	PRINCIPAL REDEMPTION	\$5,810,000.00
Fund Total:		\$6,754,668.75
Fund: GENERAL		
4 SEASONS FUNDRAISING	INSTRUCTIONAL SUPPLIES	\$3,861.56
A-1 RENTAL, INC	RENTALS EQUIPMENT	\$196.20
ABILITY PHYSICAL THERAPY, P.C.	OTHER PROFESSIONAL	\$3,833.33
ACCURATE TRANSLATION BUREAU	Professional Educational Services	\$94.50
ACME TOOLS	EQUIPMENT >\$5,000	\$6,059.00
ACME TOOLS	INSTRUCTIONAL SUPPLIES	\$429.00
ADVANTAGE CHIROPRACTIC	PHYSICALS	\$80.00
ADVANTAGE RECORDS MANAGEMENT	GENERAL SUPPLIES	\$1,148.64
AGVANTAGE FS	PROPANE	\$8,502.00
AHLERS AND COONEY, P.C.	LEGAL SERVICES	\$35,317.67
AIRGAS NORTH CENTRAL	GENERAL SUPPLIES	\$154.29
ALLIANT ENERGY	ELECTRICITY	\$98,196.58
ALVEY BRANDI	STUDENT FEES	\$258.00
AMERICAN FIDELITY ASSURANCE COMPANY	EE LIAB-AMERICAN FIDELITY INS	\$20,638.69
AMERICAN SPECIALTIES	INSTRUCTIONAL SUPPLIES	\$3.00
ANAMOSA COMMUNITY SCHOOLS	TUITION OPEN ENROLL	\$7,949.70
ARNOLD BRIANNE	STAFF TRAVEL	\$22.00
ARNOLD MOTOR SUPPLY	REPAIR PARTS	\$632.95
ARNOLD MOTOR SUPPLY	SHOP TOOLS/EQUIPMENT	\$320.51

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ASIFLEX	EE LIAB-FLEX DEP CARE	\$24,492.58
ASIFLEX	EE LIAB-FLEX HEALTH	\$23,799.24
ASIFLEX	OTHER PROFESSIONAL SERVICES	\$802.75
AT & T MOBILTY	INTERNET	\$1,256.37
B&B VENT CLEANING	OTHER PROFESSIONAL SERVICES	\$6,060.00
BANOWETZ SARAH	MISC REVENUE	\$9.00
BLIN DANI	MISC REVENUE	\$7.00
BMO MASTERCARD	COMP/TECH HARDWARE	\$1,881.85
BMO MASTERCARD	COMPUTER SOFTWARE	\$1,202.34
BMO MASTERCARD	DATA PROCESSING AND	\$315.20
BMO MASTERCARD	DUES AND FEES	\$2,532.50
BMO MASTERCARD	ELECTRICAL SUPPLY	\$253.07
BMO MASTERCARD	GARBAGE COLLECTION	\$9,823.90
BMO MASTERCARD	GASOLINE	\$120.77
BMO MASTERCARD	GENERAL SUPPLIES	\$15,083.54
BMO MASTERCARD	HEAT/PLUMBING SUPPLY	\$37.23
BMO MASTERCARD	INSTRUCTIONAL SUPPLIES	\$34,947.34
BMO MASTERCARD	LIBRARY BOOKS	\$2,265.28
BMO MASTERCARD	MAINTENANCE SUPPLIES	\$256.71
BMO MASTERCARD	OTHER PROFESSIONAL SERVICES	\$25.00
BMO MASTERCARD	POSTAGE/UPS	\$64.20
BMO MASTERCARD	REPAIR/MAINT SERVICE	\$14.46
BMO MASTERCARD	STAFF TRAVEL	\$3,614.71
BMO MASTERCARD	STAFF WORKSHP/CONF	\$3,870.00
BMO MASTERCARD	TUITION-COMM COLLEGE	\$799.99
BRADLEY MELISSA	MISC REVENUE	\$9.00
BUOL ASHLEY	MISC REVENUE	\$17.00
BURGESS GAYLA	STAFF TRAVEL	\$43.50
BURKLE NICK	MISC REVENUE	\$8.00
C.J. COOPER & ASSOCIATES	DRUG TESTING	\$743.00
C.J. COOPER & ASSOCIATES	PHYSICALS	\$700.00
C.R. GLASS CO	GENERAL SUPPLIES	\$2,631.56
CAM COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	\$64,065.60
CANDICE L. MULLNIX	GENERAL SUPPLIES	\$120.00
CAPITAL ONE	INSTRUCTIONAL SUPPLIES	\$484.18
CAPITAL SANITARY	EQUIPMENT >\$5,000	\$16,316.48
CAPITAL SANITARY	MAINTENANCE SUPPLIES	\$39,408.61
CAPITAL SANITARY	REPAIR/MAINT SERVICE	\$21,400.00
CARROLL CONSTRUCTION SUPPLY	GROUPS UPKEEP	\$40.22
CDW - GOVERNMENT	INSTRUCTIONAL SUPPLIES	\$790.48
CEDAR RAPIDS TIRE	REPAIR PARTS	\$456.47
CEDAR RAPIDS WATER DEPT	WATER/SEWER	\$1,371.46
CEDAR RAPIDS WINSUPPLY PLUMBING CO	HEAT/PLUMBING SUPPLY	\$7,798.40
CENGAGE LEARNING	INSTRUCTIONAL SUPPLIES	\$2,621.50
CENTER POINT-URBANA HIGH SCHOOL	TUITION OPEN ENROLL	\$58,662.75

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CENTRAL CITY COMMUNITY SCHOOL	TUITION OPEN ENROLL	\$31,262.10
CENTRAL STATES BUS SALES INC	TRANSP. PARTS	\$2,494.18
CENTURYLINK	TELEPHONE	\$2,748.81
CHIROPRACTIC OF IOWA	PHYSICALS	\$110.00
CHURCH KATHRYN	STAFF TRAVEL	\$26.20
CITY LAUNDERING COMPANY	GENERAL SUPPLIES	\$353.76
CITY OF MARION.	OTHER PROFESSIONAL SERVICES	\$3,962.70
CITY OF ROBINS	WATER/SEWER	\$716.00
CLAYTON RIDGE COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	\$26,679.66
CLOSE-YERKE AMY	MISC REVENUE	\$65.00
COLLECTION	EE LIAB-GARNISHMENTS	\$1,762.99
COLLEGE BOARD	INSTRUCTIONAL SUPPLIES	\$62,828.00
COLLEGE COMMUNITY SCHOOLS	TUITION OPEN ENROLL	\$19,605.90
COLVIN AUTUM	MISC REVENUE	\$7.00
CONVERGE ONE	OTHER TECH SER	\$2,098.14
CONVERGE ONE	PRE-PAID	\$24,128.58
CORTEZ JESSICA	STAFF TRAVEL	\$17.90
CR SIGNS, INC	REPAIR/MAINT SERVICE	\$150.00
CR/LC SOLID WASTE AGENCY	GROUNDS UPKEEP	\$65.00
CRESCENT PARTS & EQUIPMENT CO., INC	ELECTRICAL SUPPLY	\$915.30
CULLIGAN	GENERAL SUPPLIES	\$1,716.00
D'ARCY SR MICHAEL	MISC REVENUE	\$13.00
D.I.A.L./ELEVATOR SAFTEY BUREAU	OTHER PROFESSIONAL SERVICES	\$1,765.00
DELTA DENTAL OF IOWA	ER LIAB-DENTAL INS	\$43,169.06
DESOTEL JOSHUA	MISC REVENUE	\$10.00
DIERCKS AMY	MISC REVENUE	\$8.00
DONOVAN GROUP I	OTHER PROFESSIONAL SERVICES	\$3,000.00
DRY CLEANING PLUS	GENERAL SUPPLIES	\$1,086.00
EARLL GENE	MISC REVENUE	\$15.00
EASTERN IOWA CARPET CARE	OTHER PROFESSIONAL SERVICES	\$5,564.25
ELECTRICAL ENGINEERING & EQUIPMENT CO.	ELECTRICAL SUPPLY	\$1,127.82
ELLES ERIKA	MISC REVENUE	\$8.00
EMERSON DARIN	MISC REVENUE	\$9.00
F & B CAB CO., INC	TRANSP PRIVATE CONT	\$50.00
FARMER JENNIFER	MISC REVENUE	\$6.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$3,438,858.65
FASSELIUS CASEY	STAFF TRAVEL	\$7.60
FEDEX	GENERAL SUPPLIES	\$22.37
FEDEX	POSTAGE/UPS	\$31.43
FISCHER RENAE	MISC REVENUE	\$13.00
FOLLETT SCHOOL SOLUTIONS, INC	LIBRARY BOOKS	\$195.93
GALBRAITH JON	STAFF TRAVEL	\$60.35
GASWAY CO, J P	GENERAL SUPPLIES	\$458.07
GAZETTE COMMUNICATIONS INC	ADVERTISING	\$482.20
GILBERT AMANDA	MISC REVENUE	\$16.00

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GILCREST/JEWETT	INSTRUCTIONAL SUPPLIES	\$2,070.82
GLOECKNER CINDY	MISC REVENUE	\$15.00
GOODWILL OF THE HEARTLAND	PROF SERV: EDUCATION	\$11,233.66
GRAINGER	GENERAL SUPPLIES	\$769.18
GRANT WOOD AEA	INSTRUCTIONAL SUPPLIES	\$287.06
GRANT WOOD AEA	PROF SERV: EDUCATION	\$400.00
GREENWOOD CLEANING SYSTEMS	MAINTENANCE SUPPLIES	\$34,398.71
GUSTASON ANDY	Professional Educational Services	\$318.75
GUSTASON MARY	Professional Educational Services	\$71.25
HALL JOHN	Professional Educational Services	\$210.00
HALVERSON GINGER	STAFF TRAVEL	\$139.90
HANDS UP COMMUNICATIONS	PROF SERV: EDUCATION	\$137.50
HARVEY, GABRIELLE	Professional Educational Services	\$150.00
HAWKEYE COMMUNICATION/FANDEL ALARM	OTHER PROFESSIONAL SERVICES	\$7,590.00
HAYES BETH	STAFF TRAVEL	\$113.05
HEMMES JENNY	MISC REVENUE	\$8.00
HICKS JESSIE	STAFF TRAVEL	\$16.70
HOME APPLIANCE CENTER	INSTRUCTIONAL SUPPLIES	\$799.00
HOUBLER GARY	INSTRUCTIONAL SUPPLIES	\$300.00
HUMMER EMILY	MISC REVENUE	\$12.00
HUPP ELECTRIC MOTORS	HEAT/PLUMBING SUPPLY	\$15.78
HY-VEE FOOD STORE-8556	GENERAL SUPPLIES	\$665.00
IMON COMMUNICATIONS LLC	TELEPHONE	\$1,677.22
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$69,197.88
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$295,880.00
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$69,197.88
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$295,880.00
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$391,107.55
INTERSTATE BILLING SERVICE	GENERAL SUPPLIES	\$296.03
IOWA DEPT OF HUMAN SERVICES	MEDICAID REIMBURSE	\$104,990.40
IOWA DEPT. OF INSPECTIONS & APPEALS	OTHER PROFESSIONAL SERVICES	\$40.00
IOWA FIRE PROTECTION	OTHER PROFESSIONAL SERVICES	\$501.38
IOWA ONE CALL	OTHER TECH SER	\$24.30
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$359,068.36
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$538,888.23
IOWA SHARES	EE LIAB-CHARITY	\$23.00
ISFIS	OTHER PROFESSIONAL SERVICES	\$817.50
ITS SIGNS LLC	GENERAL SUPPLIES	\$387.75
JAGANATHAN SHOBANA	MISC REVENUE	\$8.00
JOHNSTONE SUPPLY	HEAT/PLUMBING SUPPLY	\$509.50
JVA MOBILITY	INSTRUCTIONAL SUPPLIES	\$114.75
KALAVER SATCHIDANAND	MISC REVENUE	\$9.00
KAMARA KASSEY	MISC REVENUE	\$8.00
KINN RYAN	MISC REVENUE	\$17.00
KOENEN KARLA	STAFF TRAVEL	\$31.20

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KOENIGHAIN NICHOLAS	MISC REVENUE	\$8.00
LAWSON PRODUCTS, INC	MAINTENANCE SUPPLIES	\$394.09
LINDER TIRE SERVICE INC	TIRES AND TUBES	\$58.50
LINN CO-OP OIL	DIESEL	\$5,147.20
LINN CO-OP OIL	GASOLINE	\$7,588.11
LINN CO-OP OIL	GREASE,OIL,LUBE,COOL	\$610.00
LINN COUNTY REC	ELECTRICITY	\$43,514.65
LINN-MAR FOUNDATION	EE LIAB-CHARITY	\$334.00
LISBON COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	\$14,770.74
LUKSETICH CELESTE	MISC REVENUE	\$8.00
LYNCH COLLISION CENTER	VEHICLE REPAIR	\$209.28
LYTLE PATRICIA	MISC REVENUE	\$10.00
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$6,163.25
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$11,319.12
MADISON NATIONAL LIFE INS. CO., INC	RETIREE INSURANCE	(\$240.00)
MANLEY LORI	MISC REVENUE	\$24.00
MARCO TECHNOLOGIES, LLC	Copies	\$5,571.33
MARION INDEPENDENT SCHOOLS	TUITION OPEN ENROLL	\$1,755,772.15
MARION IRON CO.	GENERAL SUPPLIES	\$18.50
MARION IRON CO.	INSTRUCTIONAL SUPPLIES	\$179.54
MARION JANITORIAL SUPPLY CO	MAINTENANCE SUPPLIES	\$3,772.68
MARION JANITORIAL SUPPLY CO	SHOP TOOLS/EQUIPMENT	\$74.40
MARION WATER DEPT	WATER/SEWER	\$14,351.00
MAVERICK POWERSPORTS,LLC	MAINTENANCE SUPPLIES	\$276.90
MECKLENBURG SARA	MISC REVENUE	\$10.00
MEDIACOM	TELEPHONE	\$296.90
MEDIAQUEST SIGNS	INSTRUCTIONAL SUPPLIES	\$250.00
MEDICALESHP INC	INSTRUCTIONAL SUPPLIES	\$2,236.58
MENARDS -13127	GENERAL SUPPLIES	\$2,764.45
MENARDS -13127	INSTRUCTIONAL SUPPLIES	\$37.94
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$613,724.27
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	(\$40.21)
METRO INTERAGENCY INS PROG.	ER LIAB-MEDICAL INSURANCE	\$29,870.00
METRO INTERAGENCY INS PROG.	RETIREE INSURANCE	\$39,258.24
MH EQUIPMENT COMPANY	OTHER PROFESSIONAL SERVICES	\$366.70
MHC Kenworth Cedar Rapids	TRANSP. PARTS	\$2,416.72
MID AMERICAN ENERGY	NATURAL GAS	\$5,307.71
MIDAMERICAN ENERGY SERVICES, LLC	NATURAL GAS	\$1,899.44
MIDWEST ALARM SERVICES	OTHER PROFESSIONAL SERVICES	\$3,601.71
MIDWEST WHEEL	TRANSP. PARTS	\$3,175.79
MONTICELLO COMMUNITY SCHOOLS	TUITION OPEN ENROLL	\$3,885.40
MOUNT MERCY UNIVERSITY.	TUITION COLLEGE/UNIV	\$3,336.00
MYROM HANNAH	MISC REVENUE	\$9.00
NAPA AUTO PARTS	SHOP TOOLS/EQUIPMENT	\$8.80
NAPA AUTO PARTS	TRANSP. PARTS	\$337.69

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Vendor Name	Description	Check Total
NICHOLS AMY	STUDENT FEES	\$129.00
NICKERSON JAMES	MISC REVENUE	\$42.00
NORTHUP NORM	Professional Educational Services	\$315.00
ORKIN PEST CONTROL	OTHER PROFESSIONAL SERVICES	\$695.00
ORR LESLIE	MISC REVENUE	\$10.00
PARTS TOWN, LLC	GENERAL SUPPLIES	\$442.11
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	\$87.99
PETERSEN KRISTIN	MISC REVENUE	\$27.00
PFEIL ANGELA	STAFF TRAVEL	\$46.80
PIERSON KAREN	MISC REVENUE	\$10.00
PIRNAT MICHAELA	STAFF TRAVEL	\$141.00
PITKIN JENNIFER	MISC REVENUE	\$13.00
PITTSBURGH PAINTS	GENERAL SUPPLIES	\$2,534.93
PLUMB SUPPLY CO.	HEAT/PLUMBING SUPPLY	\$2,449.22
PORTER MEREDITH	MISC REVENUE	\$9.00
POTTER AMANDA	STUDENT FEES	\$40.00
POTTS JULIE	MISC REVENUE	\$8.00
PURPURA JASMINE	MISC REVENUE	\$15.00
QUILLIN SARA	TRANSP PRIVATE CONT	\$296.20
QUINN SANDYLEE	MISC REVENUE	\$28.00
RAMSEY CALLIE	MISC REVENUE	\$13.00
RAPIDS WHOLESALE EQUIP CO	HEAT/PLUMBING SUPPLY	\$60.39
RAUSCH ERICA	STAFF TRAVEL	\$9.00
RENAUD VANESSA	MISC REVENUE	\$9.00
RIES KARLA	STAFF TRAVEL	\$198.50
RIVERSIDE TECHNOLOGIES, INC	COMPUTER SOFTWARE	\$5,274.72
ROCHESTER ARMORED CAR CO INC	GENERAL SUPPLIES	\$606.06
ROCK VALLEY PHYSICAL THERAPY CENTER	PROF SERV: EDUCATION	\$7,500.00
ROUNDS TRACY	STAFF TRAVEL	\$50.70
ROYAL IMAGING SUPPLIES	GENERAL SUPPLIES	\$635.20
RSW ROBE SHOP WORLDWIDE	GENERAL SUPPLIES	\$11,335.00
SADLER POWER TRAIN	TRANSP. PARTS	\$1,236.41
SATTIZAHN ALLISON	STAFF TRAVEL	\$93.00
SCHAFFER TEENA	MISC REVENUE	\$30.00
SCHIMBERG	HEAT/PLUMBING SUPPLY	\$63.17
SCHOOL HEALTH CORP	GENERAL SUPPLIES	\$1,800.00
SCHOOL SPECIALTY LLC	INSTRUCTIONAL SUPPLIES	\$287.20
SCHULT BARBARA	STAFF TRAVEL	\$26.50
SCHULTZ STRINGS INC	INSTRUCTIONAL SUPPLIES	\$510.00
SCHWEITZER NIKKI	MISC REVENUE	\$8.00
SENNETT KATY	MISC REVENUE	\$8.00
SIEBELS MOLLIE	MISC REVENUE	\$17.00
SIEFER DAVE	MISC REVENUE	\$18.00
SIEREN RANDY	MISC REVENUE	\$6.00
SIMMONS PERRINE	ADVERTISING	\$1,420.00

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Vendor Name	Description	Check Total
SMITH KERRY	MISC REVENUE	\$8.00
SMITH OLIVIA	STAFF TRAVEL	\$88.30
SPRINGVILLE COMMUNITY SCHOOLS	TUITION OPEN ENROLL	\$129,035.49
STAMP CAROL	STAFF TRAVEL	\$62.40
STANDARD BEARINGS	GENERAL SUPPLIES	\$347.08
STATE HYGIENIC LABORATORY	GENERAL SUPPLIES	\$14.50
STERICYCLE INC	GENERAL SUPPLIES	\$36.36
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$4,028.20
SWAMP FOX BOOKSTORE	LIBRARY BOOKS	\$31.18
SYNOVIA SOLUTIONS, LLC	DUES AND FEES	\$323.35
TEAM IOWA	GENERAL SUPPLIES	\$64.00
THE FILTER SHOP, INC	GENERAL SUPPLIES	\$4,580.12
THE SHREDDER	OTHER PROFESSIONAL SERVICES	\$811.00
THOMAS JANELL	MISC REVENUE	\$8.00
THOMPSON TRUCK & TRAILER	TRANSP. PARTS	\$1,627.39
TOWNS KATHRYN	STAFF TRAVEL	\$50.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$168,801.64
TRI-CITY ELECTRIC COMPANY OF IOWA	TECH REPAIRS/MAINTENANCE	\$706.00
TSCHANTZ SARABETH	MISC REVENUE	\$10.00
TYLER TECHNOLOGIES INC	DATA PROCESSING AND	\$85.00
UNDER-HILL TRUCK & AUTO REPAIR	REPAIR/MAINT SERVICE	\$148.50
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	\$120.00
UNIVERSITY OF IOWA	DUES AND FEES	\$750.00
VALUE INSPIRED PRODUCTS/SERVICES	GENERAL SUPPLIES	\$2,041.24
VALUE INSPIRED PRODUCTS/SERVICES	INSTRUCTIONAL SUPPLIES	\$20,728.76
VAN METER CO	ELECTRICAL SUPPLY	\$1,726.32
VENUWORKS OF CEDAR RAPIDS	GENERAL SUPPLIES	\$11,524.33
VERIZON WIRELESS	INTERNET	\$2,857.47
VERIZON WIRELESS	TELEPHONE	\$257.65
VINTON-SHELLSBURG COMM SCHOOL	TUITION OPEN ENROLL	\$3,885.40
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$80,812.36
WEBER COMMUNICATIONS INC	OTHER PROFESSIONAL SERVICES	\$1,050.00
WENDLING QUARRIES	GROUNDS UPKEEP	\$330.00
WEST MUSIC CO	GENERAL SUPPLIES	\$9.99
WEST MUSIC CO	INSTRUCTIONAL SUPPLIES	\$2,311.90
WHITTAKER-SMITH CLAIRE	MISC REVENUE	\$15.00
WHOLESALE REPAIR INC	VEHICLE REPAIR	\$1,694.61

Fund Total: \$9,467,231.31

Fund: LOCAL OPT SALES TAX

CDW - GOVERNMENT	COMP/TECH HARDWARE	\$16,481.51
DESIGN ENGINEERS. P.C.	OTHER PROFESSIONAL SERVICES	\$10,350.00
HP INC	COMP/TECH HARDWARE	\$2,689.49
MCCOMAS LACINA CONSTRUCTION LC	CONSTRUCTION SERV	\$606,015.45
OPN ARCHITECTS, INC.	ARCHITECT	\$40,746.85
PIGOTT, INC	CONSTRUCTION SERV	\$3,710.25

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Vendor Name	Description	Check Total
PIGOTT, INC	EQUIPMENT >\$5,000	\$3,539.64
PIGOTT, INC	FURNITURE & FIXTURES	\$44,674.76
RIVERSIDE TECHNOLOGIES, INC	COMP/TECH HARDWARE	\$871,128.00
SHI INTERNATIONAL CORP	COMP/TECH HARDWARE	\$58,785.00
TERRACON CONSULTANTS INC	CONSTRUCTION SERV	\$1,532.25
Fund Total:		\$1,659,653.20
Fund: MANAGEMENT LEVY		
EMC INSURANCE	Vehicle Insurance	\$1,000.00
Fund Total:		\$1,000.00
Fund: NUTRITION SERVICES		
AMERICAN FIDELITY ASSURANCE COMPANY	EE LIAB-AMERICAN FIDELITY INS	\$327.97
ANDERSON ERICKSON DAIRY CO	PURCHASE FOOD	\$23,802.67
BMO MASTERCARD	DUES AND FEES	\$900.00
CITY LAUNDERING COMPANY	LAUNDRY SERVICE	\$6,385.72
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$57,753.99
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$1,074.82
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$4,595.70
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$1,074.82
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$4,595.70
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$2,748.66
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$9,267.69
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$13,908.81
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$167.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$179.10
MARCO TECHNOLOGIES, LLC	Copies	\$2.16
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$12,440.99
PAN-O-GOLD BAKING CO	PURCHASE FOOD	\$2,830.04
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$1,418.50
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$110.00
Fund Total:		\$143,584.84
Fund: PHY PLANT & EQ LEVY		
CEDAR RAPIDS WINSUPPLY PLUMBING CO	HEAT/PLUMBING SUPPLY	\$9,452.57
COMMUNICATIONS ENGINEERING CO	CONSTRUCTION SERV	\$2,350.36
DE LAGE LANDEN PUBLIC FINANCE	COMPUTER/COPIER RENT	\$5,194.70
DRYSPACE INC	CONSTRUCTION SERV	\$900.62
MIDWEST ALARM SERVICES	CONSTRUCTION SERV	\$6,530.16
MIDWEST ALARM SERVICES	EQUIPMENT >\$5,000	\$107,966.70
SHIVE-HATTERY INC.	CONSTRUCTION SERV	\$12,219.45
WALSH DOOR & HARDWARE	CONSTRUCTION SERV	\$10,970.00
Fund Total:		\$155,584.56
Fund: PUB ED & REC LEVY		
BEACON ATHLETICS	GROUNDS UPKEEP	\$1,418.74
BMO MASTERCARD	GROUNDS UPKEEP	\$195.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$2,100.06

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 06/06/2024 - 07/02/2024

Fiscal Year: 2023-2024

Vendor Name	Description	Check Total
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$39.62
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$169.36
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$39.62
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$169.36
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$140.74
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$180.95
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$271.56
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$2.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$6.04
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$352.59
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$100.89
Fund Total:		\$5,187.03
Fund: SALES TAX REVENUE BOND CAP PROJECT		
CMS COMMUNICATIONS	COMP/TECH HARDWARE	\$12,145.00
OPN ARCHITECTS, INC.	ARCHITECT	\$19,075.05
PEAK CONSTRUCTION	CONSTRUCTION SERV	\$654,863.23
Fund Total:		\$686,083.28
Fund: STUDENT ACTIVITY		
ALLISON BRIAN	OFFICIAL/JUDGE	\$495.00
ANDREW MARK	OFFICIAL/JUDGE	\$651.10
ANNEN DAVID	OFFICIAL/JUDGE	\$165.70
BMO MASTERCARD	DUES AND FEES	\$8,450.90
BMO MASTERCARD	GENERAL SUPPLIES	\$9,596.81
BMO MASTERCARD	STAFF TRAVEL	\$11,096.70
BRAND NOLAN	OFFICIAL/JUDGE	\$125.00
BSN SPORTS	GENERAL SUPPLIES	\$2,104.36
CALDERWOOD CARISSA	OFFICIAL/JUDGE	\$362.00
CAPITAL ONE	GENERAL SUPPLIES	\$18.56
CARR BRAXTON	PROF SERV: EDUCATION	\$2,100.00
CEDAR RAPIDS BOWLING CENTER	DUES AND FEES	\$1,680.00
CEDAR RAPIDS COMM SCH DIST	DUES AND FEES	\$760.00
COLEMAN MICHAEL	OFFICIAL/JUDGE	\$160.00
CONDON MICHAEL J	OFFICIAL/JUDGE	\$550.00
CONNOLLY, WILLIAM	OFFICIAL/JUDGE	\$435.00
COTTON GALLERY LTD.	GENERAL SUPPLIES	\$4,293.98
DEJONG MADISON	GENERAL SUPPLIES	\$800.00
ECIVOA	DUES AND FEES	\$75.00
ELITE SPORTS	GENERAL SUPPLIES	\$1,922.75
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$5,318.69
FELBER MARK	OFFICIAL/JUDGE	\$410.00
FESTIVAL FUN PARKS LLC DBA ADVENTURELAND	GENERAL SUPPLIES	\$3,991.79
FULLER, TRAVIS	OFFICIAL/JUDGE	\$320.00
GRIER NATHAN	OFFICIAL/JUDGE	\$160.00
HAHN NIKOLAS	OFFICIAL/JUDGE	\$580.00

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 06/06/2024 - 07/02/2024

Fiscal Year: 2023-2024

Vendor Name	Description	Check Total
HANSEN SCOTT	OFFICIAL/JUDGE	\$99.00
HENZE CHRIS	OFFICIAL/JUDGE	\$481.90
HILL TY	OFFICIAL/JUDGE	\$136.00
HILTY ANNA	PROF SERV: EDUCATION	\$803.54
HOYT BOB	OFFICIAL/JUDGE	\$50.00
HUK RUBBER STAMP CO.	GENERAL SUPPLIES	\$37.95
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$92.75
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$396.65
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$92.75
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$396.65
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$404.41
IOWA GIRLS HIGH SCHOOL ATHLETIC UNION	GENERAL SUPPLIES	\$5.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$361.91
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$543.18
JACOBS MICHAEL	OFFICIAL/JUDGE	\$432.84
JOSTENS, INC	GENERAL SUPPLIES	\$2,097.64
KAUFMANN KY	OFFICIAL/JUDGE	\$403.52
KENNEDY HIGH SCHOOL	DUES AND FEES	\$125.00
KUHLERS KYLE	OFFICIAL/JUDGE	\$492.60
LINN-MAR NUTRITION SERVICES	GENERAL SUPPLIES	\$170.52
LRS PORTABLES OF IOWA	DUES AND FEES	\$462.50
LUCK'S MUSIC LIBRARY	GENERAL SUPPLIES	\$72.17
MAHMENS SCOTT	OFFICIAL/JUDGE	\$150.00
MARQUART EUGENE	OFFICIAL/JUDGE	\$361.00
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$20.80
MH ADVERTISING SPECIALTIES	GENERAL SUPPLIES	\$450.00
MILLER DANIEL	OFFICIAL/JUDGE	\$509.00
MOE TONYA	STAFF TRAVEL	\$929.00
MONTICELLO SPORTS	GENERAL SUPPLIES	\$2,329.00
MT VERNON CSD	DUES AND FEES	\$150.00
NATIONAL FFA ORGANIZATION	GENERAL SUPPLIES	\$387.00
PHILLIPS MARK	OFFICIAL/JUDGE	\$275.00
POINTCORE GRAPHIC SOLUTIONS	GENERAL SUPPLIES	\$654.50
READ PHOTOGRAPHY	GENERAL SUPPLIES	\$180.00
REBELSKEY MICHAEL	OFFICIAL/JUDGE	\$750.52
ROBSON ALEXIS	PROF SERV: EDUCATION	\$2,400.00
RODRIGUEZ PAUL	OFFICIAL/JUDGE	\$100.00
ROGERS TIM	OFFICIAL/JUDGE	\$354.00
SCHULTE CAL	OFFICIAL/JUDGE	\$160.00
STAFFORD STEVE	OFFICIAL/JUDGE	\$90.00
SWICK DAN	OFFICIAL/JUDGE	\$339.00
TELSROW RODNEY	OFFICIAL/JUDGE	\$352.16
THE SIGN SPOT	GENERAL SUPPLIES	\$850.00
TJADEN LEIGHTON	OFFICIAL/JUDGE	\$163.40
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$150.36

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 06/06/2024 - 07/02/2024

Fiscal Year: 2023-2024

Vendor Name	Description	Check Total
TROENDLE MARK	OFFICIAL/JUDGE	\$415.06
VARSITY GROUP	GENERAL SUPPLIES	\$12,497.00
VARSITY SPIRIT	GENERAL SUPPLIES	\$17,704.20
WALKER PEYTON	OFFICIAL/JUDGE	\$285.00
WAUKEE COMMUNITY SCHOOL DISTRICT	DUES AND FEES	\$150.00
WIELAND MITCH	OFFICIAL/JUDGE	\$171.50
WILDWOOD LODGE	STAFF TRAVEL	\$3,730.72
WINDSTAR LINES	GENERAL SUPPLIES	\$6,489.00
Fund Total:		\$118,329.04
Fund: STUDENT STORE		
BMO MASTERCARD	GENERAL SUPPLIES	\$247.55
Fund Total:		\$247.55
Grand Total:		\$19,012,962.44

End of Report

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 07/02/2024 - 07/02/2024

Fiscal Year: 2024-2025

Vendor Name	Description	Check Total
Fund: GENERAL		
EDMENTUM, INC	COMPUTER SOFTWARE	\$35,000.00
K-12 TECHNOLOGY GROUP INC	COMPUTER SOFTWARE	\$110,610.00
LEVEL DATA INC	COMPUTER SOFTWARE	\$34,028.85
SCHOOL ADMINISTRATORS OF IOWA	DUES AND FEES	\$855.00
TRANSACT COMM LLC DBA APP-GARDEN	GENERAL SOFTWARE	\$1,800.00
URBAN EDUCATION NETWORK	DUES AND FEES	\$6,500.00
	Fund Total:	\$188,793.85
Fund: MANAGEMENT LEVY		
TRUENORTH COMPANIES, LC	BLDG/PROPERTY INS	\$866,689.04
TRUENORTH COMPANIES, LC	General Liability Insurance	\$104,848.00
TRUENORTH COMPANIES, LC	Professional Liability/Errors & Omissions	\$33,519.00
TRUENORTH COMPANIES, LC	Vehicle Insurance	\$157,297.00
TRUENORTH COMPANIES, LC	WORKERS COMP	\$686,848.00
	Fund Total:	\$1,849,201.04
Fund: PHY PLANT & EQ LEVY		
EMPOWERED PROPERTIES, LLC	FACILITY RENTAL	\$3,675.00
	Fund Total:	\$3,675.00
	Grand Total:	\$2,041,669.89

End of Report



4140 F AVENUE NW • CEDAR RAPIDS, IOWA 52405 • (319) 396-7055 • (319) 396-9390 FAX
www.brecke.com

May 23, 20024

Linn-Mar School High School
Attn: Andy Parke
3111 10th St.
Marion, IA 52302

RE: Replace 2 rooftop units

B. G. Brecke is pleased to present the following proposal to supply and install 2 new Trane roof top units to replace the existing Trane units. This proposal includes the following:

- (2) new Trane RTU's with economizers and hail guards
- Piping the geothermal piping to the new units
- Electrical work
- Controls work by Johnson Controls
- Crane services
- Freight
- Miscellaneous materials
- Labor to replace RTU, start up and verify proper operation

Total price.....\$72,763.00(plus applicable tax)

HVAC
PLUMBING
EXCAVATION
MILLWRIGHT

PROCESS PIPING
REFRIGERATION
BUILDING AUTOMATION
WATER TREATMENT

AUTHORIZED
"R" STAMP
AND
"PP" STAMP HOLDER

ASSOCIATIONS:
NCPWB, MSCA
MCAI, MCAA
NBBI, AWS

We thank you for the opportunity to present this proposal. If you have any questions or should require additional information, please feel free to contact our office.

JAKE SMITHHART

AUTHORIZED SIGNATURE: _____

NAME Jake Smithhart

Prices quoted herein are firm prices provided this proposal is accepted within 30 days from the date of this quotation. Proposal accepted after this date is subject to adjustment at the option of either party. If project materials are not used within 30 days of receipt, we will invoice the cost of materials prior to use. Materials will be stored at customer site. If site conditions do not allow storage, we reserve the right to invoice any storage cost. Prices do not include any state taxes where applicable.

ACCEPTANCE OF PROPOSAL – THE ABOVE PRICES, SCOPE OF WORK AND WARRANTY POLICY ARE ACCEPTED AND B.G. BRECKE, INC. IS AUTHORIZED TO PERFORM THE OUTLINED SCOPE OF WORK. PAYMENT TERMS ARE NET 30 DAYS. B.G. BRECKE, INC. RESERVES THE RIGHT TO TAKE ALL ACTIONS NECESSARY TO PROTECT ITS INTEREST IN THE EVENT OF ACCOUNT DELINQUENCY.

DATE OF ACCEPTANCE _____ PURCHASE ORDER NUMBER _____

SIGNATURE _____

NAME Barry Buchholz TITLE Board President

THIS DOCUMENT CONTAINS CONFIDENTIAL INFORMATION AND IS INTENDED ONLY FOR THE COMPANY NAMED. ANY USE, COPYING OR DISCLOSURE OF INFORMATION OUTSIDE OF THE NAMED COMPANY IS STRICTLY PROHIBITED.

Terms and Conditions

Performance: B.G. Brecke, Inc. (hereto referred to as Contractor) shall provide services under this agreement, and the price subject to credit approval by Contractor, and also contingent upon strikes, accidents, fires, and the inability to procure materials from the usual sources of supply, or upon any like or unlike cause beyond the control of Contractor. In the event of account delinquency, Contractor may delay performance or, as its option, renegotiate prices, terms and conditions with the customer. If Contractor and customer are unable to agree on such revisions, this agreement shall be cancelled without any liability, other than the customer's obligation to pay for services rendered by Contractor to the date of cancellation. Services will be performed during normal working hours with any overtime or emergency calls billed separately unless otherwise stated.

Preventive Maintenance: Labor, travel and materials to perform preventive tasks outlined in schedules and equipment listings.

Full Coverage Service: Provide required labor and materials for repairs on covered equipment. At our option we may utilize used, reconditioned or new materials. Equipment covered under this agreement will be subject to our inspection within 30 days of the agreement date. If the equipment is inaccessible or cannot be tested due to climate conditions, said equipment will be tested at such time conditions allow operation. Contractor will provide a report indicating the condition of the equipment not operating properly along with a proposal for repairs. Upon approval of proposal, Contractor will make outlined repairs. If our proposed repairs are not accepted, we will exclude the equipment from the maintenance agreement.

Payment and Taxes: Customer shall pay Contractor invoices net 30 days of invoice date. Interest of 1 ½% on unpaid balances may be charged. Customer shall pay, in addition to the agreement price, all taxes, or acceptable tax exemption certificate shall be filed with Contractor.

Insurance: Contractor agrees to carry insurance in the following minimum amounts:

- a. Commercial General Liability \$1,000,000 per occurrence
- b. Automobile Liability \$1,000,000 CSL
- c. Workers Compensation Statutory Limits

Asbestos, Mold and Hazardous Materials: Contractor's services in connection with this agreement expressly excludes any identification, abatement, cleanup, control, disposal, removal or other work connected with asbestos, mold, polychlorinated biphenyl (PCB) or other hazardous materials. Shall Contractor become aware of the presence of such materials, Contractor may immediately stop work in the affected area and shall notify customer. Customer will be responsible for all action including payments necessary to correct the condition in accordance with all applicable laws and regulations.

New Equipment Warranty: Contractor shall pass on any and all warranties provided by the original manufacturer of the equipment we install. Such warranty, if any, is specified in the owner's manual provided by the original manufacturer, and is normally limited to the actual part that becomes defective, not the labor to replace the part. The customer is responsible for reading and understanding this matter for their specific situation. Contractor warrants its original installation labor on the new equipment to be free of defects due to workmanship for a period of twelve months from the date of completion of said installation. Labor warranty is limited to the normal straight time labor rate, excluding any overtime or weekend emergency costs. No other costs are covered by this warranty policy.

Service Call Warranty: All service labor performed by Contractor is warranted for a period of ninety (90) days from the date of that service. Warranty labor is limited to the normal straight time labor rate, excluding any overtime or weekend emergency costs. All parts purchased and installed by Contractor carry the original manufacturer's warranty, which Contractor passes on to the customer. For parts and materials purchased by the customer, but installed by Contractor, the manufacturer's warranty is the responsibility of the owner.

Warranty Limitations: All claims for warranty must be made to Contractor directly, as Contractor will not accept warranty claims from third parties. Contractor assumes no liability for losses arising from warranty issues other than those outlined in this policy. Contractor reserves the right to change this policy, without notice, at any time, at its sole discretion.

Indemnification: to the fullest extent permitted by law, customer shall indemnify and hold harmless Contractor, its agents and employees from and against all claims, damages, losses and expenses, including but not limited to attorney's fees, arising out of or resulting from performance of work hereunder, provided that such claim, damage, loss or expense is caused in whole or in part by an active or passive act or omission of customer, anyone directly or indirectly employed by customer or anyone for whose acts customer may be liable, regardless of whether it is caused in part by the negligence of Contractor.

Exclusions: This agreement does not include responsibility for design of the system unless otherwise stated, repair and replacement of non-maintainable parts of the system such as unit cabinets, shells, ductwork, hydronic piping structural supports, boiler refractory materials and shells, storage tanks, obsolescence, removal and reinstallation of valve bodies and dampers, repair or replacement necessitated by freezing weather, damage to piping, wiring, equipment or systems from removal of floors, walls or ceilings to complete proposed scope of work, damage or malfunction resulting from corrosion or erosion on the water side of the equipment or caused by scale or sludge except where water treatment services are provided by Contractor, removal of moisture or oil in pneumatic tubing and piping, electrical power failure, low voltage, burned-out main or branch fuses, low water pressure, vandalism, misuse or abuse of the system(s), negligence of others (including customer), failure of customer to properly operate the system(s), requirements of governmental, regulatory or insurance agencies, or other beyond control of Contractor.

AIA® Document G701® – 2017

Change Order

PROJECT: <i>(Name and address)</i> 22210000 Linn-Mar Administration Building 3556 Winslow Road Marion, IA 52302	CONTRACT INFORMATION: Contract For: New Linn-Mar Administration Building Date: June 5, 2023	CHANGE ORDER INFORMATION: Change Order Number: 013 Date: June 28, 2024
OWNER: <i>(Name and address)</i> Linn-Mar Community School District 2999 North Tenth Street Marion, IA 52302	ARCHITECT: <i>(Name and address)</i> OPN Architects 200 5th Ave. SE, Suite 201 Cedar Rapids, IA 52401	CONTRACTOR: <i>(Name and address)</i> Peak Construction Group 660 Liberty Way, Unit C COR

THE CONTRACT IS CHANGED AS FOLLOWS:

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

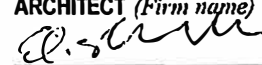

COR 19.2 - Costs Associated with ITC 017	\$24.71
COR 031 - Metal Reveal Base Revisions	\$98.61
COR 024.1 - IT Help Desk Ceiling Revision and Access Panel Addition	\$802.21
COR 029 - Costs Associated with RFI 060	\$8,726.68
COR 030.1 - Costs Associated with Board Dais Framing	\$2,193.11
Total	\$11,845.32

The original Contract Sum was	\$	<u>11,774,000.00</u>
The net change by previously authorized Change Orders	\$	<u>-109,193.44</u>
The Contract Sum prior to this Change Order was	\$	<u>11,664,806.56</u>
The Contract Sum will be increased by this Change Order in the amount of	\$	<u>11,845.32</u>
The new Contract Sum including this Change Order will be	\$	<u>11,676,651.88</u>

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

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

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

<u>OPN Architects</u> ARCHITECT <i>(Firm name)</i>  SIGNATURE	<u>Peak Constuction Group</u> CONTRACTOR <i>(Firm name)</i>  SIGNATURE	<u>Linn-Mar Community School District</u> OWNER <i>(Firm name)</i> SIGNATURE
<u>Elisha Horsfall, AIA</u> PRINTED NAME AND TITLE	<u>Steve Oyen, Principal</u> PRINTED NAME AND TITLE	<u>Barry Buchholz, Board President</u> PRINTED NAME AND TITLE
<u>07/01/24</u> DATE	<u>7/1/2024</u> DATE	 DATE



023-014

Project:

Linn-Mar Administration Building

Date:

6/4/2024

COR # 030

To:

OPN Architects

From:

Peak Construction Group

Attn:

Elisha Horsfall

Description:

Costs associated with RFI 057

<u>CONTRACTOR/VENDOR INFO</u>	<u>Amount</u>
Peak Material	(S87.00)
Peak Equipment	\$0.00
Peak Labor	(\$240.00)
Precision Drywall	\$2,366.00

Notes:

Subtotal	\$2,039.00
Peak OHP (10%)	\$0.00
Subcontractors OHP (5%)	\$118.30
Bond	\$35.81
Total	\$2,193.11



023-014

Date: 6/4/2024

Project: Linn-Mar Administration Building

COR # 030

To: OPN Architects From: Peak Construction Group
Attn: Elisha Horsfall

Description:
Costs associated with RFI 057

Peak Material	Units	Cost/Unit	Total
Wood			-\$87.00
			\$0.00
			\$0.00
			\$0.00
			\$0.00

Peak Equipment	Hours	Cost/Hr	Total
Excavator		\$ 400.00	\$0.00
			\$0.00
			\$0.00

Peak Labor	Units	Cost/Unit	Total
Foreman		\$ 70.00	\$0.00
Ironworker		\$ 65.00	\$0.00
Operator		\$ 150.00	\$0.00
Carpenter	-4	60	-\$240.00

Subtotal			-\$327.00
Tax			
Total			-\$327.00

Phone: (319) 363-5616
 Fax: (319) 363-6112



1011 2nd Ave. SW Suite 200
 Cedar Rapids, IA 52404

BID PROPOSAL

Prepared For: Peak Construction Group
Contact: Steve Oyen / Ashley Roeder

Project: Linn-Mar Administration Building,
 Marion, IA
 COR #006- RFI #057 – Dais Desk
 Framing

Date: 5/30/24

COR#006: Extra cost for material and labor related to RFI #057 and includes the following, see below:

- Material and Labor Breakdown Description:
 - o Material and Labor Extra to Add DAIS framing in training/board room 1021 per response to RFI #057
 - o 6" 18GA top and bottom radius track with 6" 18GA studs 12" O.C.
 - o Simpson RCKW5.5 at each stud with (2) Strong-Tie Titen HD 3/8" x 4" screw anchors per clip
 - o Work performed during regular business hours.
 - o Our Duration of work to Add to the schedule (if needed) is 1 DAY.
 - o Excludes: Access Panels, ACT, Caulking, Insulation and Wood Construction.

Material: \$1,248.48
Labor: \$1,004.85 (7 Hours Labor at \$72.40 / Foreman)
 (7 Hours Labor at \$71.15 / Journeyman)
OHP- 5%: \$112.67

Materials and Labor for the Sum of: ADD- \$2,366.00
 (Two Thousand, Three Hundred and Sixty-Six Dollars)

Notes:

- **Due to the fluctuating steel prices, quote is subject to change if not accepted within 30 days.**
- Topping out of gypsum board to happen before MEP installation, where applicable.
- Temperature and Humidity will need to be within the gypsum manufacturers standards before hanging and finishing of gypsum board will proceed. Building conditions is by others.

STANDARD EXCLUSIONS:

Expansion Joints Material and Labor	Framing / Structure at Caseworks	Wall Labeling / Stenciling (Painter)
Dust Partitions / Temporary Walls	Prefinished Break Metal at Stud Walls	Level 5 Finish (Unable to Locate)
Spray Foam Insulation	Caulking of any kind	Foam Board
Insulation of any kind unless stated above	Painting	Acoustical Caulking
Wood Framing / Construction	Plywood / OSB	Backing & Blocking
Demolition	Fire Caulking	Fireproofing / Firesafing
Acoustical Ceilings	Weekend / Premium Time	Bonding
Dumpsters	Fry Reglet (Other than Above)	Engineering / Shops (Other than above)
Setting and Grouting HM Frames	Permits and Fees	

We do not provide heating, weather protection, fans, dehumidifiers, electricity, water, or lights.
 We are not responsible for the clean-up of other trades. We are not responsible for damage to project by any other contractors. Owner's items in work area are sole responsibility of owner for theft or damage.
 This proposal is good for 30 days, subject to change after 30 days for labor or material price changes.

PREPARED BY: Will Clark _____

ACCEPTED BY: _____

TITLE: Project Manager / Estimator _____

TITLE: _____

DATE: 5/30/2024 _____

DATE: _____

Independent Contractor Agreement



Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Noelle Buck, 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:** Frontline camp instructor
2. **GROUP/DEPARTMENT WORKING WITH:** High School Marching Band
3. **AMOUNT OF PAYMENT:** \$200

Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on August 8, 2024, 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.

Independent Contractor Agreement



Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Grace Kisch, 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:** Dance Team
3. **AMOUNT OF PAYMENT:** \$1,200

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 07/21/24, 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 July 19th, 2024 and shall continue in effect until July 28th, 2024, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.
12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 29th day of June, 2024.

Independent Contractor Signature:

Linn-Mar CSD Representative Signature:

[Handwritten Signature]

Title: _____

Title: School Board President

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

Internal Use Only	Account Code: _____
Business Office: <u>7.2.24</u> Date <u>CA</u> Initial	Board Meeting: _____ Date

Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Morgan Peterson, 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:** Dance Team
3. **AMOUNT OF PAYMENT:** \$1200

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 07/21/24, 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 07/19, 2024 and shall continue in effect until 07/28, 2024, 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 29 day of June, 2024.

Independent Contractor Signature:



Title: _____

Linn-Mar CSD Representative Signature:

Title: School Board President

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

Internal Use Only	Account Code: _____
Business Office: <u>7.2.24</u> Date	<u>CA</u> Initial Board Meeting: _____ Date

**2024-25 Letter of Understanding Between
Grant Wood Area Education Agency and Linn-Mar Community School District
VAST Center Science Program**

The purpose of the Letter of Understanding is to coordinate the services of Grant Wood Area Education Agency with local school districts in providing the VAST Center Science Program.

Grant Wood Area Education Agency (GWAEA) agrees to:

1. replenish units for circulation
2. establish and distribute a circulation schedule to district buildings
3. maintain program inventory and determine purchasing needs
4. communicate with area educators
5. provide financial support to underwrite program costs
6. conduct required introductory professional learning for new teachers and teachers new to a grade level
7. document training records
8. maintain instructional materials at a high standard and keep them up to date
9. assist educators in the appropriate implementation of science units
10. provide access to the VAST Center staff through email, phone, etc.
11. make available VAST Center infrastructure & experience
12. provide access to additional teacher manuals at VAST Center negotiated discounted rate
13. invoice the participating school district on or about April 1, 2025, for the 2024-25 program

Linn-Mar Community School District will:

1. register their school(s) with Grant Wood AEA for participation in the VAST Center Science program for 2024-25
2. provide accurate staffing information
3. notify VAST staff of any teaching assignment changes
4. send new teachers and teachers new to their grade level to required introductory professional learning
5. reimburse GWAEA and the VAST Center for damaged and/or missing items if necessary
6. provide annual payment of approximately **\$160.36*** per K-5 unit on or about May 1, 2025
7. provide annual payment of approximately **\$567.97*** per 6-8 unit to GWAEA on or about May 1, 2025

*** All prices for the 2024-2025 are based on a 10% increase due to recently passed legislation (HF2612).**

Please complete:

Our district will participate in the elementary program

Our district will participate in the middle school program

Nathan Wear Associate Superintendent Linn-Mar CSD nathan.wear@linnmar.k12.ia.us <hr/> Signed: Barry Buchholz, Board President Date: _____	Maria Hasken-Averkamp VAST Center Consultant Grant Wood AEA mhasken-averkamp@gwaea.org <hr/> Date: _____
--	--

Please return to Donna Alger [dalger@gwaea.org]
Grant Wood AEA by August 1st, 2024

**2024-25 Letter of Understanding Between
Grant Wood Area Education Agency and Linn-Mar Community School District
VAST Center Science Curriculum for Open Sci Ed (OSE)**

The purpose of the Letter of Understanding is to coordinate the services of GWAEA with local school districts in providing the VAST Center Science Curriculum Resources.

Grant Wood Area Education Agency (GWAEA) agrees to:

1. replenish units for circulation
2. establish and distribute a circulation schedule to district buildings
3. maintain program inventory and determine purchasing needs
4. communicate with area educators
5. provide financial support to underwrite program costs
6. conduct required introductory professional learning for new teachers and teachers new to a grade level
7. document training records
8. maintain instructional materials at a high standard and keep them up to date
9. assist educators in the appropriate implementation of science units
10. provide access to the VAST Center staff through email, phone, etc.
11. make available VAST Center infrastructure & experience
12. provide access to additional teacher manuals at VAST Center negotiated discounted rate
13. invoice the participating school district on or about April 15, 2025, for the 2024-25 program

Linn-Mar Community School District will:

1. register their school(s) with Grant Wood AEA for participation in utilizing the VAST Center Science Curriculum Resources for Open Sci Ed (OSE) for the 2024-2025 school year.
2. provide accurate staffing information
3. notify VAST staff of any teaching assignment changes
4. send new teachers and teachers new to their grade level to Open Sci Ed professional learning opportunities facilitated or supported by GWAEA
5. reimburse GWAEA and the VAST Center for damaged and/or missing items if necessary
6. provide annual payment of approximately **\$275.00 per requested unit** to GWAEA on or about May 1, 2025
7. Open Sci Ed (OSE) is a curriculum designed for students in grades 6-8

Please complete:

Our district will participate in the Open Sci Ed middle school program

Contact: Nathan Wear Associate Superintendent Linn-Mar Community School District nathan.wear@linnmar.k12.ia.us <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> Signed: Barry Buchholz, Board President Date: _____		Maria Hasken-Averkamp VAST Center Consultant Grant Wood Area Education Agency <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> Date: _____
--	--	---

Please return to Donna Alger [dalger@gwaea.org]
Grant Wood AEA by August 1, 2024



Quote

TO: Linn Mar Community School District
ADDRESS: 2999 North 10th Street
 Marion, Iowa 52302
ATTN: Nathan Wear
DATE: June 26, 2024
VALID UNTIL:

ADDRESS: Texthelp Inc
 500 Unicorn Park Drive
 Woburn, MA 01801
 USA
PHONE: 888-248-0652
FAX: 866-248-0652
EMAIL: u.s.info@texthelp.com
FED TAX ID: 06-1622277

TEXTHELP CONTACTS
 Conor McCarthy
 c.mccarthy@texthelp.com

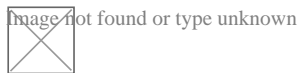
Exhibit 704.8

Qty	Item	Type	License Description	Additional Info	Unit Price	Extended Price
7500	Read&Write	Unlimited	12 month renewable premium Unlimited (Domain-wide) Read&Write subscription for use by all students and staff within the school/district/specified domain, with take home access. Includes access to all supported platforms including Windows, Mac, Google Chrome, Edge, iPad and Android provided all technical requirements are met and provides supports within Canvas, Schoology, and D2L Brightspace. Read&Write subscription also includes access to a subset of features in OrbitNote which were formerly included with Texthelp PDF Reader.		\$1.8059	\$13,544.21
7500	EquatIO	Unlimited	12 month renewable premium Unlimited (Domain-wide) EquatIO subscription for use by all students and staff within the school/district/specified domain. Includes access to all supported platforms including Google Chrome and Desktop as well as EquatIO Mathspace provided all technical requirements are met.		\$1.0033	\$7,524.56
					Sub Total	\$21,068.77
					Tax	\$0.00
					Total	\$21,068.77

By using these products you are hereby agreeing to the terms of the relevant product End User License Agreements. These can be found at support.texthelp.com/help/end-user-license-agreements

Subscription includes: Technical support (support@texthelp.com/888-248-2479), online training and implementation resources, product updates and enhancements.

Quotation Prepared by:
 Conor McCarthy



Signature: _____

Title: Linn-Mar Community School District Board President

Date: _____

NOTE:
 Credit card payments will only be accepted for purchases of \$1000 or less, no credit card fees will be assessed.
 A copy of the Tax Exempt ID Certificate must accompany order if applicable, otherwise sales tax may be charged.
 Our prices increase by 5% each year on October 1st.

Confidential & Proprietary



Remit Email: syed.shaukath@powerschool.com
 Quote Date: 7-JUN-2024
 Quote #: Q-991986-2

Prepared By: Syed Shaukath
 Customer Name: Linn Mar Community School District
 Contract Term: 12 Months
 Start Date: 1-JUL-2024
 End Date: 30-JUN-2025
 Billing Frequency: Annually

Customer Contact: Jeri Ramos
 Title: Chief Technology Officer
 Address: 2999 North 10th Street
 City: Marion
 State/Province: Iowa
 Zip Code: 52302
 Phone #: 3194473066

Product Description	Quantity	Unit	Unit Price	Extended Price
Initial Term 1-JUL-2024 - 30-JUN-2025				
License and Subscription Fees				
Schoology LMS Subscription		4,580.00	Students	USD 22,167.20
PowerSchool Ecollect Forms SaaS		7,668.00	Students	USD 13,265.64
PowerSchool Enrollment Express SaaS		7,668.00	Students	USD 19,936.80

License and Subscription Totals: **USD 55,369.64**

Quote Total

Initial Term	1-JUL-2024 - 30-JUN-2025
Amount To Be Invoiced	USD 55,369.64

Fees charged in subsequent periods after the duration of this quote will be subject to an annual uplift. On-Going PowerSchool Subscription/Maintenance and Support Fees are invoiced at the then current rates and enrollment per existing terms of the executed agreement between the parties. Any applicable state sales tax has not been added to this quote. Subscription Start and expiration Dates shall be as set forth above, which may be delayed based upon the date that PowerSchool receives your purchase order. If this quote includes promotional pricing, such promotional pricing may not be valid for the entire duration of this quote.

All invoices shall be paid before or on the due date set forth on invoice. All purchase orders must contain the exact quote number stated within. Customer agrees that purchase orders are for administrative purposes only and do not impact the terms or conditions reflected in this quote and the applicable agreement. Any credit provided by PowerSchool is nonrefundable and must be used within 12 months of issuance. Unused credits will be expired after 12 months.

This renewal quote will continue to be subject to and incorporate the terms and conditions of the main services agreement executed between PowerSchool and Customer that is in effect at the time of this quote, or if no such agreement is in effect, then the terms and conditions found at https://www.powerschool.com/MSA_Mar2024/, as may be amended.

By either (i) executing this quote or (ii) accessing the services described herein, Customer agrees that the subscription for such services will continue for succeeding subscription periods on the same terms and conditions as set forth herein (subject to a standard annual price uplift) unless Customer provides PowerSchool with a written notice of its intent not to renew at least sixty (60) days prior to the end of the current subscription period.

THE PARTIES BELOW ACKNOWLEDGE THAT THEY HAVE READ THE AGREEMENT, UNDERSTAND IT AND AGREE TO BE BOUND BY ITS TERMS.

POWERSCHOOL GROUP LLC

Linn Mar Community School District

Signature:



DocuSigned by:
Signature:
Jeri Ramos
4394525F5768443...

Printed Name: Eric Shander

Printed Name:

Jeri Ramos

Title: Chief Financial Officer

Job Title:

CTO

Date: 7-JUN-2024

Date:

10-Jun-2024

PO Number: _____

Board President: _____

Date: _____

Memorandum of Understanding June 30, 2024 – July 1, 2027

Linn-Mar CSD (IA)

This memorandum of understanding is made and entered into between Luther College, Education Department, 700 College Drive, Decorah, Iowa 52101, and Linn-Mar CSD (IA), 2999 N Tenth St, , Marion, IA 52302.

PROVISIONS:

1. Luther College and Linn-Mar CSD (IA) agree to participate in a clinical field experience program, including student teaching, student observations, and other field experiences if placements are available in the district.
2. Luther College will provide supervision, by one or more Luther faculty member(s) or a credentialed specialist in education, for students participating in clinical field experiences who are placed in Linn-Mar CSD (IA).
3. Student teachers and other field experience enrollees of the Luther College Education Department must comply with all the contracted school district's rules, regulations, and policies. Termination or change in assignment will be the option of Linn-Mar CSD (IA) and the option of Luther College, should circumstances warrant such an action.
4. Cooperating teachers must have at least three years of teaching experience in the appropriate subject area and grade level. It may not be their first year in their current assignment/building.
5. Luther College's clinical field experience program requires all students to be screened for any history of criminal behavior. Students must follow the guidelines set by Linn-Mar CSD (IA) for this process.

PLEASE CHECK ONLY ONE BOX BELOW.

- Linn-Mar CSD (IA) has a system in place by which the student can complete this requirement.
- Linn-Mar CSD (IA) requires Luther College to process a National background check for the student. The student must pay the processing fee and submit the completed report to Linn-Mar CSD (IA). This background check will include:
- National Sex Offender Registry
 - National Criminal Database
 - Criminal Search – County
 - ID Trace Pro

6. Linn-Mar CSD (IA) and Luther College agree to provide equal educational opportunities and access to facilities for all qualified persons. To not discriminate in employment, academic programs, and activities based on age, color, creed, disability, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, veteran status, or any other basis protected by federal or state law. This commitment includes the provision of a campus environment that is free from discrimination and harassment. The college will not tolerate illegal discrimination or harassment and will not condone any actions or words that constitute such.

7. This agreement begins on June 30, 2024, and terminates on July 1, 2027. Luther College or Linn-Mar CSD (IA) may terminate or change the assignment of any student at any time for any reason. Each party shall notify the other party of its action as soon as practicable.

8. In gratitude, Luther College pays cooperating teachers a stipend for each student placed in a clinical field experience. Payment will be made at the end of each semester after the Luther College Education Department receives the completed assessments (2 observation feedback reports; and 2 evaluations) from the cooperating teacher. Payment for a student teacher who has withdrawn before the middle of the placement shall be one-half of the normal reimbursement with payment to be made at the end of the period.

- January Term beginning practicum (EDUC 115) - \$75
- January Term developing practicum (Methods) - \$100
- Student teaching
 - 4 weeks - \$100
 - 7-10 weeks - \$200

Luther College will send the stipend payment to the cooperating teacher's home address unless the box below is checked.

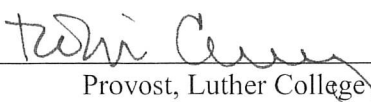
Please check this box **IF** Linn-Mar CSD (IA) **requires** the cooperating teacher's stipend payments to be sent directly to the District instead of the cooperating teacher.

Printed Name: Barry Buchholz
Representative, Linn-Mar CSD (IA)

Title: Board President

Signature: _____
Representative, Linn-Mar CSD (IA)

Date: _____

Signature: 
Provost, Luther College

Date: 16 May 24

CharacterStrong

1402 Lake Tapps PKWY SE, STE F104 #128
 Auburn, WA 98092
 billing@characterstrong.com
 characterstrong.com



Estimate

ADDRESS

Linn-Mar Community School
 District
 2999 N 10th St.
 Marion, IA 52302 USA

SHIP TO

Linn-Mar Community School
 District
 2999 10TH ST
 MARION, IA 52302-5478 US

ESTIMATE # 24127

DATE 07/02/2024

PRODUCT/SERVICE	QTY	RATE	AMOUNT
Elementary Tier 1 PurposeFull People Renewal Annual School-wide License Renewal for the Elementary Curriculum, PurposeFull People pre-k through 5th - A Social, Emotional, and Character Development Curriculum	7	999.00	6,993.00
MS SSEL Tier 1 Renewal School-wide License Renewal for CharacterStrong SEL and Character Development lessons for Middle School building	2	999.00	1,998.00
HS Tier 1 SSEL Renewal School-wide License Renewal for CharacterStrong SEL and Character Development lessons for High School building	1	999.00	999.00
Grade K-5 Tier 2 Solutions Renewal Renewal of Elementary Tier 2 Solutions - K-5	7	1,999.00	13,993.00
Grade 6-8 Tier 2 Solutions Renewal Renewal of Middle Tier 2 Solutions - 6-8	2	1,999.00	3,998.00

Our payment terms are net 30 days. If payment requires board approval or you have other unique circumstances, please reach out to billing@characterstrong.com and we'd be happy to discuss options

SUBTOTAL	27,981.00
TAX	0.00
TOTAL	\$27,981.00

Accepted By
 Barry Buchholz, Board President

Accepted Date _____

Signature: _____

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

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

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

CharacterStrong

1402 Lake Tapps PKWY SE STE F104
 #128
 Auburn, WA 98092
 billing@characterstrong.com
 characterstrong.com



Estimate

ADDRESS

Linn-Mar Community School
 District
 2999 N 10th St.
 Marion, IA 52302 USA

SHIP TO

Linn-Mar Community
 School District
 2999 10TH ST
 MARION, IA 52302-5478
 US

ESTIMATE # 21247**DATE** 04/09/2024**EXPIRATION DATE** 10/09/2024

PRODUCT/SERVICE	QTY	RATE	AMOUNT
Grade K-5 Tier 3 Solutions Elementary Grade K-5 Tier 3 Solutions K-4th buildings (2) 5th/6th buildings to utilize 5th grade lessons	7	1,999.00	13,993.00
Grade 6-8 Tier 3 Solutions Middle School Grade 6-8 Tier 3 Solutions (2) 5th/6th buildings to utilize 6th grade lessons	2	1,999.00	3,998.00
Tier 3 Solution Discount 20% off Tier 3	9	-399.80	-3,598.20
Sales Tax Sales Tax calculated by AvaTax on Tue 09 Apr 21:32:25 UTC 2024	1	0.00	0.00
Annual renewal of \$1999 for each Tier 3 Solution		TOTAL	\$14,392.80

Name: Melissa Frick

Email: melissa.frick@linnmar.k12.ia.us

Schools: 7 K-4th, 2 5th/6th, 2 7th/8th

Renewal: 1 Calendar year upon purchase

Contracts, purchase orders, and payments can be mailed to:

CharacterStrong, LLC
 1402 Lake Tapps PKWY SE
 Ste F104 #128
 Auburn, WA 98092

or emailed to:

billing@characterstrong.com

EIN: 81-4174372

UBI: 604-043-554

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

Accepted By

Accepted Date _____

Barry Buchholz, Board President

Signature: _____

Contracts, purchase orders, and payments can be mailed to:

CharacterStrong, LLC
1402 Lake Tapps PKWY SE
Ste F104 #128
Auburn, WA 98092

or emailed to:

billing@characterstrong.com

EIN: 81-4174372

UBI: 604-043-554

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



Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Jonah Prall, 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:** Substitute Summer Band Lessons
2. **GROUP/DEPARTMENT WORKING WITH:** Band/Music
3. **AMOUNT OF PAYMENT:** \$316.47

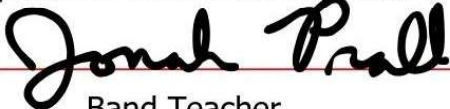
Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on 6/21/2024, which is the date of completion. An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts 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 Tuesday, June 18, 2024 and shall continue in effect until Friday, June 21, 2024, 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 20th day of June, 2024.

Independent Contractor Signature:



Title: Band Teacher

Linn-Mar CSD Representative Signature:

Title: School Board President

Please return this form to the Linn-Mar CSD Business Office – 2999 N^h10 St, Marion IA 52302

<i>Internal Use Only</i>		Account Code: _____	
Business Office: <u>7.3.24</u>	Date: <u>CA</u>	Initial	Board Meeting: _____ Date

4/11/24 (S)



Fundraising Request Form

Code: 1005.4-E1

Exhibit 705.1

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	Fundraisers should NOT start until the day immediately following board approval
Last day of school before Thanksgiving break for fundraisers occurring from January 1 st thru March 31 st	December meeting	
By February 15 th for fundraisers occurring from April 1 st thru May 31 st	March meeting	
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: LMHS Sponsoring Group: Kat Power's Students
 Contact Name: Kat Power Contact Phone: (319) 447-3026
 Contact Email: kpower@linn.k12.ia.us District Account Code: 10-0109.1013.950.7839.001999

Description of Fundraising Activity (All information is required for the request to be considered)
 Fundraising Activity: Collecting HyVee Receipts
 Activity Start/End Dates: July 11 2024 - March 31 2025 Estimated Proceeds: \$800
 Purpose/Use of Funds Raised (Must be specific):
Technology equipment, sensory equipment, classroom supplies
*collection goes from July 11 2024 -> April 2025
This is a year long fundraiser for HyVee Cash 4 Students

Administrator Approval:
 I approve that this request is necessary to provide funds for the purposes described above.
 Building Administrator's Signature: Zach Myrdal Date: 4/9/24

Business Office and Board Review/Approval:
 Business Office Review/Approval: [Signature] Date: 6/11/24
 Board Review/Approval: _____ Date: _____

Summary Due Date: _____



Fundraising Request Form

RECEIVED

Code: 1005.4-E1

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

JUN 05 2024

Exhibit 705.2

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	Fundraisers should NOT start until the day immediately following board approval
Last day of school before Thanksgiving break for fundraisers occurring from January 1 st thru March 31 st	December meeting	
By February 15 th for fundraisers occurring from April 1 st thru May 31 st	March meeting	
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: Indian Creek Elementary Sponsoring Group: Art Dept.
 Contact Name: Lisa M. Havlicek Contact Phone: (319) 447.3295
 Contact Email: lhavlicek@linnmar.k12.iowa.us District Account Code: 10.0418.1013.101.8039.061999

Description of Fundraising Activity (All information is required for the request to be considered)
 Fundraising Activity: T-Shirts
 Activity Start/End Dates: Aug 2024 - Nov. 2024 Estimated Proceeds: \$1000.00
 Purpose/Use of Funds Raised (Must be specific): Used to purchase additional supplies for art projects due to budget restrictions

Administrator Approval:
 I approve that this request is necessary to provide funds for the purposes described above.
 Building Administrator's Signature: [Signature] Date: 5-31-24

Business Office and Board Review/Approval:
 Business Office Review/Approval: [Signature] Date: 6/11/24
 Board Review/Approval: _____ Date: _____

Summary Due Date: _____



Fundraising Request Form

RECEIVED

Code: 1005.4-E1

JUN 05 2024

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

Exhibit 705.3

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	Fundraisers should NOT start until the day immediately following board approval
Last day of school before Thanksgiving break for fundraisers occurring from January 1 st thru March 31 st	December meeting	
By February 15 th for fundraisers occurring from April 1 st thru May 31 st	March meeting	
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: Indian Creek Elementary Sponsoring Group: AA Dept.
 Contact Name: Lisa M. Havlicek Contact Phone: (319) 447-3295
 Contact Email: lhavlicek@linnmar.k12ia.us District Account Code: 10.0418.1013.101
8039.001999

Description of Fundraising Activity (All information is required for the request to be considered)
 Fundraising Activity: Artsonia
 Activity Start/End Dates: Aug. 2024 - May 2025 Estimated Proceeds: \$400-\$500
 Purpose/Use of Funds Raised (Must be specific): Used to purchase additional supplies for art projects due to budget restrictions.

Administrator Approval:
 I approve that this request is necessary to provide funds for the purposes described above.
 Building Administrator's Signature: Bob Paul Date: 5-31-24

Business Office and Board Review/Approval:
 Business Office Review/Approval: [Signature] Date: 6/11/24
 Board Review/Approval: _____ Date: _____

Summary Due Date: _____

School Finance Report May 31, 2023

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)	\$70,815,000			\$5,546,410	\$7,308,405	\$53,168,082	75.1%		\$17,646,918		
2) Support Services(2000-2999)	\$33,612,000			\$3,141,258	\$2,802,391	\$29,567,440	88.0%		\$4,044,560		
3) Non-Instructional(3000-3999)	\$5,035,000			\$404,398	\$365,968	\$3,655,798	72.6%		\$1,379,202		
4) Other Expenditures((4000-6100)	\$23,070,282			\$595,843	\$5,233,777	\$15,095,920	65.4%		\$7,974,362		
5) Interfund Transfers	\$6,550,000			\$414,744	\$414,744	\$4,596,843	70.2%		\$1,953,158		
Total	\$139,082,282			\$10,102,652	\$16,125,285	\$106,084,083	76.3%		\$32,998,199		
Operating Fund-10	\$102,409,124	\$12,313,088	\$88,302,544	\$8,348,276	\$10,275,211	\$82,369,718	80.4%		20,039,407	5,932,827	18,245,915
Activity-21	\$1,100,000	\$804,717	\$1,115,564	\$113,517	\$119,169	\$995,279	90.5%		104,721	120,285	925,002
Management-22	\$1,375,000	\$1,443,078	\$2,278,139	\$1,692	\$1,000	\$1,433,055	104.2%		(58,055)	845,084	2,288,162
PERL-24	\$602,000	\$435,095	\$343,162	\$84,761	\$11,056	\$196,776	32.7%		405,224	146,386	581,481
SAVE-33	\$10,050,000	\$3,752,185	\$7,745,576	\$507,029	\$430,086	\$6,537,803	65.1%		3,512,197	1,207,773	4,959,958
Other Capital Projects-31, 32, 35	\$731,158	\$1,160,230	\$15,069,931	\$58,907	\$481,687	\$1,798,830	246.0%		(1,067,672)	13,271,102	14,431,332
PPEL-36	\$5,730,000	\$3,926,863	\$5,195,693	\$586,838	\$46,487	\$2,755,583	48.1%		2,974,417	2,440,111	6,366,973
Debt Service-40	\$12,150,000	\$346,133	\$10,226,311	\$600	\$4,397,950	\$6,431,410	52.9%		5,718,590	3,794,900	4,141,034
Nutrition-61	\$4,510,000	\$2,596,866	\$3,634,565	\$371,818	\$330,566	\$3,263,078	72.4%		1,246,922	371,488	2,968,354
Aquatic Center-65	\$375,000	\$234,938	\$379,781	\$28,982	\$30,300	\$269,858	72.0%		105,142	109,923	344,861
Student Store-68	\$50,000	\$26,779	\$35,591	\$232	\$1,773	\$32,693	65.4%		17,307	2,898	29,677
Total	\$139,082,282	\$27,039,974	\$134,326,857	\$10,102,652	\$16,125,285	\$106,084,083	76.3%		32,998,199	28,242,775	55,282,748

Linn-Mar Community School District

Cash Balances

Fiscal Year: 2022-2023

Date Range: 07/01/2022 - 05/31/2023

Account Number	Title	Beginning Balance	Increases Debits	Decreases Credits	Cash Balance
10.0000.0000.000.0000.111001	ISJIT-General Fund	0.00	3,042,133.98	0.00	3,042,133.98
10.0001.0000.000.0000.101000	CASH IN BANK	18,298,023.87	108,582,798.09	125,629,452.98	1,251,368.98
10.0002.0000.000.0000.101000	CASH IN BANK	5,117.15	3,000,042.58	3,000,025.88	5,133.85
10.0008.0000.000.0000.101000	CASH IN BANK	1,046,112.93	20,036.53	1,066,149.46	0.00
21.0001.0000.000.0000.101000	CASH IN BANK	2,321.93	98,756.66	98,756.66	2,321.93
21.0002.0000.000.0000.101000	CASH IN BANK	786,937.35	4,110,751.28	3,782,507.68	1,115,180.95
22.0006.0000.000.0000.101000	CASH IN BANK	1,444,068.76	2,288,996.69	1,444,902.96	2,288,162.49
24.0001.0000.000.0000.101000	CASH IN BANK	0.00	33,704.57	33,704.57	0.00
24.0003.0000.000.0000.101000	CASH IN BANK	442,780.66	348,612.21	208,533.77	582,859.10
32.0003.0000.000.0000.101000	CASH IN BANK	0.00	80,000.00	80,000.00	0.00
33.0003.0000.000.0000.101000	CASH IN BANK	3,141,624.27	10,348,907.69	7,252,498.85	6,238,033.11
35.0003.0000.000.0000.101000	CASH IN BANK	273,661.08	11,699,669.14	12,011,890.58	(38,560.36)
35.0008.0000.000.0000.101000	CASH IN BANK	1,296,644.71	5,033,237.98	6,135,385.74	194,496.95
36.0003.0000.000.0000.101000	CASH IN BANK	4,092,386.80	5,224,691.56	2,916,848.61	6,400,229.75
40.0003.0000.000.0000.101000	CASH IN BANK	1,015,562.68	11,501,609.60	8,376,138.60	4,141,033.68
61.0001.0000.000.0000.101000	CASH IN BANK	0.00	1,956,246.44	1,956,246.44	0.00
61.0004.0000.000.0000.101000	CASH IN BANK	2,791,237.87	3,878,657.50	3,525,443.17	3,144,452.20
65.0001.0000.000.0000.101000	CASH IN BANK	0.00	245,134.25	245,134.25	0.00
65.0002.0000.000.0000.101000	CASH IN BANK	315,066.69	434,399.29	378,376.95	371,089.03
68.0001.0000.000.0000.101000	CASH IN BANK	0.00	177,692.16	177,692.16	0.00
68.0002.0000.000.0000.101000	CASH IN BANK	26,786.25	38,568.60	35,677.92	29,676.93
		34,978,333.00	172,144,646.80	178,355,367.23	28,767,612.57

End of Report

School Finance Report May 31, 2024

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

Account Number	Title	Beginning Balance	Increases Debits	Decreases Credits	Cash Balance
10.0000.0000.000.0000.111001	ISJIT-General Fund	3,054,067.04	10,187,529.09	13,082.49	13,228,513.64
10.0001.0000.000.0000.101000	CASH IN BANK	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
21.0000.0000.000.0000.111011	1.555 RESERVE CD	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
22.0006.0000.000.0000.101000	CASH IN BANK	2,302,092.46	1,530,643.35	2,725,747.71	1,106,988.10
24.0001.0000.000.0000.101000	CASH IN BANK	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
33.0003.0000.000.0000.101000	CASH IN BANK	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
40.0003.0000.000.0000.101000	CASH IN BANK	330,487.30	13,013,687.72	8,018,137.51	5,326,037.51
61.0000.0000.000.0000.111001	ISJIT - Nutrition	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
65.0001.0000.000.0000.101000	CASH IN BANK	0.00	270,417.79	270,417.79	0.00
65.0002.0000.000.0000.101000	CASH IN BANK	371,671.34	389,765.51	347,196.72	414,240.13
68.0002.0000.000.0000.101000	CASH IN BANK	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