



District Honors & Highlights

August 3, 2026

Ag Honors: Congratulations to the following Ag students for representing the district during the Linn County Fair.

- Lily Albers: Showed 2 goats, with one earning Overall Champion Buck
- Paige Rector: Crowned Linn County Fair Princess
- Josie Brown: Competed in the Commercial Breeding Sheep Divisions
- Aidan Cody: Showed in the Simmental Heifer Class, winning Champion Simmental Breeding Heifer



Baseball Honors & Highlights: Congratulations to the Varsity Baseball team for making it to the Class 4A Substate 5 Semifinals and for an awesome season.

Congrats also go out to Brady Barry for being awarded the Chad Winterhof Memorial Scholarship check during Senior Night. This scholarship is awarded to a senior that has played Linn-Mar Youth Baseball for a minimum of three seasons, including one season at level 14U, and submitted an essay and letter of recommendation to the LMYB Board.



Congratulations to the Linn-Mar Youth Baseball 14U Silver Team for their runner-up finish at the Pre-State Bash!



Congratulations to 9U Black for being a semi-finalist in the Gold Bracket for the Majors Division during the USSSA State Tournament!

Exhibit 601.1

2026 Legislative Platform



2026 Legislative Beliefs

PUBLIC EDUCATION

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

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

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

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

EDUCATIONAL EQUITY

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

GOVERNANCE

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

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

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

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

SCHOOL CHOICE

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

SCHOOL BOARD MEMBERS

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

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

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

ELECTIONS

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

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

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

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

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

IOWA ASSOCIATION OF SCHOOL BOARDS

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

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

SCHOOL DISTRICT ORGANIZATION

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

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

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

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

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

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

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

PUBLIC RECORDS AND OPEN MEETINGS

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

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

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

SCHOOL FUNDING

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

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

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

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

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

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

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

SCHOOL INFRASTRUCTURE

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

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

EDUCATION'S ROLE IN ECONOMIC DEVELOPMENT

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

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

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

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

EDUCATIONAL STANDARDS AND ACCOUNTABILITY

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

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

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

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

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

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

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

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

EDUCATION TECHNOLOGY

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

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

EARLY CHILDHOOD

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

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

STUDENTS

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

SCHOOL SAFETY

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

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

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

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

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

TEACHER QUALITY

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

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

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

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

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

EDUCATOR PREPARATION AND LICENSURE

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

PERSONNEL EVALUATION

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

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

EMPLOYEE RELATIONS AND COLLECTIVE BARGAINING

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

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

The results of collective bargaining should be to:

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

BENEFITS

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

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

Substitute employees should not be eligible for unemployment compensation.

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

DEPARTMENT OF EDUCATION

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

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

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

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

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

AREA EDUCATION AGENCIES

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

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

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

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

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

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

COMMUNITY COLLEGES

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

FEDERAL GOVERNMENT

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

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



2026 Legislative Resolutions

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

STUDENT ACHIEVEMENT

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

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

PRESCHOOL

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

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

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

EARLY LITERACY

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

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

ENGLISH LEARNERS

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

AREA EDUCATION AGENCIES

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

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

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

TEACHER RECRUITMENT AND LICENSURE

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

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

TEACHER PROFESSIONAL DEVELOPMENT AND RETENTION

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

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

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

PUBLIC SCHOOL INNOVATION

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

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

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

- Ensure flexibility to implement these programs without regulatory burdens.

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

DROPOUT/AT RISK

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

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

MENTAL HEALTH

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

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

ABSENTEEISM

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

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

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

LOCAL ACCOUNTABILITY AND DECISION-MAKING

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

Local accountability and decision making include:

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

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

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

PARENT AND FAMILY ENGAGEMENT

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

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

SHARING AND REORGANIZATION

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

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

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

PRIVATE SCHOOL CHOICE

Accredited private schools who accept education savings account funds should be required to accept all students regardless of race, religion, gender, gender identity, sexual orientation, socio-economic status, and disability. Accredited private schools who accept education savings account funds should be held to the same standard as public schools regarding

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accountability and transparency. This includes but is not limited to the following:

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

We support the following:

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

We oppose state policies that:

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

HOME SCHOOL EDUCATION

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

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

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

SUPPLEMENTAL STATE AID

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

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

SCHOOL FUNDING POLICY

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

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

PROPERTY TAXES

A strong connection between school districts and the community is important to ensure local

accountability. Property taxes provide a stable form of financial support for public schools. We support state policies that:

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

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

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

TAX BASE

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

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

BOND ISSUES

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

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

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

UNFUNDED MANDATES

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

SPECIAL EDUCATION

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

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

IN-SCHOOL MEDICAID SERVICES & FUNDING

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

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

SCHOOL SAFETY

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

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

2026-27 Student Fee Schedule

STUDENT FEES			2025-26	2026-27
Textbook/Supply Fee				
JK-4	\$55.00	\$55.00		
JK-4 Reduced	\$27.50	\$27.50		
5-8	\$65.00	\$65.00		
5-8 Reduced	\$32.50	\$32.50		
9-12	\$95.00	\$95.00		
9-12 Reduced	\$47.50	\$47.50		
9-12 Towel Fee	\$1.00	\$1.00		
Dual Enrollment	Prorated	Prorated		
Kirkwood Class Drop Fee			\$250.00	\$250.00
Instrumental Rentals (HS/MS/Intermediate)				
School Owned	\$65.00	\$70.00		
Percussion	\$55.00	\$55.00		
Reduced	\$32.50	\$35.00		
Marching Band				
Marching Band Fee	\$70.00	\$70.00		
Instrumental Rental	\$20.00	\$20.00		
Jazz Band				
Instrument Rental	\$35.00	\$35.00		
Orchestra Uniform Rental			\$10.00	\$10.00
Choir Concert Apparel Fee			\$10.00	\$10.00
Show Choir				
10th Street	\$500.00	\$500.00		
10th Street Reduced	\$250.00	\$250.00		
In Step	\$475.00	\$475.00		
In Step Reduced	\$237.50	\$237.50		
Hi-Style	\$450.00	\$450.00		
Hi-Style Reduced	\$225.00	\$225.00		
UpRoar	N/A	\$300.00		
UpRoar Reduced	N/A	\$150.00		
HIGH SCHOOL			2025-26	2026-27
Activity Ticket			\$50.00	\$52.50
Activity Ticket Reduced (Contact Athletic Office)			\$25.00	\$27.50
Varsity Athletic Admissions				
K-12 Football			\$7 - 1 game; \$10 - 2 games	\$8 - 1 game; \$10 - 2 games
Adult Football			\$7 - 1 game; \$10 - 2 games	\$8 - 1 game; \$10 - 2 games
K-12 (Other Sports)			\$7.00	\$8.00
Adult (Other Sports)			\$7.00	\$8.00
All Day Events (VB Tourney, Wrestling Tourney, track Invite, Softball Tourney)			\$10.00	\$15.00
Fresh/Soph/JV Athletic Admissions				
K-12 (All Sports)			\$7.00	\$8.00
Adult (All Sports)			\$7.00	\$8.00
All Day Events (VB Tourney, Wrestling Tourney, track Invite, Softball Tourney)			\$10.00	\$10.00
All Level Athletic Admission Passes				
All Season/All Sport Flex Passes (10 Scan Flex Pass)			\$56.00	\$64.00
All Season/All Sport Flex Passes (15 Scan Flex Pass)			\$84.00	\$96.00
All Season/All Sport Flex Passes (25 Scan Flex Pass)			\$140.00	\$160.00
All Season/All Sport Family Pass (4)			\$300.00	\$500.00
All Season/All Sport Single Adult Pass			\$150.00	\$200.00
Music Events				
K-12 Students			GWD	GWD
Adults			GWD	GWD
Senior Citizens			GWD	GWD
Musicals				
Single Ticket			\$12.00	\$12.00
Drama Events				
K-12 Students			\$5.00	\$7.00
Adults			\$5.00	\$7.00
Parking Pass			\$25.00	\$25.00
Parking Fines (per occurrence)			\$25.00	\$25.00
Middle School			2025-26	2026-27
Fine Arts			GWD	GWD
Athletics			GWD	GWD
Summer Programs			2025-26	2026-27
Kirkwood Drivers Education Full Tuition			\$400.00	\$425.00
Kirkwood Drivers Education Reduced Tuition			\$200.00	\$212.50
MEALS			2025-26	2026-27
Lunch				
K-4			\$3.25	\$3.25
5-8			\$3.30	\$3.30
9-12			\$3.40	\$3.40
K-12 Reduced			\$0.40	\$0.40
Adult or Add'l Student Meal			\$5.00	\$5.15
Breakfast				
K-5			\$2.15	\$2.20
6-8			\$2.15	\$2.20
9-12			\$2.15	\$2.20
K-12 Reduced			\$0.30	\$0.30
Adult or Add'l Student Meal			\$2.55	\$2.55
Milk			\$0.60	\$0.60

Note: Yearbook and Cap & Gown are now processed through the providing vendor and not through the District.

LMCSD BOARD OF DIRECTORS MINUTES

MONDAY, JULY 13, 2026

[Click here for YouTube recording](#)

100: CALL TO ORDER & DETERMINATION OF A QUORUM

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

200: ADOPTION OF AGENDA

– **Motion 001.07.13**

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

300: DISTRICT HIGHLIGHT MOMENT

(SPG #1-Community Engagement)

Superintendent Wear recognized the district's three Gatorade Players of the Year: Abby Mecklenburg (Track & Field), Drea Kern (Girls Soccer), and Charles Sarsfield (Baseball).

400: AUDIENCE COMMUNICATIONS

(SPG #1-Community Engagement)

No communications received.

500: INFORMATIONAL REPORTS

501: Indoor Activities Center & Associated Renovations Project Report

Jon Galbraith, Chief Financial/Operating Officer, and representatives from OPN Architects reported on the Indoor Activities Center and Associated Renovations Project including information on funding, phasing options, and design options.

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

502: Marion City Council Report

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

Directors Buchholz and Thomas reported there were no district-related items presented during the June 18th and July 7th Marion City Council meetings.

503: Superintendent's Report – Exhibit 503.1

(SPG #1-Community Engagement)

Superintendent Wear thanked the Board for the opportunity to serve the district and the administrative Cabinet for their help in the transition. Wear also thanked the O&M grounds staff and custodians for their hard work in preparing the grounds and buildings for the 2026-27 school year. Several district honors were also highlighted, along with information on recent legislative changes.

600: UNFINISHED BUSINESS

700: NEW BUSINESS

701: Approval of Open Enrollment Request

(SPG #2-Learning Excellence & 3-Learner Experience)

MOTION by Buchholz to approve the open enrollment request as presented. Second by Foss. Voice vote, all ayes. Motion carried.

– Motion 002.07.13

Approved OUT	Student Name	Grade	Requested District	Reason
	Bennett, Arabella	12	Alburnett CSD	Good cause

702: Approval of Hourly Rates for Aquatic Center Staff – Exhibit 702.1

MOTION by Mansoor to approve the proposed updated hourly rates for the Aquatic Center staff as presented in Exhibit 702.1. Second by Langston. Voice vote, all ayes.

Motion carried. (SPG #4-People/Culture / BG #3.c-District Culture)

– Motion 003.07.13

703: Approval of Special Education Strategists II & III Hiring Incentive

MOTION by Morey to approve the distribution of a financial incentive to aid in the hiring and retention of Strategists II & III Special Education teachers with a hiring bonus of \$5,000.00 to be paid over two years (\$2,500 after each completed year of employment). Second by Thomas. Voice vote, all ayes. Motion carried.

– Motion 004.07.13

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

704: Discussion of 2026-27 Legislative Priorities – Exhibit 704.1

(BG #1.c-Visionary Team)

President Lowe Lancaster facilitated an initial review of the IASB 2026-27 legislative priorities platform and clarified the Board would approve their top four priorities during the August 3rd board meeting.

800: CONSENT AGENDA

(SPG #4-People/Culture & #5-Resource Mngmt / BG #3.a, c, d-District Culture)

MOTION by Thomas to approve the consent agenda as presented. Second by Mansoor. Congratulations were shared with Kim Ophoff and Donna Robbins on their retirement. Voice vote, all ayes. Motion carried.

– Motion 005.07.13

801: Personnel

Certified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Clark, Dana	WE: Music Teacher	8/12/26	BA, Step 10
Heinsius, Austin	LMHS: Student Support Services Teacher	8/12/26	MA, Step 3
Lovseth, Laura	LMHS: Math Teacher	8/12/26	MA, Step 6
Sebring, Jamie	EX: 7 th Gr Social Studies Teacher	8/12/26	MA+45, Step 24
Smith, Olivia	District: Home School Teacher (16/hrs week)	8/17/26	BA, Step 10
Thul, Catherine	IC: 4 th Gr Teacher	8/12/26	MA, Step 7

Certified Staff: Resignations

Name	Assignment	Dept Action	Reason
Fontenot, Elizabeth	OR/HP: Vocal Music Teacher	6/11/26	Personal
Hajek, Alex	EX: 7 th Gr Social Studies Teacher	6/8/26	Personal
Lang, Ericka	EX: 7 th Gr Reading Teacher (.5 FTE)	7/3/26	Other employment
Mixdorf, Kimberly	EX: Student Support Services Teacher	7/6/26	Other employment
Ophoff, Kim	EH: 3 rd Gr Teacher	6/10/26	Retirement
Young, Jordan	OR: Student Dean/Athletic-Activities Director	6/26/26	Other employment

Classified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Brennom, Michael	AC: Aquatic Instructor	7/1/26	\$13.00/hour
Egli, Rebecca	District: TAP Specialist	7/20/26	\$54,000/year
Girard, Cora	AC: Aquatic Instructor	6/12/26	\$13.00/hour
Hagerman, Karey	District: TAP Specialist	7/20/26	\$54,000/year
Hastings, Nikki	TR: Regular Sub Bus Driver	6/3/26	Step 1
Holt, Makenzy	EX: Student Support Associate	8/18/26	LMSEAA A, Step 1
Jones, Shawanna	O&M: District Sub Custodian (.75 FTE)	7/1/26	LMSA C, Step 1
Kelley, Sabrina	BW: Student Support Associate	8/18/26	LMSEAA A, Step 1
Keppler, Jacqueline	LG: Student Support Associate	8/18/26	LMSEAA A, Step 1
Krumm, Joe	O&M: From District Sub to LMHS Custodian	6/22/26	Same
LeGrand, DeAnne	O&M: From LMHS to HP Custodian	6/8/26	Same
Mattes, Michael	O&M: LMHS Custodian	7/13/26	LMSA C, Step 1
McCauley, Madison	NE: Student Support Associate	8/18/26	LMSEAA A, Step 1
Mitzel, Madeline	O&M: EX Custodian	6/29/26	LMSA C, Step 1
Nuehring, Michelle	District: Behavior Consultant	8/1/26	\$100,390/year
Schmidt, Bridger	AC: Aquatic Instructor	6/12/26	\$13.00/hour
Stivers, Jordan	AC: Aquatic Instructor	7/6/26	\$13.00/hour
Stolba, Brayden	AC: Aquatic Instructor	6/5/26	\$13.00/hour
Vennie, Nicole	From EH to NE Student Support Associate	8/18/26	Same
Wilson, Tyler	ELC: Payroll Lead	7/20/26	\$65,000/year
Youngkent, Darby	AC: Aquatic Instructor	6/4/26	\$13.00/hour

Classified Staff: Resignations

Name	Assignment	Dept Action	Reason
Adams, Mara	LMHS: Student Support Associate	7/7/26	Personal
Bagsby, Tammy	WE: Early Childhood Paraprofessional	6/30/26	Personal
Bures, Jessica	LMHS: Student Support Associate	7/6/26	Personal
Issa, Deanna	BP: Student Support Associate	6/4/26	Personal
Mallicoat, Laura	ELC: HR Generalist	7/31/26	Personal
Noltensmeier, Claire	IC: Student Support Associate	6/4/26	Personal
Patton, Jean	O&M: HP Custodian	6/3/26	Personal
Robbins, Donna	NS: IC Satellite Manager/General Help	6/4/26	Retirement
Siemering, Kevin	WF: Student Support Associate	6/4/26	Termination
Stivers, Heather	BP: Student Support Associate	6/4/26	Other employment

Stivers, Shelby	BP: Student Support Associate	6/4/26	Personal
Vickery, Karen	BW: Student Support Associate	6/30/26	Relocation
Wei, Sammi	WF: Student Support Associate	6/4/26	Relocation

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

Name	Assignment	Dept Action	Salary Placement
Coyle, Connor	EX: Head Cross Country Coach	8/17/26	\$3,564
Herrera, Samantha	LMHS: Head Varsity Poms Coach (Fall)	8/3/26	\$4,752
Herrera, Samantha	LMHS: Head Varsity Poms Coach (Winter)	8/3/26	\$4,752
Nibaur, Kennedy	LMHS: Assistant Varsity Poms Coach	8/3/26	\$3,564
Waddell, Micah	LMHS: Assistant Varsity Cross Country Coach	8/3/26	\$3,564

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

Name	Assignment	Dept Action	Salary Placement
Anderson, David	BP: Summer Band Lessons/Camp	6/8/26	\$4,162.80
Azelborn, Laura	LMHS: Science Olympiad Sponsor	6/5/26	\$1,174
Beke, Cathy	OR: Lego League Sponsor	8/24/26	\$2,500
Berringer, Brooke	LMHS: Science Olympiad Sponsor	6/5/26	\$1,174
Chaloupka, Logan	LMHS: Esports Sponsor	6/5/26	\$5,870
Davies, Michael	EX: Summer Band Lessons/Camp	6/8/26	\$4,159.09
Dupree, Brett	OR: Summer Band Lessons	6/8/26	\$4,755.43
Earnest, Valerie	LMHS: Choir Accompanist	6/8/26	\$350
Good, Sophia	LMHS: Show Choir Director	8/3/26	\$2,772
Griggs, Trevor	LMHS: D&D Club Sponsor	6/5/26	\$1,174
Kainz, Laura	LMHS: Esports Sponsor	6/5/26	\$1,174
Kelly, Sam	OR: Summer Band Lessons	6/8/26	\$4,543.42
Kraepelin, Amy	BP: Summer Band Lessons/Camp (June)	6/8/26	\$5,129.08
Kraepelin, Amy	BP: Summer Band Lessons/Camp (July)	7/1/26	\$2,933.63
Marston, Kathleen	OR: Summer Orchestra Lessons	6/8/26	\$1,839.84
Nuss, Stephanie	HP: Summer Band Lessons/Camp	6/8/26	\$3,433.68
Reznicow, Josh	LMHS: Summer Orchestra Lessons	6/8/26	\$1,101.20
Robson, Alexis	LMHS: Show Choir Choreography	6/1/26	\$3,000
Schamberger, Kristine	HP: Summer Orchestra Lessons/Camp	6/8/26	\$3,811.20
Sentman, Thad	LMHS: Summer Orchestra Lessons	6/8/26	\$1,204.80
Seymour, Ryley	LMHS: Esports Sponsor	6/5/26	\$1,174
Snead, Chelsi	LMHS: HOSA Club Sponsor	6/1/26	\$587
Stone, Sherry	LMHS: Color Guard Instructor	8/3/26	\$1,114
Sylvester, Eric	LMHS: Esports Sponsor	6/5/26	\$3,522
Terrell, Vanessa	LMHS: Color Guard Instructor	8/3/26	\$1,906
Torres Duran, Malory	LMHS: HOSA Club Sponsor	6/1/26	\$587
Vail, Katie	EX: Summer Orchestra Lessons	6/9/26	\$2,973.24

Co/Extra-Curricular Staff: Resignations

Name	Assignment	Dept Action	Reason
Andersen, Jacob	LMHS: Assistant Varsity Track Coach	6/5/26	Relocation

Gaffney, Katie	EX/OR: Head Cross Country Coach	6/5/26	Personal
Kloser, Amanda	LMHS: Assistant Varsity Cross Country Coach	6/5/26	Personal
Lyons, Braden	OR: Assistant 7 th Gr Football Coach	6/3/26	Personal

802: Approval of June 8th Board Minutes – Exhibit 802.1

803: Approval of June 22nd Special Session Minutes – Exhibit 803.1

804: Approval of Bills/Warrants – Exhibit 804.1

805: Approval of Contracts/Agreements – Exhibits 805.1-29

1. Character Strong: Renewal of program license (\$55,973.00)
2. Imagine Learning: Renewal of program license for grades K-1 (\$32,163.12)
3. Great Minds PBC: Renewal of Wit & Wisdom program for grades 3-6 (\$56,657.63)
4. Zaner-Bloser: Renewal of Superkids reading program for grades K-2 (\$61,013.70)
5. Lexia Voyager: Renewal of LANGUAGE! Live program for grade 8 (\$24,949.00)
6. Teaching Strategies: Renewal of Iowa Gold program for preschool (\$3,267.00)
7. School AI: Subscription renewal (\$35,302.00)
8. Grant Wood AEA: PowerSchool software and support renewal (\$69,580.28)
9. Grant Wood AEA: Shared Math Consultant (\$30,362)
10. Grant Wood AEA: Shared Literacy Consultant (\$30,362)
11. Grant Wood AEA: Shared Social-Emotional-Behavioral Health Consultant (\$30,362)
12. Kirkwood Community College: Workplace Learning Connection (\$26,385.50)
13. Kirkwood Community College: Concurrent Enrollment Program (\$229/credit hour)
14. Kirkwood Community College: 4+ Transitional Services for Special Education
15. Bureau of Education & Research: Workshop for Special Education Staff (\$6,420)
16. Amore Music Academy: Independent contractor work with LM Orchestra (\$7,500)
17. Braxton Carr: Independent contractor work with In Step Show Choir (\$8,000)
18. Braxton Carr: Independent contractor work with 10th Street Show Choir (\$8,000)
19. Allen Chapman: Independent contractor work with All State Chorus (\$1,500)
20. Matthew Greco: Independent contractor work with Varsity Poms (\$3,500-5,000)
21. Anna Hilty: Independent contractor work with Varsity Poms (\$10,000-13,000)
22. April James: Independent contractor work with 10th Street Show Choir (\$4,500)
23. Graci Pritzkau: Independent contractor work with 10th Street Show Choir (\$3,500)
24. Maggi Pritzkau: Independent contractor work with Varsity Poms (\$3,500)
25. Carol Tralau: Independent contractor work with All State Chorus (\$1,500)
26. Heath Weber: Independent contractor work with 10th Street Show Choir (\$1,500)
27. Hand in Hand: Voluntary preschool program (\$426.83/month per pupil)
28. Hand in Hand: Before/after school daycare and summer daycare program
29. Eastern Iowa Excavating: Change order #2 for Indoor Activities Center & Associated Renovations Project early site package (\$131,331.05)
30. Interagency agreements for Special Education programming with Cedar Rapids CSD (3), Davenport CSD (1), and Marion Independent (1). *For student confidentiality, exhibits are not provided.*

806: Fundraising Requests – Exhibits 806.1-2

1. Excelsior Middle School Track: Kona Ice and Travelin' Toms sales
2. JV Poms: poster sponsorships

807: Overnight Trip Request – Exhibit 807.1

1. FFA to attend officers' retreat in Panora, IA (July 11-13)

808: Informational Financial Reports – Exhibits 808.1-2

1. School Finances and Cash Balance Reports as of May 31, 2025
2. School Finances and Cash Balance Reports as of May 31, 2026

900: BOARD CALENDAR & COMMUNICATIONS

901: Board Calendar & Communications

President Lowe Lancaster reviewed the board calendar and requested volunteers for the August Marion City Council meetings.

Date	Time	Event	Location
July 20	9:00 AM	Coffee Chat w/Superintendent Wear	Trading Grounds
July 23	5:30 PM	Marion City Council (<i>Thomas</i>)	City Hall
Date	Time	Event	Location
August 3	3:00 PM	Policy Committee Meeting	Board Conf Room
August 3	5:00 PM	LMCSD Board of Directors Meeting	Boardroom
August 6	5:30 PM	Marion City Council (<i>Buchholz</i>)	City Hall
August 17	5:00 PM	LMCSD Board of Directors Meeting	Boardroom
August 18	7:30 AM	Staff Welcome Back	Performance Hall
August 20	5:30 PM	Marion City Council (<i>Thomas</i>)	City Hall
August 24	--	First Day of School K-9 th Grades	--
August 25	--	First Day of School 10 th -12 th Grades	--

902: Board Committees/Advisories

Required Board Committees/Advisories

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

Additional District Committees/Advisories

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

1000: ADJOURNMENT

– Motion 006.07.13

MOTION by Morey to adjourn the meeting at 6:22 PM. Second by Buchholz. Voice vote, all ayes. Motion carried.

Katie Lowe Lancaster, Board President

Jonathan Galbraith, Board Secretary/Treasurer

DRAFT

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 07/09/2026 - 07/29/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
Fund: AQUATIC CENTER		
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$22,384.57
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$412.57
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$1,763.93
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$412.57
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$1,763.93
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$238.86
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$1,090.82
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$1,637.09
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$100.47
Fund Total:		\$29,804.81
Fund: DEBT SERVICE		
UMB BANK, N.A.	OTHER PROFESSIONAL SERVICES	\$1,200.00
Fund Total:		\$1,200.00
Fund: GENERAL		
ACCURATE TRANSLATION BUREAU	Professional Educational Services	\$167.40
ADVANCE AUTO PARTS	Uncollectible General Supplies	\$2,653.33
ALBURNETT COMMUNITY SCHOOLS	TUITION OPEN ENROLL	\$9,090.34
ALTORFER	OTHER PROFESSIONAL SERVICES	\$4,650.00
ANAMOSA COMMUNITY SCHOOLS	TUITION IN STATE	\$4,625.60
AT & T MOBILTY	TELEPHONE	\$1,167.37
ATWATER LARRY	Professional Educational Services	\$157.50
ATWATER SUSAN	Professional Educational Services	\$536.25
BARNARD INSTRUMENT REPAIR, INC	INSTRUCTIONAL SUPPLIES	\$85.00
CAM COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	\$100,474.39
CAPITAL SANITARY	MAINTENANCE SUPPLIES	\$3,227.95
CARDINAL COMMUNITY SCHOOL DISTRICT	TUITION IN STATE	\$8,142.60
CARROLL CONSTRUCTION SUPPLY	GROUPS UPKEEP	\$34.73
CEDAR RAPIDS WATER DEPT	WATER/SEWER	\$1,154.48
CEDAR RAPIDS WINSUPPLY PLUMBING CO	HEAT/PLUMBING SUPPLY	\$2,900.13
CITY OF MARION.	OTHER PROFESSIONAL SERVICES	\$1,759.50
COLLECTION	EE LIAB-GARNISHMENTS	\$1,019.55
CONSTELLATION NEWENERGY	NATURAL GAS	\$1,257.83
CORRIDOR ENERGY COOPERATIVE	ELECTRICITY	\$41,047.32
CULLIGAN	GENERAL SUPPLIES	\$358.30
D & K PRODUCTS	GROUPS UPKEEP	\$1,009.00
DAYTON JOYCE	Professional Educational Services	\$292.50
DES MOINES PUBLIC SCHOOLS	PROF SERV: EDUCATION	\$1,469.49
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$2,863,923.54
FEDEX	GENERAL SUPPLIES	\$23.14
GAZETTE COMMUNICATIONS INC	ADVERTISING	\$828.27
GAZETTE COMMUNICATIONS INC	STAFF TRAVEL	\$281.99
GOODWILL OF THE HEARTLAND	PROF SERV: EDUCATION	\$94.58
GRANT WOOD AEA	GENERAL SUPPLIES	\$257.50
GRANT WOOD AEA	INSTRUCTIONAL SUPPLIES	\$0.40

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 07/09/2026 - 07/29/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
GREAT WESTERN SUPPLY CO	MAINTENANCE SUPPLIES	\$119.50
GREENWOOD CLEANING SYSTEMS	MAINTENANCE SUPPLIES	\$2,042.43
HARDY BETSY	Professional Educational Services	\$67.50
HARGERS ACCOUSTICS INC	GENERAL SUPPLIES	\$1,105.00
HAWKEYE ENVIRONMENTAL	OTHER PROFESSIONAL SERVICES	\$1,217.50
HAWKEYE FIRE & SAFETY COMPANY	OTHER PROFESSIONAL SERVICES	\$12,835.00
HOTSY CLEANING SYSTEMS	HEAT/PLUMBING SUPPLY	\$36.82
HOTSY CLEANING SYSTEMS	REPAIR/MAINT SERVICE	\$208.75
IN TOUCH RECEIPTING	DATA PROCESSING AND	\$13,384.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$56,681.87
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$242,363.78
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$56,681.87
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$242,363.78
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$316,025.44
IOWA COMMUNICATIONS NETWORK	INTERNET	\$11.08
IOWA DEPT OF REVENUE	EE LIAB-GARNISHMENTS	\$1,508.42
IOWA ONE CALL	OTHER TECH SER	\$12.60
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$282,940.41
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$424,635.62
IOWA SHARES	EE LIAB-CHARITY	\$23.00
ISFIS	OTHER PROFESSIONAL SERVICES	\$1,320.00
K-12 TECHNOLOGY GROUP INC	TELEPHONE	\$1,543.78
KIRKWOOD COMM COLLEGE	PROF SERV: EDUCATION	\$68,992.74
KIRKWOOD COMM COLLEGE	TUITION-COMM COLLEGE	\$189,759.68
LAWSON PRODUCTS, INC	TRANSP. PARTS	\$230.02
LINN CO-OP OIL	GASOLINE	\$1,767.99
LINN-MAR FOUNDATION	EE LIAB-CHARITY	\$55.00
LISBON COMMUNITY SCHOOL DISTRICT	TUITION IN STATE	\$1,124.40
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$4,223.25
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$9,388.44
MARION INDEPENDENT SCHOOLS	TUITION OPEN ENROLL	\$25,770.09
MARION IRON CO.	GENERAL SUPPLIES	\$1,126.57
MCMASTER-CARR	GENERAL SUPPLIES	\$186.24
MENARDS -13127	GENERAL SUPPLIES	\$63.18
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$505,564.53
METRO INTERAGENCY INS PROG.	ER LIAB-MEDICAL INSURANCE	\$28,420.00
MID AMERICAN ENERGY	NATURAL GAS	\$216.88
MIDWEST WHEEL	MAINTENANCE SUPPLIES	\$339.08
O'REILLY AUTO PARTS	Uncollectible General Supplies	\$2,348.33
OPEN TEXT INC	OTHER TECH SER	\$191.04
ORKIN PEST CONTROL	OTHER PROFESSIONAL SERVICES	\$340.00
PEPPER J.W. & SON, INC	GENERAL SUPPLIES	\$296.97
PLUMB SUPPLY CO.	HEAT/PLUMBING SUPPLY	\$488.05
ROCHESTER ARMORED CAR CO INC	GENERAL SUPPLIES	\$259.74
ROCK VALLEY PHYSICAL THERAPY CENTER	PROF SERV: EDUCATION	\$20,000.00

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 07/09/2026 - 07/29/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
SCHOOL BUS SALES	TRANSP. PARTS	\$6,648.37
THE FILTER SHOP, INC	MAINTENANCE SUPPLIES	\$1,174.34
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$110,470.21
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	\$70.00
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$51,073.61
WELTER STORAGE EQUIPMENT CO INC	GENERAL SUPPLIES	\$5,283.86
WEST MUSIC CO	EQUIPMENT REPAIR	\$314.00
WEST MUSIC CO	INSTRUCTIONAL SUPPLIES	\$208.00

Fund Total: \$5,746,212.74

Fund: NUTRITION SERVICES

FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$4,746.27
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$89.06
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$380.76
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$89.06
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$380.76
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$395.26
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$2,400.44
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$3,602.57
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$67.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$69.48
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$700.76
PAN-O-GOLD BAKING CO	PURCHASE FOOD	\$605.51
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$133.88

Fund Total: \$13,661.31

Fund: PHY PLANT & EQ LEVY

BASEPOINT BUILDING AUTOMATIONS	CONSTRUCTION SERV	\$7,800.00
BI-STATE MASONRY INC	CONSTRUCTION SERV	\$29,495.00
BOWKER MECHANICAL CONTRACTORS	CONSTRUCTION SERV	\$7,456.96
DRYSPACE INC	CONSTRUCTION SERV	\$20,501.81
H2I GROUP	CONSTRUCTION SERV	\$2,000.00
HABEGGER CORPORTION	BLDG. CONST SUPPLIES	\$112.66
IFP MOTION SOLUTIONS INC	CONSTRUCTION SERV	\$71,337.49
JOHNSON CONTROLS BUILDING SOLUTIONS LLC	BLDG. CONST SUPPLIES	\$7,804.09
MCCOMAS LACINA CONSTRUCTION LC	CONSTRUCTION SERV	\$9,839.70
MTI DISTRIBUTING INC	EQUIPMENT >\$5,000	\$33,173.24
SHIVE-HATTERY INC.	OTHER PROFESSIONAL SERVICES	\$1,750.00
TEGELER WRECKER & CRANE	VEHICLE REPAIR > \$2500	\$16,109.21
TYLER TECHNOLOGIES INC	DATA PROCESSING AND	\$630.00

Fund Total: \$208,010.16

Fund: PUB ED & REC LEVY

ATWATER COMPANIES INC	CONSTRUCTION SERV	\$945.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$2,283.27
HALL & HALL ENGINEERS INC	ARCHITECT	\$5,169.15
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$42.50

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 07/09/2026 - 07/29/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$181.67
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$42.50
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$181.67
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$146.87
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$192.45
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$288.83
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$2.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$5.81
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$385.91
TENNIS SURFACES OF IOWA LLC	GROUNDS UPKEEP	\$517.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$83.45
WENDLING QUARRIES	CONSTRUCTION SERV	\$2,311.44

Fund Total: \$12,780.02

Fund: STUDENT ACTIVITY

BOOSTER CLUB	GENERAL SUPPLIES	\$150.71
BSN SPORTS	GENERAL SUPPLIES	\$568.11
CEDAR FALLS HIGH SCHOOL	DUES AND FEES	\$150.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$19,953.82
FUSIONSITE MIDWEST LLC	DUES AND FEES	\$191.57
GOOD SOPHIA	PROF SERV: EDUCATION	\$800.00
GRIT CAPITAL LLC	GENERAL SUPPLIES	\$1,039.98
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$388.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$1,659.11
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$388.00
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$1,659.11
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$1,043.12
IOWA CITY ATHLETIC OFFICIALS ASSOCIATION	DUES AND FEES	\$500.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$1,673.54
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$2,511.66
MARSHALLTOWN HIGH SCHOOL	DUES AND FEES	\$150.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$460.37
WEST MUSIC CO	EQUIPMENT >\$5,000	\$6,366.00
WEST MUSIC CO	GENERAL SUPPLIES	\$751.72
WEST MUSIC CO	PROF SERV: EDUCATION	\$32.00

Fund Total: \$40,436.82

Fund: STUDENT STORE

IN TOUCH RECEIPTING	GENERAL SUPPLIES	\$355.20
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Fund Total: \$355.20

Grand Total: \$6,052,461.06

End of Report

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 07/09/2026 - 07/29/2026

Fiscal Year: 2026-2027

Vendor Name	Description	Check Total
Fund: AQUATIC CENTER		
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$7,110.28
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$139.30
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$595.69
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$139.30
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$595.69
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$875.28
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$612.23
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$918.84
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$7.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$18.55
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$886.88
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$275.08
UNIVERSITY OF IA	DUES AND FEES	\$3,833.00
Fund Total:		\$16,007.62
Fund: GENERAL		
ADVANTAGE RECORDS MANAGEMENT	OTHER TECH SER	\$99.51
AIRGAS USA LLC	GENERAL SUPPLIES	\$48.14
ALLIANT ENERGY	ELECTRICITY	\$53,268.84
ANIXTER, INC.	MAINTENANCE SUPPLIES	\$1,304.35
ARK DATA CENTERS LLC	OTHER TECH SER	\$115.14
ARNOLD MOTOR SUPPLY	REPAIR PARTS	\$22.99
BRIGHTLY SOFTWARE, INC	OTHER PROFESSIONAL SERVICES	\$11,731.65
CAPITAL SANITARY	MAINTENANCE SUPPLIES	\$1,682.07
CDW - GOVERNMENT	COMPUTER SOFTWARE	\$8,755.98
CITYWIDE CLEANERS	OTHER PROFESSIONAL SERVICES	\$682.35
COLLECTION	EE LIAB-GARNISHMENTS	\$1,000.00
COTTON GALLERY LTD.	GENERAL SUPPLIES	\$3,548.84
CRESCENT PARTS & EQUIPMENT CO., INC	MAINTENANCE SUPPLIES	\$250.98
D & K PRODUCTS	GROUPS UPKEEP	\$916.00
DPT SERVICES, L.L.C	TECH REPAIRS/MAINTENANCE	\$3,050.00
ELECTRICAL ENGINEERING & EQUIPMENT CO.	ELECTRICAL SUPPLY	\$484.32
EMPLOYEE RESOURCE SYSTEMS, INC	DUES AND FEES	\$2,056.32
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$387,093.86
FRANKLIN COVEY	PROF SERV: EDUCATION	\$22,693.50
GASWAY CO, J P	GENERAL SUPPLIES	\$1,357.32
GAZETTE COMMUNICATIONS INC	ADVERTISING	\$2,220.27
GRAINGER	GENERAL SUPPLIES	\$221.54
GREENWOOD CLEANING SYSTEMS	MAINTENANCE SUPPLIES	\$284.68
IMON COMMUNICATIONS LLC	TELEPHONE	\$1,125.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$8,132.39
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$34,773.00
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$8,132.39
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$34,773.00
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$61,163.81

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 07/09/2026 - 07/29/2026

Fiscal Year: 2026-2027

Vendor Name	Description	Check Total
INTERSTATE BILLING SERVICE	GENERAL SUPPLIES	\$1,381.01
IOWA HIGH SCHOOL MUSIC ASSOC	DUES AND FEES	\$25.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$36,950.15
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$55,454.78
IOWA SCHOOL COUNSELOR ASSOCIATION	DUES AND FEES	\$2,055.00
KIRKWOOD COMM COLLEGE	TUITION-COMM COLLEGE	\$850.00
LAWSON PRODUCTS, INC	MAINTENANCE SUPPLIES	\$133.54
LINN-MAR FOUNDATION	EE LIAB-CHARITY	\$25.00
LUCK'S MUSIC LIBRARY	INSTRUCTIONAL SUPPLIES	\$78.28
LYNCH COLLISION CENTER	VEHICLE REPAIR	\$1,797.65
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$1,225.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$1,256.90
MADISON NATIONAL LIFE INS. CO., INC	RETIREE INSURANCE	(\$264.00)
MENARDS -13127	GENERAL SUPPLIES	\$1,008.53
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$177,907.83
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	(\$42.25)
METRO INTERAGENCY INS PROG.	RETIREE INSURANCE	\$58,087.66
MID AMERICAN ENERGY	NATURAL GAS	\$15.39
MIDWEST ALARM SERVICES	OTHER PROFESSIONAL SERVICES	\$10,187.76
NEWSELA, INC	INSTRUCTIONAL SUPPLIES	\$10,792.96
ORKIN PEST CONTROL	Pest Control	\$431.24
PARTS TOWN, LLC	GENERAL SUPPLIES	\$2,118.85
PITTSBURGH PAINTS	GENERAL SUPPLIES	\$436.83
PLUMB SUPPLY CO.	HEAT/PLUMBING SUPPLY	\$319.50
POINTCORE GRAPHIC SOLUTIONS	GENERAL SUPPLIES	\$33.00
POOL TECH, A WGHK INC, COMPANY	GENERAL SUPPLIES	\$2,010.00
POWER SCHOOL GROUP LLC	COMPUTER SOFTWARE	\$60,463.65
QUILL CORPORATION	GENERAL SUPPLIES	\$114.94
RIVERSIDE TECHNOLOGIES, INC	COMPUTER SOFTWARE	\$38,435.20
ROTARY CLUB OF MARION-EAST CEDAR RAPIDS	DUES AND FEES	\$195.00
ROYAL IMAGING SUPPLIES	GENERAL SUPPLIES	\$185.00
SCHIMBERG	HEAT/PLUMBING SUPPLY	\$752.26
SCHOOL ADMINISTRATORS OF IOWA	DUES AND FEES	\$25.00
SCHOOL AI INC	COMPUTER SOFTWARE	\$35,302.00
SECURLY INC	COMPUTER SOFTWARE	\$37,500.00
SECURLY INC	GENERAL SUPPLIES	\$5,747.66
STERICYCLE INC	DUES AND FEES	\$20.82
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$4,345.34
THE SHREDDER	OTHER TECH SER	\$464.40
TRANSACT COMM LLC DBA APP-GARDEN	OTHER TECH SER	\$1,595.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$16,405.80
TRI-CITY ELECTRIC COMPANY OF IOWA	COMP/TECH HARDWARE	\$536.00
VAN METER CO	ELECTRICAL SUPPLY	\$539.69
VERIZON WIRELESS	TELEPHONE	\$153.92
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$7,675.00

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 07/09/2026 - 07/29/2026

Fiscal Year: 2026-2027

Vendor Name	Description	Check Total
WEBER COMMUNICATIONS INC	OTHER PROFESSIONAL SERVICES	\$300.00
XELLO INC	COMPUTER SOFTWARE	\$18,316.48
Fund Total:		\$1,244,337.51
Fund: LOCAL OPT SALES TAX		
CDW - GOVERNMENT	COMP/TECH HARDWARE	\$14,112.37
RIVERSIDE TECHNOLOGIES, INC	COMP/TECH HARDWARE	\$18,673.15
Fund Total:		\$32,785.52
Fund: MANAGEMENT LEVY		
EMC INSURANCE	Vehicle Insurance	\$2,000.00
STORM PROTECTION FUND	BLDG/PROPERTY INS	\$177,352.00
Fund Total:		\$179,352.00
Fund: NUTRITION SERVICES		
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$7,013.41
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$137.49
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$587.89
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$137.49
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$587.89
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$893.18
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$562.33
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$843.94
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$5.00
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$17.16
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$287.78
Fund Total:		\$11,073.56
Fund: PHY PLANT & EQ LEVY		
ACCESS SYSTEMS	COMPUTER/COPIER RENT	\$12,103.55
BEACON ATHLETICS	OTHER PURCH PROP SER	\$1,610.70
CARROLL CONSTRUCTION SUPPLY	CONSTRUCTION SERV	\$868.42
CULVER'S CORRIDOR STORAGE, LLC	FACILITY RENTAL	\$1,187.50
EMPOWERED PROPERTIES, LLC	FACILITY RENTAL	\$3,675.00
VHF SALES, INC	BLDG. CONST SUPPLIES	\$787.00
Fund Total:		\$20,232.17
Fund: PUB ED & REC LEVY		
BOLAND RECREATION	CONSTRUCTION SERV	\$65,620.00
Fund Total:		\$65,620.00
Fund: STUDENT ACTIVITY		
AIRGAS USA LLC	GENERAL SUPPLIES	\$96.28
BSN SPORTS	GENERAL SUPPLIES	\$2,991.32
CB COMPANIES LLC dba LIMITLESS IMPRINTS	GENERAL SUPPLIES	\$3,184.00
CONDON MICHAEL J	OFFICIAL/JUDGE	\$285.00
DANI BUSBOOM KELLY VOLLEYBALL CAMPS LLC	DUES AND FEES	\$5,150.00
DAYTON CHARLES	OFFICIAL/JUDGE	\$160.00
DAYTON JOYCE	OFFICIAL/JUDGE	\$160.00

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 07/09/2026 - 07/29/2026

Fiscal Year: 2026-2027

Vendor Name	Description	Check Total
EASTBANK VENUE AND LOUNGE	DUES AND FEES	\$900.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$533.57
GANGESTAD SAMANTHA	OFFICIAL/JUDGE	\$105.00
GRIT CAPITAL LLC	GENERAL SUPPLIES	\$519.99
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$26.01
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$111.23
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$26.01
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$111.23
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$112.84
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$169.36
MEDIAQUEST SIGNS	GENERAL SUPPLIES	\$2,302.50
MH ADVERTISING SPECIALTIES	GENERAL SUPPLIES	\$25.00
READ PHOTOGRAPHY	GENERAL SUPPLIES	\$45.00
SECOND STORY PROMOTIONS, INC.	GENERAL SUPPLIES	\$1,435.77
VARSITY SPIRIT FASHIONS & SUPPLIES LLC	GENERAL SUPPLIES	\$972.50

Fund Total: \$19,422.61

Grand Total: \$1,588,830.99

End of Report



CITY Laundering Co Rental Service Agreement

1700 S Frederick Oelwein, IA 50662 | (800) 798-5621
CITYCleanAndSimple.com | Cleanandsimplehealthcare.com

Business Name: Linn-Mar Community School District

Address: Marion, IA.

Phone: 319-447-3499

Account: # Exhibit 804.1

Customer	Sales	CITY Office Use
Effective Start Date of New Service Agreement 8/4/2026		
Effective Start Date of Renewed Service Agreement		

This Agreement made this 3rd day of August 2026

CITY Laundering Co. hereafter referred to as "Supplier," and the undersigned, hereafter referred to as "Customer," agree, the one with the other, on the following whereby the Customer rents garments and/or other merchandise from Supplier.

CHANGES/SIZES	DESCRIPTION	PRICE	CHANGES/SIZES	DESCRIPTION	PRICE
	Twice a Week Delivery				
	Black Linn Mar Aprons	\$0.28			
	Deluxe Bath Towels	\$0.49			
	Linn Mar Bath Towels	\$0.41			
	Tea Towels	\$0.28			
	Oven Mitt	\$0.28			
	Potholder	\$0.28			
	Laundry Bag	NC			

- Supplier agrees to furnish the above-referenced uniforms and merchandise, as well as such other additional uniforms and merchandise as may be subsequently requested by the Customer. If additional merchandise are requested, those merchandise will automatically become a part of and subject to the terms of this agreement. Customer agrees to rent exclusively from Supplier and to assume responsibility for all merchandise on this agreement plus any others subsequently requested by Customer and furnished by Supplier. If any rental merchandise furnished to the Customer are lost, damaged, destroyed or abused while in the Customer's possession from any cause other than normal wear, the Customer shall then be subject to a replacement charge for those merchandise.
- This Agreement becomes effective on the date listed as the start date of the service agreement. The initial term shall continue for seventy-two (72) consecutive months from that date.
- The terms of this agreement shall apply to all increases or additions in merchandise and related services. Additionally, Supplier may impose further charge increases, not to exceed 7% annually, upon providing written notice to the Customer, which may be included in an invoice or monthly statement. Supplier may impose surcharges or other ancillary charges at any time upon written notice, which may be included in an invoice or monthly statement. Pricing on this agreement is agreed to by company and Supplier upon signing. The offer of lower pricing by another Supplier is not a valid reason to breach this agreement.
- Customer acknowledges that Supplier inquired regarding any obligations with any other party for services which are the subject of this agreement, and Customer assures Supplier that none exist. No inducement has been made by Supplier for Customer to improperly terminate any pre-existing service agreement with another party. The Customer acknowledges receipts of this contract.
- The person signing on behalf of the Customer warrants to the supplier that he/she has the authority and power to execute this agreement on behalf of the Customer, and that the Customer has full knowledge of this agreement. Acceptance of the first delivery shall constitute acknowledgment by the Customer of the authority of the person executing this agreement. Customer has read this agreement in its entirety, understands it and as a merchant agrees to its terms.
- This agreement is subject to the additional terms and conditions set forth on the following pages hereof, all of which are incorporated in, and made part of this agreement
- All garments and other merchandise supplied under this agreement shall remain the property of Supplier, except that if this agreement is cancelled by the Customer for any reason prior to its regular expiration. Customer agrees to purchase said garments and merchandise at replacement costs. Customer recognizes that in establishing service, Supplier has made a substantial capital investment in this account. If this agreement is terminated early, it is agreed that Supplier's damages will be substantial and difficult to ascertain. In recognition of these facts, it is agreed that in the event the Customer terminates service for any reason, at any time other than at contract expiration date, Customer shall pay Supplier as liquidated damages, and not as a penalty, an amount equal to 50 percent of the average weekly rental charges charged during the previous weeks of the contract period multiplied by the number of weeks remaining in this agreement. Upon payment of said amount and delivery to Supplier of all textiles covered by this agreement, Customer will be relieved from payment of future rental charges
- Textile Use:

- a. The Customer may use the textiles for all purposes that are incidental to the Customer's normal activities. The Customer shall NOT use textiles to clean up spills of hazardous waste, as defined by applicable local, state and federal regulations.
 - b. The Customer shall not pour excess solvents or any other chemicals onto textiles as a means of disposing of excess solvents or chemicals.
 - c. The Customer shall establish and maintain at all times a collection system that complies with all applicable local, state and federal environmental and workplace regulations.
9. Collection of soiled textiles:
- d. If the soiled textile bears free liquid, the Customer will use a collection system or other process to remove this free liquid.
 - e. If the soiled textile does not bear free liquid, the Customer may place it in a soiled textile holder outside of a collection system prior to its transportation to the textile rental Company.
10. In the event that under this agreement rental garments are furnished to the customer, it is the customer's responsibility to identify risks and hazards in the workplace and to protect employees. The Supplier denies all responsibility for injury due to fire or chemical burn. If said garments are intended to be used by persons working near molten metal, sparks, or flames, or where caustic chemicals might spill or splash, 100% cotton or standard 65% Polyester/35% Cotton fabrics offer no protection against these hazards. Customer acknowledges this warning and hereby agrees to indemnify and hold harmless Supplier from any and all claims or damages arising out of any complaint that the garments were inadequate for said protection.
11. The Customer agrees that the Supplier may take a periodic inventory upon the premises of the Customer. Customer grants Supplier the right to enter the premises and to recover its merchandise.
12. This agreement shall be binding upon and shall inure to the benefit of the parties hereto, their heirs, administrators, successors or assigns. No waivers or statements made by any representative of the Supplier shall be valid unless set forth herein.
13. If a Customer is leasing garments, Customer agrees to pay the weekly charge per employee. Weekly rental charge begins on the date of first delivery. The first delivery shall include a preparation charge for each garment issued to wearer of \$1.25. The preparation charge is subject to change as the Supplier's costs change. Rental rates listed on said agreement will be subject to SimpliCity and CAM charges.
14. If Customer sells or transfers its business (whether by asset sale, stock sale or otherwise), Customer agrees to require the new owner or operator to assume and become bound by this Agreement.
15. Upon any expiration or termination of this Agreement, or any reduction or elimination of "Special Merchandise" under this Agreement, Customer will purchase, at the then current replacement charge, all Special Merchandise. "Special Merchandise" is Merchandise that is not part of Company's standard product line, is embroidered, silkscreened, logoed or otherwise customized.
16. Customer agrees to indemnify, reimburse and hold Supplier harmless from and against any and all claims, losses, liabilities, demands, suits, judgments, or causes of action and all legal proceedings whether civil or criminal, penalties, fines and other sanctions and any costs and expenses in connection therewith, including attorney's fees and expenses, which may result from or arise in any matter as a result of any act or omission on the part of Customer with respect to the textiles or garments leased, if any hereunder. Customer shall indemnify or reimburse Supplier for any attorney fees, court costs and expenses incurred by Supplier in any attempt to collect amounts owed under the agreement in the event the agreement is unreasonably terminated by Customer in violation of terms set forth in this agreement. Invalidity or unenforceability of one or more provisions of this Agreement shall not affect any other provision of this Agreement.
17. Supplier agrees to furnish the Customer with garments and other merchandise freshly laundered, mended and finished to industry standards. Supplier warrants to give good service to the Customer. The Customer shall have the right to terminate this agreement by giving Supplier written notice that service or quality problems exist. Said written notice shall be provided to Business Manager of supplier, which shall mean the person who has the authority to sign contracts and make similar business decisions for Supplier. Supplier then shall have 90 days from receipt of said written notice to correct or begin to correct said problem. If problems are not resolved or have an agreed upon solution in ninety (90) days by Supplier, the contract may be terminated by Customer.

This agreement is subject to an addendum: Yes ____ No ☒ If yes is checked, see attachment.

CITY LAUNDERING CO.

CUSTOMER

CITY Signature _____ **Customer Signature** _____

CITY Name (print) _____ **Customer's Name (print)** Katie Lowe Lancaster

CITY Title _____ **Customer's Title** Board President

CITY Manager's Signature _____ **Customer's Email Address** jon.galbraith@Linnmar.k12.ia.us



Natural Gas Supply Agreement
(annual usage of 30,000 dth or less)

Exhibit 804.2

**Agreement is Not
Valid Unless
Executed by CNEG**

Linn-Mar Community School District (“**Customer**”) and Constellation NewEnergy – Gas Division, LLC (“**CNEG**”) enter into this Natural Gas Supply Agreement, including the attached General Terms and Conditions (the “**Natural Gas Agreement**”) effective August 3, 2026 (the “**Effective Date**”). Generally, the words “you” and “your” refer to the Customer listed above and the words “we” and “us” refer to CNEG, unless the context clearly requires otherwise. This Natural Gas Agreement is intended to govern the purchase and sale of natural gas and related services (“**Gas**”) between us, each a “**Transaction**,” which may be memorialized in a transaction confirmation (“**TC**”) that is subject to this Natural Gas Agreement. Both of us may further agree to implement certain strategies or services which will be set forth in a Rider signed by both of us (each a “**Rider**”). If a conflict arises between (i) a TC, (ii) a Rider, or (iii) the Natural Gas Agreement, the terms shall govern in the priority listed in this sentence. All TCs and Riders together with this Natural Gas Agreement form a single integrated agreement and are sometimes herein collectively referred to as the “**Agreement**”.

Purchase and Sale of Natural Gas. You will purchase from us and we will supply, or cause to be supplied, the Contract Quantity for your Facilities as specified in a TC or Rider, subject to the terms and conditions of the Agreement. You authorize us to enroll the Facilities with the Utility so that we can supply those Facilities. You will take such actions as we request to allow us to enroll the Facilities in a timely manner. You authorize us to take such actions we deem necessary to enroll the Facilities with the Utility as Facilities to be served by us and otherwise meet our obligations under this Agreement, including executing on your behalf any documents necessary to effectuate any Facility enrollment or election, undertaking the management of any storage or transportation capacity allocated to you by the Utility or other transporter(s), disposing of storage balances, adding or deleting Facilities as necessary, and receiving Usage Nominations from the Utility relating to your Gas requirements. We shall deliver the Contract Quantity to the Delivery Point(s) where risk of loss and title shall transfer to you. You agree that we may select such sources and service levels of Gas as we deem appropriate to meet our obligations under the Agreement. Our delivery obligation and your receipt obligation under this Agreement shall be set forth on a TC or Rider as Firm, Secondary Firm, Interruptible, or otherwise as agreed in the Transaction.

Term. This Natural Gas Agreement will commence on the Effective Date and will continue until terminated by either of us upon thirty (30) days written notice; provided any TC or Rider will continue to be governed by this Natural Gas Agreement until the TC or Rider has been separately terminated or expired. CNEG shall not be liable for any failure to enroll or drop a Facility by any applicable start and end date(s) set forth in the TC or Rider due to circumstances beyond its control.

Transaction Confirmation Procedure. You may enter into Transactions with us at any time by written transmission, electronic transmission, facsimile or other written record, or verbally, in person or by telephone (which we both acknowledge may be on a recorded telephone line) with the offer by one party and acceptance by the other party constituting our legally binding agreement. Nothing in this Agreement shall obligate either of us to enter into a Transaction at any time and your mere request to purchase Gas from us hereunder shall not constitute acceptance until we have clearly accepted such offer. Any applicable requirement that a Transaction be “in writing” and “signed” shall be deemed to have been satisfied by this Natural Gas Agreement, by our signatures below and our express agreement to these procedures. You agree that CNEG shall have the exclusive right to confirm any Transaction by sending you a written TC, in the form attached hereto as Exhibit A or otherwise, by facsimile, electronic transmission or other means. Notwithstanding any provision to the contrary in this Agreement, failure to send a TC shall not invalidate a Transaction agreed to by both of us. All agreed upon Transactions shall be subject to the terms and conditions of this Natural Gas Agreement, and each TC is incorporated herein. **If we send a TC and you fail to object in writing to any term in the TC within two (2) business days, the TC shall constitute the definitive written expression of the Transaction.**

Price. You will pay the price for Gas (the “**Contract Price**”) as set forth in the applicable TC or Rider. To the extent (a) there are beginning of the month nominated volumes where the price is not fixed, (b) a Facility requires additional gas in excess of the nominated or fixed quantities set forth in a TC or Rider, or (c) a Facility continues to receive Gas from us beyond the term of the TC or Rider (where such Gas will be considered month to month), all such Gas will be priced at the Market Price. In addition to the Contract Price or Market Price, as applicable, you will be responsible to pay all such other amounts related to effectuating Transactions and the purchase and delivery of Gas, which will include, but not be limited to, amounts for (i) Taxes related in any way to the Contract Price, any services provided or the Gas at and after the Delivery Point, and (ii) transportation charges at and after the Delivery Point and related Taxes, which may be billed separately by the Utility.

Your Invoice. Your invoices will contain all CNEG charges applicable to Gas usage, including Taxes (which are passed through to you). **If you are exempt from any Taxes, you shall provide CNEG with any state and/or local exemption certificate prior to the issue date of your first invoice.** If you are eligible for and have elected to receive a single bill from us (“**CNEG Consolidated Billing**”), we will invoice you for all Utility charges and related Taxes. Otherwise, the Utility will invoice you for all Utility Charges and related Taxes. All amounts charged are due in full 45 days after the date of invoice or such other date set forth in a Rider. Invoices will be based on actual data provided by the Utility, provided that if we do not receive actual data in a timely manner, we shall have the right to invoice you based on estimated information. Once actual data is received, we will reconcile the estimated charges and adjust them as needed in subsequent invoices. If you fail to make payment by the due date, interest will accrue daily on outstanding amounts from the due date until the bill is paid in full at a rate of 1.5% per month, or the highest rate permitted by law, whichever is less; and we may withhold any payments due to the Utility until we receive such payments. All invoices (including adjustments thereto) are conclusively presumed final and accurate unless such invoices are objected to by either party in writing within 24 months after the month of gas delivery; provided however, CNEG may rebill beyond 24 months based on post-period audits or adjustments made by the Utility or other governmental authority, commission or agency.

CNEG Notice Information:

9400 Bunsen Parkway, Suite 100, Louisville, KY 40220
Attention: Contracts Administration
Telephone: (502) 426-4500 Facsimile: (502) 214-6381
Email: #CNEGasContracts@constellation.com

Customer Notice Information

Attention: Jon Galbraith
Title: CFO
Address: 3556 Winslow Road, Marion, IA 52302-5478
Phone: 3194473008
Facsimile:
Email: jon.galbraith@linnmar.k12.ia.us

For Invoices (if different from Notice Information)

Attention: Accounts Payable_Linn-Mar Comm SD
Title: A/P
Address: 3556 Winslow Road, Marion, IA 52302
Phone: 319-730-3673
Facsimile:
Email: ap@linnmar.k12.ia.us

For Transaction Confirmations (if different from Notice Information)

Attention: Jon Galbraith
Title: CFO
Address: 3556 Winslow Road, Marion, IA 52302-5478
Phone: 3194473008
Facsimile:
Email: jon.galbraith@linnmar.k12.ia.us

IN WITNESS WHEREOF, THE PARTIES HAVE EXECUTED THIS DOCUMENT THROUGH THEIR DULY AUTHORIZED REPRESENTATIVES AS OF THE EFFECTIVE DATE.

CNEG

Sign: _____

Print Name: Amanda Stewart

Print Title: Vice President - Retail Ops

CUSTOMER

Sign: _____

Print Name: Katie Lowe Lancaster

Print Title: Board President

GENERAL TERMS AND CONDITIONS

1. Definitions.

"Contract Quantity" means the quantity of Gas to be delivered and received as agreed in the applicable TC or Rider.

"Delivery Point(s)" means the city gate interconnection between the Utility and the upstream transporter or such other delivery point(s) as are agreed in a TC or Rider. However, to the extent that you own transportation capacity, which is used to deliver Gas to you, the Delivery Point shall be the receipt point of such capacity.

"Facility" means your facility or Utility account to which CNEG is providing Gas under this Agreement (collectively, the **"Facilities"**).

"Firm" means deliveries and receipts may not be interrupted without liability except for reasons of Force Majeure.

"Interruptible" means deliveries and receipts may be interrupted at any time for any reason except for Customer's obligation to take and pay for gas it nominates and CNEG's obligation to honor the price set forth in the TC.

"Market Price" means a price comprised of (i) the spot commodity cost of Gas as determined by us in our reasonable discretion, (ii) all related interstate and intrastate pipeline charges required to deliver Gas to the Delivery Point, and (iii) a reasonable market based margin.

"Secondary Firm" means deliveries and receipts will be on a commercially reasonable efforts basis. We may interrupt its performance without liability to the extent that one or more of the following conditions are present: i) Force Majeure; ii) curtailment by your Utility; iii) curtailment of supply by a Gas supplier; iv) curtailment of storage by a storage provider; v) curtailment of transportation by a transporter, including, but not limited to, transportation between secondary firm points; vi) recall of transportation capacity release by its releasor; or vii) curtailment of Gas production behind a specific meter. If we interrupt for any other reason, your exclusive remedy shall be that you may recover damages as provided in Section 2.

"Taxes" means all taxes, duties, fees, levies, premiums or any other charges of any kind, whether direct or indirect, relating to the sale, purchase or delivery of Gas, together with all interest, penalties or other additional amounts imposed, including but not limited to gross receipts, sales, consumption, use, value added, commercial activity or other privilege tax, and any other tax (whether in effect as of the Effective Date of this Agreement or thereafter) imposed by any governmental entity.

"Usage Nomination" is your nomination of your expected Gas requirements, including without limitation (i) a nomination by the Utility with respect to your Facilities, (ii) any such nomination made by us as provided in this Agreement or any TC or Rider.

"Utility" means the local Gas distribution utility owning and/or controlling the distribution system required for delivery of Gas to the Facilities.

2. Failure to deliver or receive Gas. The sole and exclusive remedy of the parties in the event of a breach of an obligation to deliver or receive Gas (other than Interruptible) shall be the following: (a) If we fail to deliver Gas for a reason other than your breach, we shall pay you the **"Replacement Cost,"** which is the amount you actually pay to replace the undelivered Contract Quantity less the amount you would have paid under this Agreement for such Contract Quantity; (b) If you fail to receive Gas for a reason other than our breach, you shall pay us the **"Revenue Loss,"** which is the amount that we would have received for the sale of the unreceived Contract Quantity pursuant to this Agreement less (i) the amount we actually receive in an alternate sale, plus any incremental costs, or (ii) if no alternate sale takes place, the amount we would have received by reselling such Contract Quantity at spot market prices at or near the Delivery Point(s), as we determine in a commercially reasonable manner. Both of us shall exercise commercially reasonable efforts to mitigate any Revenue Loss or Replacement Cost, respectively. If the calculation of the Replacement Cost or Revenue Loss results in a negative number, then the amount shall be deemed to equal zero.

3. Cash deposit and other security. At any time, we may require that you provide information to us so that we may evaluate your creditworthiness. We reserve the right to require that you make a cash deposit or provide other security acceptable to us in an amount acceptable to us immediately following our demand if your financial obligations to us increase under this Agreement, or if, in our opinion, your credit, payment history, or ability to pay your bills as they come due becomes a concern. You will deliver any required cash deposit or other required security (or any increase therein) within three (3) business days of our request.

4. Nomination and Imbalances. (a) If you or the Utility fail to provide us with a Usage Nomination for any month in a timely manner, we may establish a nomination for such month in a commercially reasonable manner based upon your historical usage data available to us. We shall be entitled to rely on any Usage Nominations received from the Utility or that we establish in

accordance with this paragraph. Usage Nominations may be made verbally, in writing, by facsimile, or by other electronic transmission. (b) We shall both use commercially reasonable efforts to avoid imposition of any fees, penalties, cash-outs, costs or charges assessed by a transporter for failure to satisfy the transporter's balancing and/or nomination requirements (**"Imbalance Charges"**). If Imbalance Charges are incurred as a result of your receipt of quantities of Gas greater than or less than the quantity of Gas confirmed by transporter(s), then you shall be responsible for such Imbalance Charges. If Imbalance Charges are incurred as a result of our delivery of quantities of Gas greater than or less than the quantity of Gas confirmed by transporter(s), then we shall be responsible for such Imbalance Charges.

5. Default under this Agreement. You will be in default under this Agreement if you fail to: pay your bills on time and in full; provide cash deposits or other security as required by Section 3 above; or perform all material obligations under this Agreement (other than a failure to receive gas) and you do not cure such default within five (5) business days of written notice from us; or if you declare or file for bankruptcy or otherwise become insolvent or unable to pay your debts as they come due. We will be in default under this Agreement if we fail to perform all material obligations under this Agreement (other than a failure to deliver gas) and do not cure such default within five (5) business days written notice from you, or if we declare or file for bankruptcy or otherwise become insolvent or unable to pay our debts as they come due.

6. Remedies upon default. If you are in default under this Agreement, in addition to any other remedies available to us, we may terminate this Agreement entirely, or solely with respect to those Facilities affected by such default, and switch your Facilities back to Utility service (consistent with applicable regulations and Utility practices); and/or require that you compensate us for all losses we sustain due to your default, including:

- payment of all amounts you owe us for natural gas provided to you;
- when the Agreement is terminated early (entirely or as to certain Facilities), payment of an amount (that we will calculate using our reasonable judgment) equal to the positive difference between (a) the dollar amount you would have paid to us under this Agreement had it not been terminated early and (b) the dollar amount we could resell such natural gas for to a third party under then-current market conditions; and all costs (including attorneys' fees, expenses and court costs) we incur in collecting amounts you owe us under this Agreement. The parties agree that any early termination payment determined in accordance with this Section is a reasonable approximation of harm or loss, and is not a penalty or punitive in any respect, and that neither party is required to enter into a replacement transaction to determine or be entitled to a termination payment.

7. Changes in law. We may pass through or allocate, as the case may be, to you any increase or decrease in our costs related to the natural gas and related products and services sold to you that results from the implementation of new, or changes (including changes to formula rate calculations) to existing, Laws, or other requirements or changes in administration or interpretation of Laws or other requirements. **"Law"** means any law, rule, regulation, ordinance, statute, judicial decision, administrative order, Utility or transporter business practices or protocol, Utility or transporter tariff, rule of any commission or agency with federal jurisdiction or jurisdiction in the state in which the Facilities are located. Such additional amounts will be included in your subsequent invoices. The changes described in this Section may change any or all of the charges described in this Agreement.

8. Force Majeure and Transporter Restrictions. **"Force Majeure"** means an event that is beyond either of our reasonable control that prevents either of us from performing our obligations under this Agreement. If a Force Majeure event occurs, then the affected party will be relieved from performance until the situation is resolved. Examples of Force Majeure events include: acts of God, fire, war, terrorism, flood, earthquake; declaration of emergency by a governmental entity or the Utility; curtailment, disruption or interruption of Gas transmission, distribution or supply (including without limitation as the result of an OFO, as defined below); regulatory, administrative, or legislative action, or action or restraint by court order or other governmental entity; actions taken by third parties not under either of our control, such as a Utility. Such events shall not excuse failure to make payments due in a timely manner for Gas we supply. Each of us will use commercially reasonable efforts to give notice (which may be by electronic means) to the other in a timely manner of any operational flow orders or other usage or flow restrictions (**"OFO"**) from the applicable pipelines or utilities and shall take all required steps to comply with such orders. Each of us will take all commercially reasonable actions required by the OFO within the time prescribed. If OFO penalties, charges, fees, costs

or expenses result from the actions or inactions of one of us, then such party shall be solely responsible for any such penalties, charges, fees, costs or expenses. We both agree that OFOs may require one or both of us to buy or sell Gas quantities in the then-current market conditions, which may be appreciably higher or lower than the original pricing.

9. Limitations on Liability. IN NO EVENT WILL EITHER PARTY OR ANY OF ITS RESPECTIVE AFFILIATED COMPANIES BE LIABLE FOR ANY CONSEQUENTIAL, EXEMPLARY, SPECIAL, INCIDENTAL OR PUNITIVE DAMAGES, INCLUDING WITHOUT LIMITATION, LOST OPPORTUNITIES OR LOST PROFITS NOT CONTEMPLATED BY SECTION 6. Each party's total liability related to the Agreement, whether arising under breach of contract, tort, strict liability or otherwise, will be limited to direct, actual damages. Direct actual damages payable to us will reflect the early termination payment calculation in Section 6. Each party agrees to use commercially reasonable efforts to mitigate damages it may incur. NO WARRANTY, DUTY, OR REMEDY, WHETHER EXPRESSED, IMPLIED OR STATUTORY, ON OUR PART IS GIVEN OR INTENDED TO ARISE OUT OF THIS AGREEMENT, INCLUDING ANY WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE OR USE. We will have no liability or responsibility for matters within the control of the Utility, which include maintenance of natural gas pipelines, service interruptions, loss or termination of service or meter readings.

10. Dispute Resolution. This Agreement will be governed by and interpreted in accordance with the laws of THE STATE OF NEW YORK without regard to any choice of law principles. BOTH PARTIES AGREE IRREVOCABLY AND UNCONDITIONALLY TO WAIVE ANY RIGHT TO A TRIAL BY JURY OR TO INITIATE OR BECOME A PARTY TO ANY CLASS ACTION CLAIMS WITH RESPECT TO ANY ACTION, SUIT OR PROCEEDING DIRECTLY OR INDIRECTLY ARISING OUT OF OR RELATING TO THIS AGREEMENT OR THE TRANSACTIONS CONTEMPLATED BY THIS AGREEMENT.

11. Relationship of Parties. We are an independent contractor and nothing in this Agreement establishes a joint venture, fiduciary relationship, partnership or other joint undertaking. You will not rely on us in evaluating the advantages or disadvantages of any specific product or service, predictions about future energy prices, or any other matter under this Agreement. Your decision to enter into this Agreement and any other decision or action you take is and will be based only upon your own analysis (or that of your advisors) and not on information or statements from us.

12. Confidentiality. Consistent with applicable regulatory requirements, we will hold in confidence all information obtained by us from you related to the provision of services under this Agreement and which concern your energy characteristics and use patterns, except that we may disclose such information to (a) our affiliates and such affiliates' employees, agents, advisors, and independent contractors, (b) third parties representing you in the purchase of natural gas, and (c) other third parties, if the information (i) is presented in aggregate and (ii) cannot be reasonably expected to identify you. Except as otherwise required by law, you will agree to keep confidential the terms of this Agreement, including price.

13. Miscellaneous Provisions. In the case of CNEG Consolidated Billing, you agree that (i) you remain exclusively liable to the Utility for all Utility charges, (ii) we have no obligation to review Utility charges for accuracy, and (iii) should you dispute Utility charges, that is a matter for you and the Utility to resolve without our involvement. If in any circumstance we do not provide notice of, or object to, any default on your part, such situation will not constitute a waiver of any future default of any kind. If any of this Agreement is held legally invalid, the remainder will not be affected and will be valid and enforced to the fullest extent permitted by law and equity, and there will be deemed substituted for the invalid provisions such provisions as will most nearly carry out our mutual intent as expressed in this Agreement. You may not assign or otherwise transfer any of your rights or obligations under this Agreement without our prior written consent. Any such attempted transfer will be void. We may assign our rights and obligations under this Agreement. This Agreement contains the entire agreement between us, supersedes any other agreements, discussions or understandings (whether written or oral) regarding the subject matter of this Agreement, and may not be contradicted by any prior or contemporaneous oral or written agreement. A facsimile or email copy of your signature will be considered an original for all purposes, and you will provide original signed copies upon request. Each party authorizes the other party to affix an ink or digital stamp of its signature to this Agreement and agrees to be bound by a document executed in such a manner. Both of us acknowledge that any document generated with respect to this Agreement, including this Agreement, may be imaged and stored electronically and such imaged documents may be introduced as evidence in any proceeding as if such were original business records and neither of

us shall contest their admissibility as evidence in any proceeding. Except as otherwise explicitly provided in this Agreement, no amendment (including in form of a purchase order you send us) to this Agreement will be valid or given any effect unless signed by both of us. Applicable provisions of this Agreement will continue in effect after termination or expiration of this Agreement to the extent necessary, including those for billing adjustments and payments, limitations of liability, indemnification and dispute resolution. We shall have the right to set-off and net any amounts owed to you against any amounts you owe us under this Agreement or any other agreement. This Agreement is a "forward contract" and we are a "forward contract merchant" under the U.S. Bankruptcy Code, as amended. The parties intend that this Agreement is exempt from the application of the requirements of the U.S. Commodity Exchange Act 7 U.S.C. §§ 1a(47)(B)(ii), et seq., as amended ("CEA") for Retail Commodity Transactions pursuant to section 2(c)(2)(D)(ii). Further, we are not providing advice regarding "commodity interests", including futures contracts and commodity options or any other matter, which would cause us to be a commodity trading advisor under the CEA as defined in Section 1a(12). You agree that your purpose in entering into this Agreement is not speculation, but rather price volatility control and/or budget management for procurement of Gas for one or more of your Facilities and if any transaction hereunder gives you the right to adjust the Contract Quantity or to require CNEG to provide some other quantity of gas, your election to exercise such right is based on supply and demand factors related to your business. You represent that (i) you are duly organized and in good standing under the laws of the jurisdiction of your formation; (ii) you are authorized and qualified to do business in the jurisdiction necessary to perform under this Agreement; (iii) execution, delivery and performance of this Agreement are duly authorized and do not violate any of your governing documents or contracts or any applicable law; and (iv) you qualify as an "eligible contract participant" as the same is defined under the CEA. We will send all contract notices, invoices and TCs to the address or email provided in this Agreement unless directed otherwise. Separate from contract related notices sent in accordance with this section, time sensitive operational notices shall be sent via email and/or online portal to representatives designated by Customer. Your authorization of us to your Utility as a recipient of your gas billing and usage data will remain in effect during the term of this Agreement unless you rescind the authorization upon written notice to us. We reserve the right to cancel this Agreement in the event you rescind this authorization. To the extent you are represented by a broker, agent, association or other third party (collectively, "**Broker**"), you acknowledge and understand that (i) the broker is your representative and does not represent CNEG, (ii) we may be making a payment to Broker in connection with Broker's facilitation of you and CNEG entering into a Transaction, and (iii) unless otherwise noted, the Contract Price reflects any fee paid to Broker.

EXHIBIT A – FORM OF TRANSACTION CONFIRMATION*

*The actual Transaction Confirmation entered into between Customer and CNEG may differ from this form to reflect state regulatory and other local requirements and terms applicable to the Facility. This Form of Transaction Confirmation is for illustrative purposes only and CNEG reserves the right to alter the form of this Transaction Confirmation at any time.

This Transaction Confirmation is delivered pursuant to and in accordance with a natural gas supply agreement effective _____, 20__ (the “Master Agreement”), by and between Constellation NewEnergy – Gas Division, LLC (“CNEG”) and _____ (“Customer”), and is subject to and made part of the terms and conditions of such Master Agreement. Capitalized terms used herein but not defined will have the meanings ascribed to them in the Master Agreement.

Trade Date:

Buyer:

Seller:

Facility Name:

Delivery Period:

Nature of Parties’ Obligation:

Deal Type:

Contract Quantity/Price:

Month/Yr	Contract Quantity (in MMBtu)	Contract Price

US\$ Rounded to four decimal places
Plus applicable taxes

Incremental Pricing:

Delivery Point(s):

Utility:

Default Service: To the extent a Facility continues to receive gas from CNEG beyond the Delivery Period, all such gas will be considered month to month purchases and will be priced at the Market Price.

Special Provisions:

This Transaction Confirmation documents an agreement previously reached by authorized representatives of the Parties. Unless disputed by Customer in writing within two (2) business days of Constellation’s execution date, or such time frame as specified in the Master Agreement, it is binding and shall be deemed accepted.

CONSTELLATION NEWENERGY – GAS DIVISION, LLC

By: _____
Name: _____
Title: _____
Date: _____

CUSTOMER

By: SAMPLE _____
Name: NOT FOR EXECUTION _____
Title: _____
Date: _____



SMARTPORTFOLIO FULL REQUIREMENTS

This Rider (“**Rider**”) is effective September 1, 2026, (“**Rider Effective Date**”), is made a part of that certain natural gas agreement entered into on June 17, 2026 (“**Master Natural Gas Agreement**”) by and between Constellation NewEnergy – Gas Division, LLC (“**CNEG**”) and Linn-Mar Community School District (“**Customer**”), and is subject to all of the provisions, terms and conditions of such Master Natural Gas Agreement. Capitalized terms used herein but not defined will have the meanings ascribed to them in the Master Natural Gas Agreement. The purpose of this Rider is to set forth the specific terms and conditions related to the services performed by CNEG for Customer’s facilities (“**Facilities**”). In the event of a conflict between a TC (if any), this Rider and the Master Natural Gas Agreement, the terms of the documents shall govern in the order presented in this sentence.

The SmartPortfolio Program (“SmartPortfolio” or “SmartPortfolio Program”) is a complete approach for managing physical natural gas purchases and protecting against price volatility. The intent of SmartPortfolio is to provide a time diversified physical gas price which utilizes a time-proven, systematic, and algorithmic approach to risk management.

1. SmartPortfolio Overview. SmartPortfolio manages spot market gas deliveries and, over time, locks in a fixed price for the elected volumes. The intent of SmartPortfolio is to provide a time diversified physical gas price which utilizes a time-proven, systematic, and algorithmic approach to risk management. The “**SmartPortfolio Price**” includes CNEG’s commodity price, basis, transportation, fuel, and CNEG’s costs to deliver gas and provide Services as described herein. The SmartPortfolio Price does not include any applicable taxes or utility distribution charges.

2. Services. CNEG will provide on an exclusive basis, and Customer will pay for, the services set forth below (collectively, the “**Services**”). As part of SmartPortfolio, CNEG will designate an Account Manager to provide the Services as described herein. The Account Manager will serve as the Customer’s point of contact and manage the relationship between CNEG and the Customer. Customer will be provided a username and password to access Energy Manager or CNEG’s current secured web-based portal. Customer will be able to view online reports identifying volumes for which prices have been fixed through the SmartPortfolio Program over time as well as cumulative purchases since the inception of Customer’s participation in the SmartPortfolio Program. Account specific information and reports can be viewed and printed. Examples of account specific reports that may be available include: (a) monthly analysis reports, (b) daily usage histories, and (c) monthly usage and peak day analysis. Market based information can also be viewed and printed from the portal. Examples of market based information may include: (a) Weekly Market Summary, (b) Natural Gas Market Update, (c) Natural Gas Futures Update, and (d) historical NYMEX pricing. Customer also has the option to subscribe to periodic natural gas market update Webinars, newsletters, and more.

3. Volumetric Participation. CNEG shall be the exclusive natural gas supplier to the identified Facilities during the term of this Rider. The SmartPortfolio Price will apply to all volumes delivered to Customer by CNEG not covered by separate transaction confirmation. Forecasted monthly volumes (“**Monthly Volumes**”) are listed below for each Facility in the attached Facility Listing. Any Customer directed basis purchases should be limited to approximately 50% or less of the Monthly Volumes.

4. Purchasing Strategy. SmartPortfolio manages both commodity and basis, which are two main components of physical gas pricing. Each component will be managed in accordance with the following purchasing strategies:

- a. Commodity.** SmartPortfolio leverages time to diversify physical gas commodity price risk and will fix a commodity price for volumes up to the amount of the Volatility Protection Percentage selected below based on the number of months remaining in the term and Customer’s Monthly Volumes (“**SmartPortfolio Commodity Price Risk Management Purchasing Strategy**”). For example, if at the beginning of the Initial Term there are twenty (20) months remaining before a specific delivery month, approximately 1/20 (5.0%) of Customer’s Monthly Volumes in Volatility Protection for that delivery month will be fixed each month prior to the delivery month.

Customer’s SmartPortfolio “**Volatility Protection Percentage**” is indicated below. The Volatility Protection Percentage is the percentage of commodity volumes purchased pursuant to the SmartPortfolio Commodity Price Risk Management Purchasing Strategy. The higher the percentage, the greater the volatility protection. For example, if Customer chooses 75% Volatility Protection, 75% of the Monthly Volumes will have the price fixed in advance of the month of flow pursuant to the SmartPortfolio Commodity Price Risk Management Purchasing Strategy and the remaining 25% will be priced at then-current market prices during the month of delivery.

0%	25%	50%	75%	Custom %
				100%

- b. Basis.** SmartPortfolio leverages time diversification principles for physical basis requirements using a modified dollar cost averaging methodology whereby SmartPortfolio purchases during summer months (April through October) for all forward flow months (January through December) for a two (2) year forward window. SmartPortfolio does not purchase forward physical gas basis during winter (November through March). SmartPortfolio further diversifies physical gas basis requirements by locking approximately 50% of Customer’s Monthly Volumes and floating 50% to be priced at then-current market prices (“**SmartPortfolio Basis Price Risk Management Purchasing Strategy**”); provided, however, CNEG may modify this methodology as needed due to market liquidity constraints.

5. Term, Termination. The initial term of this Rider will commence upon the Rider Effective Date and will continue for a period of 24 months thereafter (the “**Initial Term**”). This Rider will be extended and renewed for additional 1 month periods automatically, unless terminated by either party upon 24 months written notice to the other party delivered to each party’s respective notice address prior to the renewal date. For the avoidance of doubt, Customer acknowledges and agrees that CNEG is performing the Services as an adjunct to the provision of gas under the Master Natural Gas Agreement, and as such if either party has the right to terminate all or a portion of the Master Natural Gas Agreement in regard to the provision of such gas, that shall be a basis to terminate this Rider as well. CNEG shall have no obligation to continue to provide Services if CNEG is no longer supplying gas to Customer under the Master Natural Gas Agreement. For each Renewal Term, CNEG may change the Monthly Volumes based on Customer’s actual usage.

6. Guarantee Period and Rider Modification. Customer may request modification of the Volatility Protection or Initial Term and/or withdrawal from SmartPortfolio within thirty (30) days following Customer's signature date below (the "**Guarantee Period**") without an early termination payment. However, any actual amendments to this Rider will be made in accordance with the Master Natural Gas Agreement and will require mutual agreement and signature of both Parties. CNEG will process the written request and will notify Customer of its acceptance or rejection of Customer's request within seven (7) calendar days from CNEG's receipt of the request. Any Rider modification requests after the Guarantee Period including, but not limited to, changes to Volatility Protection, or Initial Term and/or withdrawal from SmartPortfolio may result in an early termination payment with regard to any volumes for which prices have been fixed through the SmartPortfolio Program. Customer acknowledges that, even if Customer terminates during the Guarantee Period when no early termination payment will apply, Customer will remain responsible for payment for any natural gas delivered to Customer prior to termination .

7. Level of Service and Delivery Point All deliveries of gas pursuant to this Rider will be on a Firm basis and the Delivery Point will be Customer's utility citygate; provided, however, to the extent that Customer owned transportation capacity is used to deliver natural gas to the Customer, the Delivery Point shall be the receipt point of such capacity.

8. Acknowledgment of SmartPortfolio Purchasing Strategy. Customer acknowledges and agrees to the SmartPortfolio purchasing strategies and processes set forth in this Rider. No guarantees are made or implied that a specific price will be achieved. The Purchasing Strategy is subject to modification by CNEG at any time, for any reason ("**New Purchasing Strategy**"). Should CNEG issue a New Purchasing Strategy, CNEG shall send Customer written notice and details of the New Purchasing Strategy and Customer will have the option of declining to participate in the New Purchasing Strategy, but may only exercise such option by providing timely written notice of its non-participation to CNEG. If Customer's notice of non-participation in the New Purchasing Strategy is not received by CNEG within twenty (20) calendar days of the date of the New Purchasing Strategy notice, then Customer shall be deemed to have accepted such New Purchasing Strategy and will be subject to the methodologies contained therein.

9. Transporter Restrictions. Both parties agree that operational flow orders or other usage or operating instructions (each an "**OFO**") from a pipeline or utility may require one or both parties to buy or sell gas quantities in the then-current market conditions, which may be appreciably higher or lower than what the SmartPortfolio price would have been absent the OFO. During OFOs, CNEG may (but is not required to) increase or decrease nominations, as appropriate, to avoid penalties.

This Rider shall not be binding or enforceable against CNEG unless and until signed by an authorized representative of CNEG. This Rider may be executed by facsimile and in multiple counterparts, each of which shall be deemed an original and all of which together shall constitute one and the same instrument.

FACILITY LISTING

As of the Rider Effective Date, the following Facilities are receiving the Services.

Volumes below are in Dth (1Dth = 10 therms)													
Facility Location(s)							Utility			Utility Account Number			CNEG Customer ID
3457 10TH ST, MARION, IA 52302-5957							MIDAM			0322151008			RG-44900190
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
TY130 1842	672	565	488	369	285	200	217	205	216	350	474	591	4,632
Facility Location(s)							Utility			Utility Account Number			CNEG Customer ID
901 E MAIN ST, ROBINS, IA 52328-9731							MIDAM			2541078012			RG-44900191
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
TY080 0586	682	561	453	337	272	250	257	258	253	325	443	578	4,669
Facility Location(s)							Utility			Utility Account Number			CNEG Customer ID
3111 10TH ST, MARION, IA 52302-5434							MIDAM			4447083024			RG-44900192
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
TY235 5638	2,990	2,372	1,606	901	474	98	73	114	208	766	1,574	2,353	13,529
Facility Location(s)							Utility			Utility Account Number			CNEG Customer ID
3555 10TH ST, MARION, IA 52302-5900							MIDAM			4468083025			RG-44900193
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
TI0181 021	964	761	503	258	55	16	20	13	20	209	492	754	4,065
Facility Location(s)							Utility			Utility Account Number			CNEG Customer ID
453 ECHO-HILL RD, Marion, IA 52302-4803							MIDAM			00510-32144			RG-47229889
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
	45	40	32	22	14	26	29	19	13	20	29	40	329
Facility Location(s)							Utility			Utility Account Number			CNEG Customer ID
490 62ND ST UNIT REAR, Marion, IA 52302-4700							MIDAM			00480-84008			RG-47229890
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
	69	60	38	19	4	0	0	0	1	14	35	58	298
Facility Location(s)							Utility			Utility Account Number			CNEG Customer ID
2301 50th Street, Marion, IA 52302-7649							MIDAM			02941-10016			RG-47229891
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
SY249 0406	17	15	17	16	17	16	17	17	16	17	16	17	198
Facility Location(s)							Utility			Utility Account Number			CNEG Customer ID
2900 INDIAN-CREEK RD, Marion, IA 52302-1109							MIDAM			03080-82021			RG-47229892
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
	151	137	56	54	56	6	6	6	7	7	7	151	644
Facility Location(s)							Utility			Utility Account Number			CNEG Customer ID
400 ECHO-HILL RD, Marion, IA 52302-4803							MIDAM			04911-58020			RG-47229893
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
	5	4	4	4	4	1	1	1	4	4	4	5	41
Facility Location(s)							Utility			Utility Account Number			CNEG Customer ID
4901 ALBURNETT RD, Marion, IA 52302-9818							MIDAM			06630-74024			RG-47229894
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
	109	99	39	38	39	52	54	54	28	29	28	109	678
Facility Location(s)							Utility			Utility Account Number			CNEG Customer ID
401 29TH AVE, Marion, IA 52302-1102							MIDAM			07771-34092			RG-47229895
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
	11	10	12	12	12	4	4	4	10	10	10	11	110

Facility Location(s)							Utility		Utility Account Number			CNEG Customer ID	
2125 27TH ST, Marion, IA 52302							MIDAM		29360-70029			RG-47229896	
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
	8	7	6	6	6	1	1	1	6	6	6	8	62
Facility Location(s)							Utility		Utility Account Number			CNEG Customer ID	
490 62ND ST, Marion, IA 52302-4700							MIDAM		31740-36152			RG-47229897	
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
	239	208	133	65	13	5	5	4	5	50	121	200	1,048
Facility Location(s)							Utility		Utility Account Number			CNEG Customer ID	
2999 N 10TH ST, Marion, IA 52302-5478							MIDAM		43840-83024			RG-47229898	
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
	2	2	1	1	1	10	10	10	18	18	18	2	93
Facility Location(s)							Utility		Utility Account Number			CNEG Customer ID	
3920 35TH AVE, Marion, IA 52302							MIDAM		47011-30011			RG-47229899	
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
	46	42	39	32	29	31	33	31	29	32	37	43	424
Facility Location(s)							Utility		Utility Account Number			CNEG Customer ID	
7085 C AVE NE STE 6, Cedar Rapids, IA 52402							MIDAM		56071-29060			RG-47229900	
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
	23	21	7	7	7	1	1	1	1	2	1	23	95
Facility Location(s)							Utility		Utility Account Number			CNEG Customer ID	
151 BOYSON RD NE, Cedar Rapids, IA 52402							MIDAM		91420-78021			RG-47229901	
Meter #	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Facility Total
	309	270	191	108	33	14	16	10	14	88	175	266	1,494

(SIGNATURES FOLLOW ON NEXT PAGE)

IN WITNESS WHEREOF, THE PARTIES HAVE EXECUTED THIS DOCUMENT THROUGH THEIR DULY AUTHORIZED REPRESENTATIVES.

CNEG

Sign:

Print Name: Amanda Stewart

Print Title: Vice President- Retail Ops

Date: _____

CUSTOMER

Sign:

Print Name: Katie Lowe Lancaster

Print Title: Board President

Date: _____

LICENSE AGREEMENT
COMMERCIAL

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

1. DEFINITIONS

- 1.1 "Trademarks" means the word and logo marks depicted in Exhibit A.
- 1.2 "Licensed Product" means the products bearing the Trademarks.
- 1.3 "Royalty Rate" means the percentage defined in Exhibit B.
- 1.4 "Net Sales" means Licensee's gross invoice amount billed to customers of Licensed Products, less discounts and allowances actually shown on the invoice and, further, less any bona fide returns supported by credit memoranda actually issued to the customers. No other costs incurred in the manufacturing, selling, advertising, and distribution of the Licensed Products shall be deducted, nor shall any deduction be allowed for any uncollectible accounts or allowances.
- 1.5 "Licensed Market" means the types of products that may be marked with the Trademarks, as defined in Exhibit B.
- 1.6 "Customers" means the people to whom Licensed Products may be sold, as defined in Exhibit B.
- 1.7 "Term" means the period of time, as defined in Exhibit B, starting from the Effective Date.

2. LICENSE

- 2.1 Scope of License. Licensor grants to Licensee a non-exclusive license to make, have made, and sell Licensed Products in the Licensed Market throughout the world to Customers. Licensee shall not have the right to sub-license beyond the extent necessary to manufacture the Licensed Products. Licensee shall make no other use of the Trademarks.
- 2.2 Royalty. Licensee shall pay Licensor a royalty equal to the Royalty Rate time Net Sales.
- 2.3 Code of Conduct. The grant of the license to the Licensee is contingent upon Licensee agreeing to and adhering to the Code of Conduct, attached at Exhibit C.

3. LICENSOR'S CONTROL

- 3.1 In order to protect and preserve Licensor's rights in the Trademarks, Licensee agrees that (i) prior to the first use of the Trademarks by Licensee, Licensee shall obtain a Licensor's approval of all aspects of such use, including quality of the Licensed Product; and (ii) once Licensee's use of the Trademarks is initially approved by Licensor, any subsequent modification in such use, including changes in quality of the licensed Product, must be reviewed and approved by Licensor prior to implementation of such modification. Licensor may terminate this Agreement if Licensee fails to abide by these quality control provisions.

4. USE OF THE TRADEMARK

- 4.1 Trademark Format. Licensor retains the right to specify, from time to time, the format in which Licensee shall use the Trademarks, and Licensee shall only use the Trademarks in a format approved by Licensor.
- 4.2 Proper Notice and Acknowledgement. Every use of the Trademark by Licensee shall incorporate a superscript TM or a circle enclosing an R, as directed by Licensor.
- 4.3 Impairment of Licensor's Rights. Whether during or after the term of this Agreement, Licensee shall not challenge or otherwise impair Licensor's rights in the Trademarks. Licensee shall not apply for the registration of, or cause or allow the filing of an application for the registration of, a tradename, trademark or service mark which is identical to or confusingly similar to any of the Trademarks.
- 4.4 Licensor's Rights and Remedies. Licensee agrees that Licensor retains, and may exercise, all rights and remedies available to Licensor as a result of Licensee's breach of this Agreement, misuse of the

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

5. TERMINATION

5.1 Termination without Cause. Either party may terminate this Agreement, with or without cause, by delivering written notice of termination to the other party, and, unless a later date is specified in such notice, termination shall be effective thirty (30) days after the date such notice is given.

5.2 Termination for Cause. Notwithstanding the provisions of Section 5.1, this Agreement shall automatically terminate without notice from Licensor if: (i) Licensee violates the Code of Conduct; (ii) Licensee attempts to assign, transfer or otherwise convey, without first obtaining Licensor's written consent, any of the rights granted to Licensee; (iii) Licensee fails to obtain Licensor's approval of Licensee's use of the Trademark in accordance with Section 3 of this Agreement; (iv) Licensee uses the Trademark in a manner in violation of, or otherwise inconsistent with, the restrictions imposed by or in connection with Section 4 of this Agreement; or (v) Licensee uses the Trademark in a manner not expressly permitted by this Agreement.

5.3 Effect of Termination. All rights granted by this Agreement, shall expire upon termination of this Agreement, and upon termination Licensee shall immediately cease and desist from all further use of the Trademarks, except that Licensee may continue to sell off Licensed Products in its inventory for a period of ninety (90) days.

6. REPORTING AND PAYMENTS

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

7. MISCELLANEOUS

7.1 Indemnification. Licensee agrees to indemnify and hold harmless Licensor and its board, officers, employees, and contractors from any and all claims or allegations for damage or injury to persons or property or for loss of life or limb under any product liability, tort liability or similar cause of action arising out of or in connection with (i) its activities or (ii) the use of License Products by third parties.

7.2 Assignment. Except as permitted, Licensee shall not assign, sublicense, transfer, or otherwise convey Licensee's rights or obligations without Licensor's prior written consent.

7.3 Applicable Law. This Agreement shall be interpreted, construed, and enforced pursuant to, and in accordance with, the laws of the State of Iowa. Parties agree that jurisdiction is proper in the courts of Linn County, Iowa.

7.4 Entire Agreement. This Agreement supersedes all previous agreements, understandings, and arrangements between the parties, whether oral or written, and constitutes the entire agreement between the parties.

7.5 Amendments. This Agreement may not be modified except by an agreement in writing executed by the parties hereto.

7.6 Waivers. The waiver by either party of a breach or other violation of any provision of this Agreement shall not operate as a waiver of any subsequent breach of the same or other provision of this Agreement.

7.7 Notice. All communication to be given under this Agreement shall be in writing and shall be delivered by hand, by facsimile, by registered or certified mail through the United States Postal Service, or by courier service at the addresses listed below.

7.8 Counterparts. This Agreement may be executed in several counterparts, each of which shall be an original, but all of which together shall constitute one and the same Agreement.

RECEIVED

JUL 13 2026

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

Please print (except for your signature) and provide all the information requested.

Licensee: (Commercial)

Full Name of Entity: Pel Industries, Inc.

Purpose of Use of Licensed Materials: Sale to Retail Customers

Contact's Title/Position: Sales Manager

Contact's Name (print): Laura Mills

Contact's Signature: Laura Mills Date Signed: 7/9/26

Contact Information: Phone: 1-800-643-3055 X 104

Email: lmills@pelindustries.com

Full Address: 2001 Town West Drive
Rogers, AR 72756

Licensors:

Linn-Mar Community School District
3556 Winslow Road, Marion, IA 52302
District Contact: Business Services
Email: sofferman@linnmar.k12.ia.us
Phone: (319) 447-3145

Board President's Name (printed): Katie Lowe Lancaster

Board President's Signature: _____ Date: _____

Exhibit A

a)



b)



c)



d)



e)



f) Linn-Mar Community School District

g) Linn-Mar Lions

Exhibit B

Commercial

Royalty Rate: 8%

Licensed Markets: Everything not prohibited by Code of Conduct

Customers: Everyone

Term: One (1) year

Reporting Period: Quarterly

Exhibit C

CODE OF CONDUCT COMMERCIAL

Prohibited Items. Licensee shall not use any Trademarks in connection with the promotion of sexual activity or tobacco, alcohol or illegal drug use including refraining from using the Trademarks i) in combinations with any positive or neutral mention of sexual activity, tobacco, alcohol, or illegal drugs; and ii) on any item used during sexual activity or used for consuming tobacco, alcohol, or illegal drugs.

Supplier Performance. Licensee is expected to provide the highest level of ethics and service in all business facets which include categories such as products and services, delivery, administration, and customer service. Licensee shall not engage in unscrupulous business practices and misrepresentations of any type. Licensee and its representatives shall be courteous, considerate, prompt, and businesslike with those whom they deal including employers, employees, suppliers, and the general public. Licensees may be subject to formal evaluations.

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

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

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

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

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

LICENSE AGREEMENT
COMMERCIAL

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

1. DEFINITIONS

- 1.1 "Trademarks" means the word and logo marks depicted in Exhibit A.
- 1.2 "Licensed Product" means the products bearing the Trademarks.
- 1.3 "Royalty Rate" means the percentage defined in Exhibit B.
- 1.4 "Net Sales" means Licensee's gross invoice amount billed to customers of Licensed Products, less discounts and allowances actually shown on the invoice and, further, less any bona fide returns supported by credit memoranda actually issued to the customers. No other costs incurred in the manufacturing, selling, advertising, and distribution of the Licensed Products shall be deducted, nor shall any deduction be allowed for any uncollectible accounts or allowances.
- 1.5 "Licensed Market" means the types of products that may be marked with the Trademarks, as defined in Exhibit B.
- 1.6 "Customers" means the people to whom Licensed Products may be sold, as defined in Exhibit B.
- 1.7 "Term" means the period of time, as defined in Exhibit B, starting from the Effective Date.

2. LICENSE

- 2.1 Scope of License. Licensor grants to Licensee a non-exclusive license to make, have made, and sell Licensed Products in the Licensed Market throughout the world to Customers. Licensee shall not have the right to sub-license beyond the extent necessary to manufacture the Licensed Products. Licensee shall make no other use of the Trademarks.
- 2.2 Royalty. Licensee shall pay Licensor a royalty equal to the Royalty Rate time Net Sales.
- 2.3 Code of Conduct. The grant of the license to the Licensee is contingent upon Licensee agreeing to and adhering to the Code of Conduct, attached at Exhibit C.

3. LICENSOR'S CONTROL

- 3.1 In order to protect and preserve Licensor's rights in the Trademarks, Licensee agrees that (i) prior to the first use of the Trademarks by Licensee, Licensee shall obtain a Licensor's approval of all aspects of such use, including quality of the Licensed Product; and (ii) once Licensee's use of the Trademarks is initially approved by Licensor, any subsequent modification in such use, including changes in quality of the licensed Product, must be reviewed and approved by Licensor prior to implementation of such modification. Licensor may terminate this Agreement if Licensee fails to abide by these quality control provisions.

4. USE OF THE TRADEMARK

- 4.1 Trademark Format. Licensor retains the right to specify, from time to time, the format in which Licensee shall use the Trademarks, and Licensee shall only use the Trademarks in a format approved by Licensor.
- 4.2 Proper Notice and Acknowledgement. Every use of the Trademark by Licensee shall incorporate a superscript TM or a circle enclosing an R, as directed by Licensor.
- 4.3 Impairment of Licensor's Rights. Whether during or after the term of this Agreement, Licensee shall not challenge or otherwise impair Licensor's rights in the Trademarks. Licensee shall not apply for the registration of, or cause or allow the filing of an application for the registration of, a tradename, trademark or service mark which is identical to or confusingly similar to any of the Trademarks.
- 4.4 Licensor's Rights and Remedies. Licensee agrees that Licensor retains, and may exercise, all rights and remedies available to Licensor as a result of Licensee's breach of this Agreement, misuse of the

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

5. TERMINATION

5.1 Termination without Cause. Either party may terminate this Agreement, with or without cause, by delivering written notice of termination to the other party, and, unless a later date is specified in such notice, termination shall be effective thirty (30) days after the date such notice is given.

5.2 Termination for Cause. Notwithstanding the provisions of Section 5.1, this Agreement shall automatically terminate without notice from Licensor if: (i) Licensee violates the Code of Conduct; (ii) Licensee attempts to assign, transfer or otherwise convey, without first obtaining Licensor's written consent, any of the rights granted to Licensee; (iii) Licensee fails to obtain Licensor's approval of Licensee's use of the Trademark in accordance with Section 3 of this Agreement; (iv) Licensee uses the Trademark in a manner in violation of, or otherwise inconsistent with, the restrictions imposed by or in connection with Section 4 of this Agreement; or (v) Licensee uses the Trademark in a manner not expressly permitted by this Agreement.

5.3 Effect of Termination. All rights granted by this Agreement, shall expire upon termination of this Agreement, and upon termination Licensee shall immediately cease and desist from all further use of the Trademarks, except that Licensee may continue to sell off Licensed Products in its inventory for a period of ninety (90) days.

6. REPORTING AND PAYMENTS

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

7. MISCELLANEOUS

7.1 Indemnification. Licensee agrees to indemnify and hold harmless Licensor and its board, officers, employees, and contractors from any and all claims or allegations for damage or injury to persons or property or for loss of life or limb under any product liability, tort liability or similar cause of action arising out of or in connection with (i) its activities or (ii) the use of License Products by third parties.

7.2 Assignment. Except as permitted, Licensee shall not assign, sublicense, transfer, or otherwise convey Licensee's rights or obligations without Licensor's prior written consent.

7.3 Applicable Law. This Agreement shall be interpreted, construed, and enforced pursuant to, and in accordance with, the laws of the State of Iowa. Parties agree that jurisdiction is proper in the courts of Linn County, Iowa.

7.4 Entire Agreement. This Agreement supersedes all previous agreements, understandings, and arrangements between the parties, whether oral or written, and constitutes the entire agreement between the parties.

7.5 Amendments. This Agreement may not be modified except by an agreement in writing executed by the parties hereto.

7.6 Waivers. The waiver by either party of a breach or other violation of any provision of this Agreement shall not operate as a waiver of any subsequent breach of the same or other provision of this Agreement.

7.7 Notice. All communication to be given under this Agreement shall be in writing and shall be delivered by hand, by facsimile, by registered or certified mail through the United States Postal Service, or by courier service at the addresses listed below.

7.8 Counterparts. This Agreement may be executed in several counterparts, each of which shall be an original, but all of which together shall constitute one and the same Agreement.

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

Please print (except for your signature) and provide all the information requested.

Licensee: (Commercial)

Full Name of Entity: Touchdown Club

Purpose of Use of Licensed Materials: Fan shirts used to fundraise for club

Contact's Title/Position: Wendy Nielsen 2026 co-chair

Contact's Name (print): Wendy Nielsen

Contact's Signature: Wendy Nielsen Date Signed: 7/17/26

Contact Information: Phone: (319) 350-2303

Email: wnielsen@crbt.com

Full Address: 3098 Hawks Ridge Lane
Marion, IA 52302

Licensors:

Linn-Mar Community School District
2999 N 10th Street, Marion, IA 52302
District Contact: Business Services
Email: sofferman@linnmar.k12.ia.us
Phone: (319) 447-3145

Board President's Name (printed): Katie Lowe Lancaster

Board President's Signature: _____ Date: _____

Exhibit A

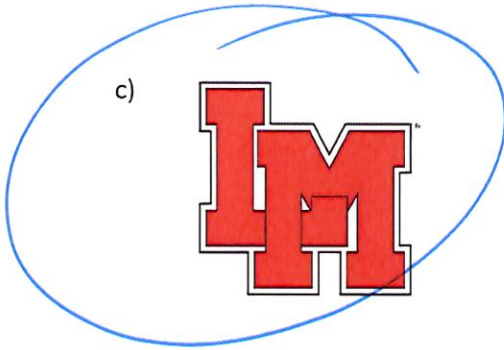
a)



b)



c)



d)



e)



f) Linn-Mar Community School District

g) Linn-Mar Lions

Exhibit B

Commercial

Royalty Rate: 8%

Licensed Markets: Everything not prohibited by Code of Conduct

Customers: Everyone

Term: One (1) year

Reporting Period: Quarterly

Exhibit C

CODE OF CONDUCT COMMERCIAL

Prohibited Items. Licensee shall not use any Trademarks in connection with the promotion of sexual activity or tobacco, alcohol or illegal drug use including refraining from using the Trademarks i) in combinations with any positive or neutral mention of sexual activity, tobacco, alcohol, or illegal drugs; and ii) on any item used during sexual activity or used for consuming tobacco, alcohol, or illegal drugs.

Supplier Performance. Licensee is expected to provide the highest level of ethics and service in all business facets which include categories such as products and services, delivery, administration, and customer service. Licensee shall not engage in unscrupulous business practices and misrepresentations of any type. Licensee and its representatives shall be courteous, considerate, prompt, and businesslike with those whom they deal including employers, employees, suppliers, and the general public. Licensees may be subject to formal evaluations.

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

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

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

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

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



MEMORANDUM OF UNDERSTANDING

THIS AGREEMENT is made on the 3rd day of August, 2026 by and between the City of Marion, hereinafter referred to as the “City,” and Linn-Mar Community School District hereinafter referred to as the “Linn-Mar,” together they shall be collectively referred to as “the Parties” and individually as “Party.”

WHEREAS, the Parties use the same equipment in the normal course of business; and

WHEREAS, sharing certain equipment provides a financial benefit to both Parties, without imposing a substantial burden; and

WHEREAS, the Parties wish to formalize an equipment sharing arrangement.

NOW THEREFORE, the City and the Linn-Mar agree as follows:

1. The Parties agree that only qualified and trained employees shall use equipment belonging to the other Party.
2. The Parties agree that each Party shall have priority use of its own equipment and vehicles and shall have the right to refuse use of either to the other party at any time.
3. The Parties agree that each shall maintain insurance coverage as follows:

GENERAL LIABILITY:

Each Occurrence \$1,000,000

Personal and Advertising

Injury \$1,000,000

General Aggregate

\$2,000,000

Contractual Liability

Coverage for operations by independent service providers

AUTOMOBILE LIABILITY:

Combined Single Limit \$1,000,000

Hired, Owned, and Non-Owned

Liability Contractual Liability

UMBRELLA/EXCESS LIABILITY

Limit: \$1,000,000

WORKERS COMPENSATION:

State Statutory Limits:

\$500,000/\$500,000/\$500,000

Waiver of Subrogation in favor
of the Other Party

4. The Parties agree to return any borrowed equipment in good working order and in substantially the same condition as when it was borrowed. Each party shall be responsible for repairing or replacing equipment belonging to the other party that was damaged or destroyed while in their care.
5. Linn-Mar agrees to indemnify and hold harmless the City and its officers, agents and employees from all loss, liability, claims, or expense (including reasonable attorneys' fees) arising out of negligent or intentional act or error or omission of Linn-Mar, its agents, servants, or employees in the performance of services under this agreement, whether direct or indirect, except that Linn-Mar shall not be liable under this section for damages arising out of injury or damage to persons or property directly caused or resulting from the sole negligence of the City or any of its officers, agents or employees.
6. The City agrees to indemnify and hold harmless the Linn-Mar and its officers, agents and employees from all loss, liability, claims, or expense (including reasonable attorneys' fees) arising out of negligent or intentional act or error or omission of the City, its agents, servants, or employees in the performance of services under this agreement, whether direct or indirect, except that the City shall not be liable under this section for damages arising out of injury or damage to persons or property directly caused or resulting from the sole negligence of Linn-Mar or any of its officers, agents or employees.

IN WITNESS WHEREOF, the parties to this Agreement have set their hands on the day and year first written above.

CITY OF MARION, IOWA

LINN-MAR COMMUNITY SCHOOL DISTRICT

ATTEST:

Katie Lowe Lancaster, Board President

Rachel Bolender, City Clerk

Jordan Judkins
General Manager
Blake Judkins
Sales, Iowa
Brady
Ellenbecker



Mark Boland, President
304 Orchard Drive
Marshalltown, IA 50158
641-752-7589

Quote For:

Linn-Mar CSD
Marion, IA 52302
Date:7/22/25

Prepared By:

Blake Judkins
Boland Recreation
Marshalltown, IA 50158

Item Description	Amount
Labor Charge for Additional Stone Work - Indian Creek	\$4,380.00
*this is in addition to original turf contract	

Subtotal	\$4,380.00
Freight	
Total Cost	\$4,380.00

Prices shown above are good for 30 days (after 30 days, the quote will have to be updated due to volatility)
Lead times are approximately 2-3 **weeks** after the order has been placed.
Prices DO NOT include sales tax, if applicable.
Payment for materials is due no later than 30 days after delivery.
Payment for installation services is due no later than 15 days after completion of work.
Boland Recreation reserves the right to charge a 1.5% fee on past due invoices.

NOTE: Boland Recreation, Inc. is NOT RESPONSIBLE for unloading of equipment, storage, permits, fees, ground preparation, installation (unless specifically stated above), pea gravel, borders, dumpster/disposal of trash, sales tax, or anything in addition to what is listed above.

Independent Contractor Agreement



Please provide all information requested and sign page two.

Exhibit 804.7

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

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

1. **SERVICES TO BE PERFORMED:** Coaching and Sectional work with LMHS Orchestras
2. **GROUP/DEPARTMENT WORKING WITH:** Linn-Mar Orchestras
3. **AMOUNT OF PAYMENT:** \$500

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

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.
5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.
6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This agreement shall begin on August 28th, 2026 and shall continue in effect until June 1st, 2027, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.
12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 18 day of July, 2026.

Independent Contractor Signature:

Linn-Mar CSD Representative Signature:

Title: cellist/coach

Title: School Board President

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

Internal Use Only

Account Code: HS Orchestra - Giacoletto

Business Office: 7.29.26 Date CAA Initial

Board Meeting: 8.3.26 Date

Independent Contractor Agreement



Exhibit 804.8

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with John Hall, 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:** Coach and help run sectionals for LMHS Orchestras
2. **GROUP/DEPARTMENT WORKING WITH:** LMHS Orchestra Department
3. **AMOUNT OF PAYMENT:** \$2000.00.

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

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.
5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.
6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

- This agreement is signed and dated this 17th day of July, 2026.

Title: School Board President

Revised 1.30.25



Independent Contractor Agreement

Please provide all information requested and sign page two.

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

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

1. **SERVICES TO BE PERFORMED:** Coaching and Sectional work with LMHS Orchestras
2. **GROUP/DEPARTMENT WORKING WITH:** Linn-Mar Orchestras
3. **AMOUNT OF PAYMENT:** \$65.00 per hour (Approximately 13-14 total hours = around \$900)

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

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.
5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.
6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This agreement shall begin on August 28th, 2026 and shall continue in effect until June 1st, 2027, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.
12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 18th day of July, 2026.

Independent Contractor Signature:

[Signature]
Title: Doctor of Musical Arts

Linn-Mar CSD Representative Signature:

Title: School Board President

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

Internal Use Only

Account Code: HS Orchestra - Giacoletto

Business Office: 7.29.26

Date

CA

Initial

Board Meeting: 8.3.26

Date

Independent Contractor Agreement



Please provide all information requested and sign page two.

Exhibit 804.10

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

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

1. **SERVICES TO BE PERFORMED:** Coaching and Sectional work with LMHS Orchestras
2. **GROUP/DEPARTMENT WORKING WITH:** Linn-Mar Orchestras
3. **AMOUNT OF PAYMENT:** \$500

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

4. **INDEPENDENT CONTRACTOR RELATIONSHIP:** The parties intend that this independent contractor agreement create an IC relationship between them. The district is interested only in the end results achieved by the services of the IC and that they conform to the requirements specified in this agreement. The manner of achieving these results and the right to exercise control or direction as to the details, means, and methods by which the services are completed is the responsibility of the IC. The IC is not an agent or employee of the district for any purpose. Neither party shall be considered to be an agent, master, or servant of the other party for any purpose whatsoever and neither has any authority to enter into any contract, assume any obligations, or make any warranties or representations on behalf of the other. The district is not responsible for deducting from payments to the IC any amounts for taxes, insurance, or other similar items relating to the IC. Accordingly, the IC shall be responsible for payment of all taxes arising out of the IC's activities in accordance with this independent contractor agreement, including by way of illustration but not limitation: federal and state income tax, social security tax (FICA), unemployment insurance taxes (FUTA), and any other taxes or business license fees, as required. The IC shall further assume exclusive responsibility for the filing of all tax returns due in connection with all amounts paid to the IC under the terms of this independent contractor agreement.
5. **PAYROLL OR EMPLOYMENT TAXES:** No payroll or employment taxes of any kind shall be withheld or paid with respect to payments to the IC. The payroll or employment taxes that are subject to this paragraph include but are not limited to: FICA (social security tax), FUTA (federal unemployment tax), federal income tax, state income tax, and state unemployment insurance tax.
6. **FRINGE BENEFITS:** The IC is not eligible for and shall not participate in any employee pension, health, disability, or other fringe benefit plan of the district.

- This agreement is signed and dated this 18 day of July, 2026.



Excursions and Trips Request Form

Code 603.3-E

Date Request Received by CFO/COO: 7-21-26

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

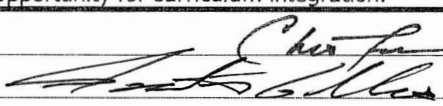
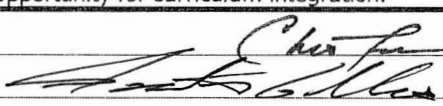
Overnight excursions/trips require prior approval of the building administrator, the superintendent [or designee], and the school board. In authorizing excursions/trips, the building principal will consider the financial condition of the school district, the educational benefit of the activity, the inherent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

THE REQUEST WILL INCLUDE:

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

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

Group: Girls Swim + Dive team Submitted by: Chris Fechner
(Examples: Robotics, FBLA, etc.) (Name)

Criteria		Description	Provided
Purpose	Required	Purpose of excursion/trip is clearly defined and ". . . is a vital part of the curriculum or current activity." <i>Reference Board Policy 603.3.</i>	CLF
Pre-Planning	Required	Evidence of pre-planning that will maximize the learning experiences of students on this excursion/trip. <i>(Dates, location, number of student participants, plan for supervision, proposed itinerary, hotel, cost/budget source, required participation paperwork, clarification if request is dependent upon pre-qualifying for an event, etc.)</i>	CLF
Follow-Up	Required	Evidence of planning for follow-up in order to maximize the learning experiences of students on this excursion/trip.	CLF
Assessment	Required	Evidence that students will be required to demonstrate their understanding of the learning expected from this experience.	CLF
Funding	Required	Source of funding has been determined that meets Department of Education and district guidelines. <i>Reference Board Policy 603.3.</i>	
Common Experience	<i>Recommended</i>	This excursion/trip is a common experience that all students at this grade level or activity group should have.	CLF
Multi-disciplinary	<i>Recommended</i>	This excursion/trip addresses more than one curricular area and offers the opportunity for curriculum integration.	
Building Principal Approval			Date <u>7/20/24</u>
Chief Financial/Operating Officer Approval			Date <u>7/21/26</u>
Board of Directors Approval			Date

LM Girls Swim Team Overnight Trip Proposal [\(Excursion and Trips Request Form Link\)](#)

Location: Waukee, IA
Dates: September 18–19, 2026
Group: LM Girls Varsity Swim and Dive Team
Participants: ~25 student-athletes
Submitted by: Jon Stivers

The purpose of this overnight is to compete at the Waukee invitational. The warmup times are early in the AM which would require a very early start if not for an overnight stay the night before.

This trip is a great opportunity for the varsity swimming and diving team to compete against some of the best in the state prior to the regional and state meets. An overnight stay allows the team to perform at their best the day of the meet.

Pre-Planning Details

Dates & Travel

- Departure: September 18, 2026, at 7:00 PM from Linn-Mar
- Arrival: ~9:30 PM in Waukee
- Return: September 19, 2026 following 10:00 PM

Location

Waukee CSD Natatorium, Waukee Community School District.

Participants

- Approximately 25 student-athletes (grades 9–12)
- Coaching staff and approved chaperones

Detailed Supervision Plan

- Supervision ratio will meet or exceed district expectations
- Coaches and chaperones will be assigned to specific groups
- Structured supervision during:
 - Competition
 - Meals
 - Evening and overnight periods
- Attendance checks conducted at all transitions
- Clear expectations for:
 - Behavior
 - Curfew (10:00 PM lights out)
 - Room assignments
- Emergency contact information and medical forms will be maintained by staff at all times

Proposed Itinerary

Day 1 – September 18	Day 2 – September 19	
• 7:00 PM – Depart Linn-Mar	• 6:00 – 6:45 AM – Breakfast	•
• 9:30 PM – Arrive at Camp Hotel	• 6:45 AM Hotel Checkout, Head to Waukee pool	

- | | |
|--|--|
| <ul style="list-style-type: none"> ● 9:45 – 10:00 PM – Room check-in ● 10:00 PM – Lights out | <ul style="list-style-type: none"> ● 7:00 AM Arrive at Waukeez pool for warmups and competition ● 11:15 AM – Classroom/Team Development Session ● 4:30 PM – End of Swim Meet ● 5:00 PM – Load onto bus for travel to dinner ● 6:00 PM – Depart for Linn Mar Aquatic Center ● 8:30 PM – Expected Arrival at LMAC ● |
|--|--|

Estimated Costs (Per Student)

- Travel, lodging & meals: TBD/person

Estimated Total Per Student: TBD, based on hotel stay costs and 2 away meals.

Funding Sources

- Athlete participation fees
- Booster club support
- Fundraising opportunities
- Fee waivers supported per district policy

Number of Participants: Approximately 25 student-athletes

Required Participation Paperwork

- Parent/guardian permission forms
- Medical/emergency contact forms
- Code of conduct agreement
- Transportation forms

Risk Considerations

- On-site supervision at all times
- Emergency procedures reviewed upon arrival
- Medical information accessible to coaching staff
- Structured schedule minimizes unsupervised time

**Policy Series 1000 – School and Community Relations
Community Activities Involving Students**



Policy 1005.4-E1 Fundraising Request Form

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

Request Form Due	Board Approval Date	Fundraiser Start Date
First day of school for fundraisers occurring from Oct 1 thru Dec 31	First meeting in Sept	Fundraisers should NOT start until the day immediately following board approval.
Last day of school before Thanksgiving break for fundraisers occurring from Jan 1 thru Mar 31	December meeting	
By Feb 15 for fundraisers occurring from Apr 1 thru May 31	March meeting	
By April 15 for fundraisers occurring from Jun 1 thru Sept 30	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 the funds are raised.

Building Name: Linn-Mar High School Sponsoring Group: Girls Basketball ✓
 Contact Name: Chad Tompkins Contact Phone: (319) 730-1632
 Contact Email: ctompkins@linnmar.k12.ia.us District Acct Code: 21.0109.1900.920.10811 ✓
 Description of Fundraising Activity (Information required for the request to be considered)
 Fundraising Activity: Apparel Sales ✓
 Activity Start/End Dates: Oct - Nov. 2026 ✓ Estimated Proceeds: \$ 1,000
 Purpose/Use of Funds Raised: (Must be specific) Proceeds will be used to pay for an extra coaching contract and camp costs for the program. ✓

Administrator Approval:

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

Building Administrator Signature: [Signature] Date: 7/20/26

Business Office and Board Review/Approval:

Business Office Review/Approval: [Signature] Date: 7/28/26

Board Review/Approval: _____ Date: _____

Date Request Received: 7/27/26 Summary Due Date: Jan 11, 2027

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Community Activities Involving Students**



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Building Name: Linn-Mar High School Sponsoring Group: Girls Basketball ✓
 Contact Name: Chad Tompkins Contact Phone: (319) 730-1132
 Contact Email: ctompkins@linnmar.k12.ia.us District Acct Code: 21.0109.1900.920 ✓
 Description of Fundraising Activity (Information required for the request to be considered)
 Fundraising Activity: Poster Donations ✓
 Activity Start/End Dates: Oct. - Nov. 2026 Estimated Proceeds: \$ 500
 Purpose/Use of Funds Raised: (Must be specific) Will be used to purchase team posters.

Administrator Approval:
 I approve this request as necessary to provide funds for the purposes described above.
 Building Administrator Signature: [Signature] Date: 7/20/24

Business Office and Board Review/Approval:
 Business Office Review/Approval: [Signature] Date: 7/28/24
 Board Review/Approval: _____ Date: _____

Date Request Received: 7/27/26 Summary Due Date: Jan 11, 2027

**Policy Series 1000 – School and Community Relations
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Building Name: Linn-Mar High School Sponsoring Group: Girls Basketball
 Contact Name: Chad Tompkins Contact Phone: (319) 730-1632
 Contact Email: ctompkins@linnmar.k12-ia.us District Acct Code: 21.0109.1900.920.6811 ✓
 Description of Fundraising Activity (Information required for the request to be considered)
 Fundraising Activity: Youth Camps ✓
 Activity Start/End Dates: June 2027 ✓ Estimated Proceeds: \$ 4,000
 Purpose/Use of Funds Raised: (Must be specific) Proceeds will be used to pay for an extra coaching contract and other costs throughout the season. ✓

Administrator Approval:
 I approve this request as necessary to provide funds for the purposes described above.
 Building Administrator Signature: [Signature] Date: 7/20/26

Business Office and Board Review/Approval:
 Business Office Review/Approval: [Signature] Date: 7/28/26
 Board Review/Approval: _____ Date: _____

Date Request Received: 7/27/26 Summary Due Date: Aug 11, 2027