



District Honors & Highlights

September 14, 2026

Youth Softball Highlights: Congratulations to the Lions 13U-Black Softball Team for their 4-0 sweep during the 14U Open Division Back to School Bash and to the Lions 11U-Red Softball Team for taking 2nd in 110! Congratulations also go out to the Lions 10U-Red Softball Team for their 4-0 win during the Fall Fireball!



Student Mayoral Honor: Congratulations to Brooke and Keegan, from Echo Hill Elementary, for serving as "Mayors for a Day" and assisting Mayor AbouAssaly with a tour of Marion City Hall and the Marion Public Library, meeting City police officers, simulating a ribbon cutting ceremony at the Marion Chamber of Commerce, and participating in the Marion City Council meeting! The event is hosted as part of a local Marion fundraiser.



UofI Kid Captains Honor: Congratulations to Charlie P. of Hazel Point Intermediate and Charley R. of Linn-Mar High School for being named University of Iowa Health Care Stead Family Children's Hospital Kid Captains for the 2026 Iowa Hawkeye Football Season! Charlie will serve as Kid Captain on September 12th, and Charley will serve on October 31st.

New Teachers Highlight: The district was excited to welcome 30 new teachers on August 12th, and we wish them a great year!



School Resource Officer Highlight: Kudos to Marion Police Officer & School Resource Officer Tom Daubs for his [series of back to school safety videos](#)! Thanks for helping keep the students and community safe!



Academic Honors: Congratulations to the 1,100 LM High School students who recently received Academic Awards for receiving a 3.33 GPA or higher during the 2025-26 school year!

Linn-Mar High School was also ranked #1 in the Cedar Rapids metro area in the [US News & World Report 2026-27 Public High School Rankings](#)! #WeAreLinnMar

National Merit Scholarship Honors: Congratulations to LM High School students Manasvi Devi Reddy and Sahana Nagarajan for being named semifinalists in the 72nd annual National Merit Scholarship Program. Both are now eligible to continue in the competition for National Merit Finalist status and scholarships.



Second Reading of Policy Recommendations: The following policies were reviewed by the Policy Committee on 8/3/26, presented for first reading on 8/17, and are now being presented for second reading on 9/14.

Edit Key:

- Edits in **green** within the policies are recommended additional language.
- Edits in **red** within the policies are recommended removed language.

Annual Review and/or Contact Updates		
Policy #	Title	Status
102.1	Long-Range Needs Assessment	Reviewed
103.1-R	Anti-Bullying/Harassment Policy Investigation Procedures	Revised
103.1-E1	Anti-Bullying/Harassment Complaint Form	Revised
103.1-E2	Anti-Bullying/Harassment Witness Disclosure Form	Revised
104.3	Prohibition of Discrimination/Harassment Based on Sex Per Title IX	Revised
105.1-E	Abuse of Students by District Employees Reporting Form	Revised
400.3	Personnel: Qualifications, Recruitment, Selection	Revised
403.33	Affirmative Action	Revised
Miscellaneous Policies		
502.3	Student Substance Use	Reviewed
2026 Legislative Session Required Edits		
201.4	School Board Elections	Revised
204.1	School Board Meeting Notice	Revised
400.1	Equal Employment Opportunity	Revised
403.28	Responsible Technology Use	Revised
502.1	Student Conduct	Revised
502.11	Student Expression and Student Publications	Revised
502.16	Disruptive Behavior	New
502.16-R1	Disruptive Behavior Removal Procedures	New
502.16-R2	Disruptive Behavior Removal Procedures for Nonviolent Behavior for Students with an IEP	New
503.4	Student Activity Program	Revised
504.31	Administration of Medication to Students	Revised
504.31-E2	Authorization-Asthma, Airway Constricting, or Respiratory Distress Medication Self-Administration Consent Form	Revised
504.31-E3	Parent/Guardian Authorization and Release Form for Independent Self Carry and Administration of Prescribed Medication or Independent Delivery of Health Services by the Student	Revised
504.32	Stock Prescription Medication Supply	Revised
504.32-E	Parental Authorization and Release Form for the Administration of Voluntary School Supply of Stock Medication for Life-Threatening Incidents	Revised
602.1	Basic Instruction Program	Revised
602.2	Private Instruction	Revised
602.5	Special Education	Revised
602.23	Open Enrollment Transfers-Procedures as a Receiving District	Revised
603.8	Physical Education	Revised
603.10	Religion-Based Exclusion from a School Program	Revised
603.12	Technology and Instructional Materials	Revised
603.12-R3	One-to-One Digital Device Program Technology Adoption Checklist	New
604.1	Student Guidance and Counseling Program	Revised
604.4	Talented and Gifted Program	Revised
604.4-R	Program for Gifted and Talented Regulation	New
1001.8	Public Examination of District Records	Revised

**Policy 102.1
Long-Range Needs Assessment**

Long-range needs assessment enables the district to analyze assessment data, get feedback from the community about its expectations of students, and determine how well students are meeting student learning goals. The board will conduct ongoing and in-depth needs assessments by soliciting information from business, labor, industry, higher education, and community members regarding their expectations for adequate student preparation.

In conjunction with the in-depth needs assessment of the district, the board will authorize the appointment of a School Improvement Advisory Committee (SIAC) representing administrators, employees, parents, students, community members, and board members to make recommendations and assist the board in determining the priorities of the district, in addition to the basic skills areas of the education program.

Feedback from district patrons, staff, and students will be gathered on a regular basis. The School Improvement Advisory Committee, working with the superintendent, will gather input from the district's patrons, staff, and students on the district's long-range goals, student learning goals, and other areas as deemed appropriate by the committee. This input will be used in the committee's decision-making process and guidance in making recommendations to the board.

It is the responsibility of the superintendent [or designee] to ensure the community is informed of student progress on state and locally determined indicators. The superintendent [or designee] will report annually to the board about the means used to keep the community informed.

As a result of the board and committee's work, the board will determine major educational needs and rank them in priority order, develop long-range goals and plans to meet the needs, establish and implement short-range and intermediate-range plans to meet the goals and to attain the desired levels of student performance, evaluate progress toward meeting the goals and maintain a record of progress under the plan that includes reports of student performance and results of school improvement projects, and annually report the district's progress made under the plan to the committee, the community, and the Iowa Department of Education.

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

FILING A COMPLAINT

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

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

INVESTIGATION

The district will promptly and reasonably investigate allegations of bullying or harassment upon receipt of a written complaint. The district's Nondiscrimination Coordinators (hereinafter "investigator") will be responsible for handling all complaints alleging bullying or harassment.

The district's Nondiscrimination Coordinators are:

Equal Employment/Nondiscrimination Coordinator/Title IX Coordinator:

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

Nondiscrimination Coordinator:

Chad Lang ~~Nathan Wear~~, Associate Superintendent
319-447-3028 / chad.lang@Linnmar.k12.ia.us nathan.wear@Linnmar.k12.ia.us

Special Education/Student Services Nondiscrimination Coordinator:

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

Address: 3556 Winslow Road, Marion, IA 52302
Fax: 319-403-8008

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

1. Interviews with the complainant and the individual named in the complaint ("respondent");

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

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

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

DECISION

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

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

Name of Person Filing Complaint (Complainant):_____

Date of Complaint:_____

Name of Alleged Bully/Harasser:_____

Date and Place of Alleged Incident:_____

Names of Witnesses (if any):_____

In the space below, please describe what happened and why you believe that you or someone else has been bullied/harassed. Please be as specific as possible and attach additional pages if necessary.

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Evidence of bullying/harassment such as letters, photos, etc. (Attach evidence, if possible):

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

Complainant's Signature: _____ **Date:** _____

Please return this completed form to:

Equal Employment/Nondiscrimination Coordinator/Title IX Coordinator:

Karla Christian, Chief Human Resources Officer

319-447-3036 / kchristian@Linnmar.k12.ia.us

Nondiscrimination Coordinator:

Chad Lang ~~Nathan Wear~~, Associate Superintendent

319-447-3028 / **chad.lang@Linnmar.k12.ia.us** ~~nathan.wear@Linnmar.k12.ia.us~~

Special Education/Student Services Nondiscrimination Coordinator:

Anne Faber, Executive Director of Student Services

319-730-3663 / anne.faber@linnmar.k12.ia.us

Address: 3556 Winslow Road, Marion, IA 52302

Fax: 319-403-8008

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

Revised: 6/20; 10/23; 9/24; 9/25

Related Policy: 103.1; 103.1-R; 103.E2-E3

IASB Reference: 104-E(1)

LM LINN-MAR
Community
School District

Name of Witness:_____

Date of Interview:_____

Description of Incidents Witnessed (Include date and place of incidents):_____

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There are no margins, text, or other markings on the paper.[illegible]

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

Witness's Signature: _____ Date: _____

Return this completed form to:

Equal Employment/Nondiscrimination Coordinator/Title IX Coordinator:

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

Nondiscrimination Coordinator:

Chad Lang ~~Nathan Wear~~, Associate Superintendent
319-447-3028 / **chad.lang@Linnmar.k12.ia.us** ~~nathan.wear@Linnmar.k12.ia.us~~

Special Education/Student Services Nondiscrimination Coordinator:

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

Address: 3556 Winslow Road, Marion, IA 52302

Fax: 319-403-8008

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

Revised: 6/20; 10/23; 9/24; 9/25

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

IASB Reference: 104-E(2)

Policy 104.3

Prohibition of Discrimination and Harassment Based on Sex Per Title IX

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

Sexual discrimination involves treating a student or employee (including applicants for employment) unfavorably because of that person's sex, including the person's sexual orientation, transgender status, or pregnancy.

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- 1) An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
- 2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
- 3) The following specific offenses as defined by federal law: sexual assault, domestic violence, dating violence, and stalking.

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

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

Title IX Coordinator:

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

Title IX Deputy Coordinator:

Chad Lang **Nathan Wear**, Associate Superintendent

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

Address: 3556 Winslow Road, Marion, IA 52302

Fax: 319-403-8008

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

Adopted: 9/20

Reviewed: 3/23

Revised: 10/23; 9/24; 11/25

Related Policy: 103 Series; 104 Series

Legal Reference: 20 USC § 1681 et seq; 34 CFR § 106 et seq

IASB Reference: 106

Mandatory Policy

LM LINN-MAR
Community
School District

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

Student's School: _____

Allegation is of: Physical Abuse Sexual Abuse**

***Parents of children who are in pre-kindergarten through sixth grade and whose children are the alleged victims of or witness to sexual abuse have the right to see and hear any interviews of their children in the investigation. Please indicate "yes" if the parent/guardian wishes to exercise this right:*

_____ Yes _____ No Telephone Number: _____

Please describe what happened (Include date, time, and where the incident took place, if known. If physical abuse is alleged, also state the nature of the student's injury. Attach an additional sheet if needed):

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Were there any witnesses to the incident or are there students or persons who may have information about this incident? ____Yes ____No

If yes, please list by name (if known) or classification:

(Example: Third grade class, fourth period geometry class, etc.)

Complainant's Signature: _____ **Date:** _____

Complainant's Relationship to Student: _____

Please return this completed and signed form to:

- Karla Christian, Chief Human Resources Officer, Equal Employment/Nondiscrimination Coordinator, Title IX Coordinator
 - 319-447-3036 / kchristian@Linnmar.k12.ia.us
- **Chad Lang** ~~Nathan Wear~~, Associate Superintendent and Nondiscrimination Coordinator
 - 319-447-3028 / **chad.lang@Linnmar.k12.ia.us** ~~nathan.wear@Linnmar.k12.ia.us~~
- Anne Faber, Executive Director of Student Services and Special Education/Student Services Nondiscrimination Coordinator
 - 319-730-3663 / anne.faber@Linnmar.k12.ia.us

Address: 3556 Winslow Road, Marion, IA 52302
Fax: 319-403-8002

Related Policy: 105.1
Reviewed: 9/14; 3/17; 3/23; 10/25
Revised: 6/20; 10/23; 8/24; 9/25

Policy 400.3
Personnel Qualifications, Recruitment, Selection

Persons interested in a position, other than administrative positions which will be employed in accordance with board policies in Series 300-Administration, will have an opportunity to apply and qualify for positions in the district without regard to race, color, creed, sex, national origin, religion, age, sexual orientation, gender identity, physical or mental ability or disability, marital status, physical attributes, genetic information, ancestry, political party preference, political belief, military status, socioeconomic status, pregnancy, familial status, or any other classification that is protected in accordance with the applicable equal employment opportunity and affirmative action laws, directives, and regulations of federal, state, and local governing bodies.

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

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

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

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

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

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

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

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

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

Adopted: 6/70
Reviewed: 1/11; 2/14; 9/14; 12/16; 4/20; 4/23; 8/25
Revised: 2/10; 12/11; 4/13; 4/16; 9/16; 8/24
Related Policy: 302.4; 303.1; 400.1-E
Legal Reference (Code of Iowa): §§ 20; 35C; 216;
256.27; 279.13; 281 IAC 12; 282 IAC 14
IASB Reference: 405.02; 411.02
Mandatory Policy

Policy 403.33
Affirmative Action

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

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

The Affirmative Action Plan helps enable the district to:

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

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

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

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

- **Nondiscrimination Coordinator:**

- **Chad Lang** ~~Nathan Wear~~, Associate Superintendent
319-447-3028 / chad.lang@linnmar.k12.ia.us ~~nathan.wear@linnmar.k12.ia.us~~

Address: 3556 Winslow Road, Marion IA 52302

Fax: 319-403-8008

Inquiries may also be directed in writing to the following:

- Equal Employment Opportunity Commissions
Milwaukee Area Office
Reuss Federal Plaza
310 W Wisconsin Avenue, Suite 800
Milwaukee WI 53203-2292
800-669-4400 or TTY 800-669-6820
<http://www.eeoc.gov/field/milwaukee/index.cfm>
- Iowa Civil Rights Commission
6200 Park Avenue, Suite 100
Des Moines IA 50321-1270
515- 281-4121 or 800-457-4416
<https://icrc.iowa.gov/>

Adopted: 2/09

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

Revised: 10/23; 9/24; 8/25

Policy 502.3
Student Substance Use

The board believes it is imperative to promote the health and well-being of all students in the district. The district will provide a substance use prevention program and set restrictions on substance use by students in accordance with applicable law.

The board prohibits the distribution, dispensing, manufacture, possession, use, or being under the influence of alcohol, tobacco/nicotine products, other controlled substances, or “look alike” substances that appear to be tobacco/nicotine products, alcohol, or other controlled substances (ex: schedule I; schedule II-V drugs without a valid prescription) by students while on district property or on property within the jurisdiction of the district; while on school owned and/or operated school or chartered vehicles; while attending or engaged in school activities; and while away from school grounds if the misconduct will directly affect the good order, efficient management, and welfare of the district.

Controlled substances in this policy refers to the misuse of both licit and illicit drugs.

The board believes such illegal, unauthorized, or contraband materials generally cause material and substantial disruption to the school environment or present a threat to the health and safety of students, employees, or visitors.

Violation of this policy by students will result in disciplinary action including suspension or expulsion. Use, purchase, or being in possession of tobacco/nicotine products for those under the age of 21 may be reported to the local law enforcement authorities. Possession, use, or being under the influence of alcohol and/or of a controlled substance may also be reported to the local law enforcement authorities.

Students who violate the terms of this policy may be required to satisfactorily complete a substance use assistance or rehabilitation program approved by the school board. If such student fails to satisfactorily complete such a program, the student may be subject to discipline including suspension or expulsion.

The board believes the substance use prevention program will include:

- a. Age-appropriate, evidence-based substance use prevention curriculum for students in grades kindergarten through 12, which address the legal, social, and health consequences of tobacco/nicotine products, drug, and alcohol use and which provide information about effective

techniques for resisting social pressure to use tobacco/nicotine products, drugs, or alcohol;

- b. A statement to students that the use of controlled substances and the unlawful possession and use of tobacco/nicotine products and alcohol is harmful to student well-being;
- c. Standards of conduct for students that clearly prohibit, at a minimum, the unlawful possession, use, being under the influence of or distribution of controlled substances, tobacco/ nicotine products, and/or alcohol by students on school premises or as part of any of its activities;
- d. A clear statement that disciplinary sanctions, up to and including suspension or expulsion and referral for prosecution, will be imposed on students who violate the policy and a description of those sanctions;
- e. A statement that students may be required to complete a substance use evaluation to determine whether substance use disorder treatment is recommended and, if recommended, successfully complete an appropriate rehabilitation program;
- f. Information about drug and alcohol counseling and rehabilitation and re-entry programs available to students;
- g. A requirement that parents and students be given a copy of the standards of conduct and the statement of disciplinary sanctions required; and
- h. Notification to parents and students that compliance with the standards of conduct is mandatory.

It is the responsibility of the superintendent, in conjunction with principals, to develop administrative regulations regarding this policy.

Adopted: 6/70

Reviewed: 3/12; 10/14; 10/17; 9/20

Revised: 5/11; 7/13; 1/15; 3/23; 8/24

Related Policy: 502.1; 502.2; 502.2-R; 502.3-R; 502.4; 1004.3

Legal Reference (Code of Iowa): §§123.46; 124; 279.8-9; 453A;

281 IAC 12.3(6), .5(3)(e), .5(4)(e), .5(5)(e); 34 CFR Pt 86

IASB Reference: 502.07

Mandatory Policy

Policy 201.4
School Board Elections

The school election takes place on the first Tuesday after the first Monday in November of odd-numbered years. Each school election is used to elect citizens to the board to maintain a seven member board and to address questions that are submitted to the voters.

Citizens of the school district community seeking a seat on the board must file their nomination papers with the **county commissioner of elections board secretary, or the board secretary's designee in accordance with the timelines established by law.**

If a vacancy occurs on the board it shall be filled in accordance with law and board policy.

It is the responsibility of the County Commissioner of Elections to conduct school elections.

As specified by law, special elections may be called by the school board with regard to those matters stipulated in the Code of Iowa.

Adopted: 9/85
Reviewed: 10/11; 4/13; 8/14; 10/19; 10/22
Revised: 11/08; 9/16; 11/18; 10/25
Related Policy: 204.5
Legal Reference (Code of Iowa): §§ .39; .45; .63; .69; 274.7; 277; 278.1; 279.7
IASB Reference: 201

Policy 204.1 School Board Meeting Notice

The regular meeting time and dates will be set by the board at the organizational meeting in odd-numbered years or at the annual meeting in even-numbered years.

Board meetings are normally scheduled for the second and fourth Mondays of the month when the school calendar allows. The board will adhere to the established meeting dates and times unless the board requires additional meetings or, due to circumstances beyond the board's control, the meetings cannot be held on the regular meeting dates, and the meetings will then be rescheduled in accordance with law and policy. Public notice of the meetings will be given, and board meeting dates and times will be posted on the district website upon board approval.

Meetings of the board are conducted for the purpose of carrying out the business of the school district. Only board members have the authority to make and second motions and vote on issues before the board. The board may establish rules for its own governance and determine the procedures that will be followed during board meetings. Meetings may be closed to the public to allow the board to discuss a specific topic as defined by law. (Refer to Policy 204.3)

Public notice will be given for meetings and work sessions held by the board. Public notice will indicate the time, place, date, and tentative agenda of board meetings. The public notice will be posted in a prominent **and conspicuous place that is annually designated for that purpose and always visible to the public. Public notice will also be posted on the primary internet site owned or maintained by the district.** ~~place clearly designated for posting agendas in the central administration office, and on an exterior facing door/window so that community members may see the agenda when the building is physically closed.~~ The agenda will be posted at a minimum, 24 hours **before a scheduled meeting or work session** ~~prior to the start of the meeting.~~

If the district amends the tentative agenda after posting and it is within 24 hours of the meeting, the amended agenda will be clearly marked as "amended" and the specific amended portions identified. Public notice of the amended agenda must be given in the same manner as notice of the original tentative agenda.

A copy of the public notice, either electronic or print, will be provided to **news media** ~~those~~ who have filed a request for notice with the board secretary. A copy of the public notice will also be accessible electronically.

In the case of special meetings, public notice will be given in the same manner as for a regular meeting unless it is an emergency meeting. In that case, public

notice of the meeting will be given as soon as practical and possible in light of the situation. The media and others who have requested notice will be notified of the emergency meeting electronically. ~~Attendance at a special meeting or emergency meeting by the media or board members will constitute a waiver of notice.~~

It is the responsibility of the board secretary to give public notice of board meetings and work sessions. The district's website is used to inform the public of future meetings and agendas.

Adopted: 9/85

Reviewed: 10/11; 9/16; 10/19; 10/22

Revised: 8/23; 9/24; 10/25

Related Policy: 204.2-8; 204.16

Legal Reference (Code of Iowa): §§ 21.2-4; 279.1-2; ~~173 N.W.2d 837~~

IASB Reference: 210.02; 210.05

Policy 400.1
Equal Employment Opportunity

The Linn-Mar Community School District will provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity and affirmative action laws, directives and regulations of federal, state, and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. The district will utilize affirmative action standards which are based on the population of the district community, the student population served, or the individuals who can reasonably be recruited. Employees will support and comply with the district's established equal employment opportunity and affirmative action policies. Employees will be given notice of this policy annually.

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

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

Individuals who file an application with the district will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and Iowa Department of Education for the position for which they apply. In employing individuals, the board will consider the qualifications, credentials, and records of the applicants without regard to race, color, creed, sex, national origin, religion, age, sexual orientation, gender identity, physical or mental ability or disability, marital status, physical attributes, genetic information, ancestry, political party preference, political belief, military status, socioeconomic status, pregnancy **or related conditions**, or familial status. In keeping with the law, the board will consider the veteran status of applicants.

Background checks and employment eligibility checks for candidates selected for hire will be performed in accordance with applicable laws. ~~Prior to final offer~~

~~of employment, the district will perform the background checks required by law. Based upon the results of the background checks, the district will determine whether an offer will be extended.~~ If the candidate is a teacher who has an initial license from the Board of Educational Examiners, then the requirement for a background check is waived, **but the employment eligibility check will still be performed.** The district will perform repeat background checks on the applicable employees as required by law.

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

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

Linn-Mar Community School District Equal Employment Coordinator

Karla Christian, Chief Human Resources Officer
319-447-3036 / kchristian@linnmar.k12.ia.us
Address: 3556 Winslow Road, Marion IA 52302
Fax: 319-403-8008

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

Equal Employment Opportunity Commissions

Milwaukee Area Office - Reuss Federal Plaza
310 West Wisconsin Avenue, Suite **500 800**
Milwaukee, WI 53203-2292
414-662-3680 800-669-4000 or TTY 800-669-6820
Website: <http://www.eeoc.gov/field/milwaukee/index.cfm>

Iowa Civil Rights Commission

6200 Park Avenue, Suite 100
Des Moines, IA 50321-1270
515-281-4121 or 800-457-4116
Website: <https://icrc.iowa.gov/>

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

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

Adopted: 7/81
Reviewed: 12/11; 2/14; 9/14; 12/16; 4/23
Revised: 1/11; 4/13; 11/18; 4/20; 10/23; 2/24; 9/24; 9/25; 2/26
Related Policy: 400.1-E; 401.1; 403.11
Legal Reference (Code of Iowa): §§ 19B; 20; 35C; 73; 216; **256**; 279.8; **280**; 281 IAC 12.4; 95
IASB Reference: 401.01
Mandatory Policy

Policy 403.28
Responsible Technology Use

Computers, electronic devices, and other technology are powerful and valuable education and research tools and, as such, are an important part of the instructional program. In addition, the district depends upon technology as an integral part of administering and managing the schools' resources, including the compilation of data and recordkeeping for personnel, students, finances, supplies, and materials. This policy outlines the board's expectations in regard to these different aspects of the district's technology resources. Students, staff, and volunteers must conduct themselves in a manner that does not disrupt the educational process and failure to do so may result in discipline, up to and including student discipline under all relevant district policies and discharge for employees. **Responsible use includes compliance with applicable laws including, but not limited to, state instructional technology requirements governing student use.**

All employees are responsible for maintaining systems security. Employees with access to a computer are responsible for safeguarding their passwords to ensure that no transaction takes place under that password for which they are not responsible. Under no circumstances should employees reveal their password to another individual. Passwords and encryption keys must be made available to the district's technology services department upon request. If a district need should arise in which it is necessary to obtain access to a specific computer in the absence of the assigned user, appropriate management authorization must be obtained. Passwords should be changed and reset when the employee returns to work.

Although employees may have their own passwords for accessing email, the Internet and computers issued to them, other district computers, and the information that is received or transmitted through them is the property of the district. In the case of a paid coach or paid activity sponsor who is not a regular employee who has the need to communicate with students as a representative of the district, they should use a district email account created by the technology services department. An individual utilizing a district email address for the purpose of support activities must be approved by the superintendent and will be subject to this policy and Policy 603.12-R1 regarding the conduct and expectations for employees.

The district reserves the right to monitor the use of district equipment by employees and others. As the district is a public employer, employees should have no expectation of privacy with regard to any information contained on computers to which they have access. The district reserves the right to access and view any material stored on school district equipment, within district-owned software, or any materials used in conjunction with the district's network.

Employees with access to a district computer will not:

- a. Download software without approval from technology services. Software that is approved for downloading must be registered to the district.
- b. Knowingly introduce a computer virus, worm, trojan horse, or any other contaminating or destructive features into the district's computers.
- c. Transmit copyrighted materials without permission (Policy 603.14).
- d. Download files from the Internet except for an express business purpose.
- e. Transmit, forward, or download material that is offensive, abusive, pornographic, obscene, profane, discriminatory, harassing, insulting, derogatory, inflammatory, fraudulent, or otherwise unlawful.
- f. Transmit/use email or the Internet for any purpose that is illegal, against district policy, or contrary to the district's best interest.
- g. Use artificial intelligence (AI) tools to access or create information that is discriminatory, constitutes bullying or harassment, share confidential or personally identifiable information of others, or access/create material that is harmful to minors, obscene, or child pornography.
- h. Disseminate the district's confidential information (such as student information, etc.) to any outside source without an express business purpose or authorization.
- i. Gamble and/or participate in fantasy sport leagues.
- j. Participate in instant messaging that is not related to the employee's work.
- k. Solicit non-district business or use district email or Internet for personal gain including outside employment, self-employment, and family-owned businesses.
- l. Write or participate in blogs or other Internet-based collaboration software that injure, disparage, and/or defame the district, its students, staff, community, and/or its employees' reputations by name or implication.
- m. Receive or forward unsolicited emails that violate district policy.
- n. Attempt to defeat any security mechanisms to gain unauthorized access to computer files or other information on the district's telephone systems, electronic communication systems, or information systems.
- o. Attempt to read, intercept, copy, or delete emails between other users.
- p. Post or transmit any message anonymously, under a false name, or permit any other individual to do so.
- q. Impersonate another person.
- r. Collect information about others without their consent.
- s. Establish or foster relationships that are inappropriate.

Employees may encounter information on the Internet that relates to the district or its services. Should such information be encountered, employees should not respond but instead should bring the information to the attention of their immediate supervisor. The district will determine if a response is appropriate to the information.

Brief and occasional personal use of the Internet is acceptable as long as it is not excessive or inappropriate, does not occur during work time, does not violate any of the prohibitions listed above, and does not result in expenses to

the district. The superintendent reserves the exclusive right to determine whether any use is inappropriate, excessive, and/or violates this policy.

Adopted: 2/09

Reviewed: 12/11; 4/13; 8/17; 6/20; 4/23

Revised: 1/11; 3/13; 9/14; 8/24

Related Policy: 403.29; 403.35; 603.12; 603.12-R1-R2; 603.12-E2;
603.13; 603.13-R; 603.14; 603.14-R; 603.16; 603.16-R

Legal Reference (Code of Iowa): § 279.8; 282 IAC 25-26

IASB Reference: 605.08-R(1); 713; 713-R(1)

Policy 502.1 Student Conduct

The board believes inappropriate student conduct causes material and substantial disruption to the school environment, interferes with the rights of others, or presents a threat to the health and safety of students, employees, and visitors on school premises. Appropriate classroom behavior allows teachers to communicate more effectively with students.

Students will conduct themselves in a manner fitting to their age level and maturity and with respect and consideration for the rights of others while:

- a. On district property or on property within the jurisdiction of the district;
- b. On school-owned and/or operated school or chartered vehicles;
- c. Attending or engaged in school activities; and
- d. Away from school grounds if misconduct will directly affect the good order, efficient management, and welfare of the district.

Consequences for the misconduct will be fair and developmentally appropriate in light of the circumstances.

Students who fail to abide by this policy, and the administrative regulations supporting it, may be disciplined for conduct which disrupts or interferes with the education program; conduct which disrupts the orderly and efficient operation of the district or school activity; conduct which disrupts the rights of other students to participate in or obtain their education; conduct that is violent or destructive; or conduct which interrupts the maintenance of a disciplined atmosphere. Disciplinary measures include, but are not limited to, removal from the classroom, detention, suspension, probation, and expulsion.

Removal from the classroom means a student is **taken out of their regular learning environment and sent to an alternative location. Removal of students from the classroom for violent or nonviolent disruptions shall occur in accordance with the district's disruptive behavior policy (Policy #502.16). Removal of students from the classroom for reasons other than violent or nonviolent disruption shall occur at the discretion of the licensed staff member in charge of the classroom** ~~sent to the building principal's office. It is within the discretion of the person in charge of the classroom to remove the student.~~

Detention means the student's presence is required during non-school hours for disciplinary purposes. The student can be required to appear prior to the beginning of the school day, after school has been dismissed for the day, or on a non-school day. Whether a student will serve detention, and the length of the detention, is within the discretion of the licensed employee or the building principal [or designee], disciplining the student.

In-school suspension means the student will attend school but will be temporarily isolated from one or more classes while under supervision. An in-

school suspension will not exceed 10 consecutive school days.

Out-of-school suspension means the student is removed from the school environment, which includes school classes and activities. An out-of-school suspension will not exceed 10 consecutive school days unless due process is provided as required by federal and state law.

Restriction from school activities means a student will attend school and classes and practice but will not participate in school activities.

Probation means a student is given a conditional suspension of a penalty for a definite period of time in addition to being reprimanded. The conditional suspension will mean the student must meet the conditions and terms for the suspension of the penalty. Failure of the student to meet these conditions and terms will result in immediate reinstatement of the penalty.

Expulsion means an action by the board to remove a student from the school environment, which includes, but is not limited to, classes and activities, for a period of time set by the board.

This policy is not intended to address the use of seclusion rooms for students.

Discipline of students who have been identified as special education students, including suspensions and expulsions, will comply with the provisions of applicable federal and state laws.

It is the responsibility of the superintendent, in conjunction with the principals, to develop administrative regulations regarding this policy.

Adopted: 6/70

Reviewed: 5/11; 3/12; 10/14; 1/15; 9/20

Revised: 7/13; 12/16; 10/17; 2/21; 2/24

Related Policy: 502.1-R; 502.2; 502.2-R; 502.5; 502.5-R1-R3; 502.6; 502.7; 502.8; 502.8-R; 503.1; 602.5

Legal Reference (Code of Iowa): §§ 279.8; 282.3-5; 708.1; 281 IAC 12.3(6)

IASB Reference: 503.01

Mandatory Policy

Policy 502.11
Student Expression and Student Publications

STUDENT EXPRESSION

It is the goal of the district to protect the educational environment for all students to help ensure it is free from substantial disruption or infringement upon their rights. Student expression should be appropriate to help ensure that students learn and meet the goals of the school activity and that the potential audience is not exposed to material that may be harmful or inappropriate for their level of maturity.

Student expression other than student expression in student-produced, official school publications made on district premises, under the jurisdiction of the district, or as part of a school-sponsored activity may be attributed to the district; therefore, student expression must be responsible. Student expression must be appropriate to assure that the students learn and meet the goals of the school activity and that the potential audience is not exposed to materials that may be harmful or inappropriate.

While students will generally be allowed to express their viewpoints and opinions, in certain qualifying circumstances, student speech may require administrative regulation to help ensure the safety and welfare of the school community. The district may regulate speech that causes or is reasonably anticipated to cause a material and substantial disruption to the education environment, infringes upon the rights of others, is obscene or lewd, is school sponsored, and/or promotes illegal activity. The administration, when making this judgment, will consider whether the activity in which the expression was made is school-sponsored and whether review or prohibition of the students' speech furthers an educational purpose. The expression must be done in a reasonable time, place, and manner that is not disruptive to the orderly and efficient operation of the district.

Decisions will be made consistent with applicable laws.

The superintendent may develop procedures for safely addressing qualifying types of mass protests by students, including walk-ins and walk-outs. Walk-ins occur when students leave their learning environments during school hours and gather in a group or groups with a purpose of promoting a belief or beliefs. Walk-outs occur when students leave their learning environments during school hours and gather in a group or groups off district property with the purpose of promoting a belief or beliefs.

The superintendent is encouraged to obtain feedback from community stakeholders in the development of these procedures. The goal of the procedures shall be to address student safety, maintain the education environment, and promote communication during demonstrations while remaining viewpoint neutral.

Students who violate this policy may be subject to disciplinary measures. Employees are responsible for helping to ensure students' expression is in keeping with this policy. It is the responsibility of the superintendent to develop administrative regulations regarding this policy.

STUDENT PUBLICATIONS

Students may produce official school publications as part of the curriculum under the supervision of a faculty advisor and the building principal. Official school publications include materials produced in journalism, newspaper, yearbook, or writing classes, or electronic forms of communication including video and web media and which are distributed to the student body and publicly available either free or for a fee.

Any expression made by students, which may include, but is not limited to, written materials, art, photos, and graphic images including student expression in official school publications, is not an expression of official school policy. The district, the board, and the employees or officials are not liable in any civil or criminal action for any student expression made or published by students unless the employees or officials have interfered with or altered the content of the student speech or expression. The liability, if any, is only to the extent of the interference or alteration of the speech or expression.

Official school publications are free from prior restraint by employees or officials except as provided by law. A faculty advisor will supervise student writers to maintain professional standards of English and journalism and to comply with the law including, but not limited to, the restrictions against unlawful speech. The production of official school publications is guided by the law and by the ethical standards adopted by professional associations or societies of journalism.

Persons, other than students, who believe they have been aggrieved by student expression in a student-produced official school publication will follow the grievance procedures outlined in board policy 502.12. Students who believe their freedom of expression in a student-produced official school publication has been restricted will also follow the grievance procedure outlined in Policy 502.12.

The superintendent ~~in conjunction with building principals~~ is responsible for developing a student publications code. This code will include, but not be limited to, reasonable rules including time, place, and manner of restrictions. The superintendent [or designee] will also be responsible for distributing this policy and the student publications code to the students and their parents.

Adopted: 9/98
Reviewed: 5/11; 4/12; 7/13; 10/14; 1/15; 10/17; 9/20; 10/23
Revised: 11/06; 9/21
Related Policy: 502.11-R
Legal Reference (Code of Iowa): §§ 279.8, .73; 280.22; US Const Amend I
IASB Reference: 502.03
Mandatory Policy

Policy 502.16 *New Policy*
Disruptive Behavior

The district supports creating an orderly educational environment for students. Classroom teachers have authority to remove students from the classroom who cause violent or nonviolent disruptions to instruction; however, this authority is not absolute. Students who are removed from the classroom must be afforded due process that is consistent with applicable laws and board policy.

Discipline will be administered consistent with law and board policy and accompanying regulations. Removal and discipline of students with disabilities will comply with the provisions of applicable federal and state laws.

Each teacher providing instruction to a student with a plan under Section 504 of the Federal Rehabilitation Act shall review the plan and provide written confirmation of that review to the student's 504 case manager.

Each district employee who is responsible for implementation of a student's Individualized Education Program (IEP) shall provide written confirmation to the building administrator that they have read the entire IEP and all changes to the IEP including the accommodations or modifications to a student's IEP.

The district will also ensure that at least one paraeducator or other employee who assists a teacher in providing classroom instruction to the student attends meetings related to the student's Individualized Education Program (IEP) or Section 504 plan.

All members of a student's IEP team will be provided training on the least restrictive environment requirements under the Individuals with Disabilities Education Act.

Teachers who become injured due to a student's violent disruption occurring in the performance of the teacher's work duties shall be granted a leave of absence for physical recovery no more than three (3) days with full pay. If the teacher requests additional physical recovery time, the school board will consider the request if accompanied by a note from a physician indicating a need for longer absence. It is within the discretion of the school board to grant or deny such requests.

Upon the request of a teacher as defined by Iowa Code 256.145, the principal will ensure that students have access to school resources, such as school counselors, to address immediate trauma arising from a violent or nonviolent disruption.

Students less than the age of 18 must have consent from a parent or guardian in order to receive mental health services unless they are an emancipated minor.

Upon the request of an employee, the district will ensure that teachers and other school employees have access to the Employee Assistance Program (EAP) to address immediate trauma arising from a violent or nonviolent disruption.

Each attendance center within the district must create an oversight committee that is responsible for developing building level regulation that establishes when a student who has been removed from the classroom for violent or nonviolent disruption may be readmitted to the classroom. ~~It is the responsibility of the superintendent to develop administrative regulations regarding this policy.~~

Adopted:

Related Policy: 502.1; 502.16-R1; 502.16-R2

Legal Reference (Code of Iowa): §§ 256.145; 279.8; 279.65B; 279.89; 279.90

IASB Reference: 503.11

Policy 502.16-R1 *New Regulation*
Disruptive Behavior Removal Procedures

It is the building level regulation to implement procedures for the removal and readmittance of students as a result of violent and non-violent behavior. Specific considerations and all applicable legal requirements must be observed when addressing disciplinary actions and readmittance decisions involving students with Individualized Education Programs (IEP) and 504 Plans.

NONVIOLENT DISRUPTION

A nonviolent disruption is defined as a disruption to classroom instruction that results from the disorderly conduct, abusive or profane language, bullying as defined by Iowa Code 280.28, or repeatedly disruptive behavior. If the disruption is a nonviolent disruption, a teacher may remove the student from the classroom and place the student under the supervision of the principal or the principal's designee for at least 30 minutes. A teacher may appeal to the school board a principal's decision not to remove a student for nonviolent disruptive behavior, as well as a decision to return the student to the classroom too soon.

A student enrolled in kindergarten through grade four cannot be readmitted into the teacher's classroom until the principal or the principal's designee and the teacher meet to discuss the readmission of the student.

A student enrolled in grades five through twelve cannot be readmitted into the teacher's classroom until the principal or the principal's designee and the teacher meet to discuss readmission. Even so, the student is not allowed to be readmitted to the teacher's classroom until the immediate subsequent school day at the earliest. The student may attend another class on their schedule if the principal or their designee deems it appropriate.

Should there be disciplinary action taken against the student, the principal or the principal's designee will inform the teacher of the actions taken as soon as reasonably possible after the student's removal.

Students who have been removed from class will be provided alternative learning arrangements and must make up any work that the student missed while under alternative supervision.

MULTIPLE NONVIOLENT DISRUPTION REMOVALS

Should a student be removed from a teacher's classroom more than once, the teacher(s) who removed the student, the principal, the **school guidance** counselor, the student's parent/legal guardian (if the student is not an emancipated minor), and the student must participate in a meeting to discuss the student's nonviolent disruptions and establish a behavior plan and a course of discipline. Considerations may include relocating the student to an alternative learning environment.

If a student is removed from a teacher's classroom two or more times in a semester then the principal will discipline the student in any of the following manners:

- **Assigning the student to either in-school or out-of-school suspension; or**
- **Recommend to the superintendent the student be relocated in an alternative learning environment that has been approved by the superintendent.**
- **Removal and discipline of students with disabilities under any of these categories must comply with the provisions of applicable federal and state law.**

VIOLENT DISRUPTION

A violent disruption is defined as a disruption to classroom instruction that results from a threat of violence or an incident of violence resulting in injury, property damage, or assault as defined in Iowa Code 708.1. If the disruption is a violent disruption, the teacher must remove the student from the classroom and place the student under the supervision of the principal or the principal's designee.

A student enrolled in kindergarten through grade four cannot be readmitted into the teacher's classroom until the principal or the principal's designee and the teacher meet to discuss the readmission of the student.

A student enrolled in grades five through twelve cannot be readmitted into the teacher's classroom until the principal or the principal's designee and the teacher meet to discuss readmission. The student is not allowed to be readmitted to the teacher's classroom until the immediate subsequent school day at the earliest.

A student cannot be readmitted into a teacher's classroom if all the following criteria are met:

- The student was removed due to an assault on the teacher; and
- The teacher does not consent to allowing the student to return to the teacher's classroom.

Should there be a determination of disciplinary action, the principal will take the disciplinary action and notify the parent/guardian of the student in writing and, if possible, through electronic notice.

The principal must impose the maximum disciplinary action allowed under district policy when a student's conduct, statements, or other actions:

- are severe or pervasive; and
- result in a request from the teacher for maximum disciplinary consequences.

MULTIPLE VIOLENT DISRUPTION REMOVALS

If a student is removed from a teacher's classroom two or more times in a semester, then the principal will discipline the student in any of the following manners:

- Assigning the student to either in-school or out-of-school suspension; or

- Recommend to the superintendent the student be relocated in an alternative learning environment that has been approved by the superintendent.
- Removal and discipline of students with disabilities under any of these categories must comply with the provisions of applicable federal and state law.

Adopted:

Related Policy: 502.1; 502.16; 502.16-R2

Legal Reference (Code of Iowa): §§ 280.28; 708.1

IASB Reference: 503.11-R(1)

Policy 502.16-R2 *New Regulation*

Disruptive Behavior Removal Procedures for Nonviolent Behavior for Students with an IEP

Should a student with an Individualized Education Program (IEP) be removed from the classroom due to nonviolent disruptive behavior, an IEP team meeting will take place immediately subsequent to the removal of the student from the classroom. The meeting participants should additionally include the following individuals if practicable:

- Teacher who removed the student from the classroom;
- Any teacher who provides classroom instruction to the student;
- Any other employee of the district who was directly involved in the student's conduct.

If a teacher or district employee listed above cannot attend the IEP meeting, they must review the IEP team's minutes, prior written notice, or summary of the meeting and provide written confirmation to the IEP team that they have done so.

The IEP team must discuss the following during the meeting:

- The appropriateness of the student's current educational programming.
- Whether adjustments need to be made to the student's IEP to address the student's behaviors.
- The student's current placement, consistent with Iowa Code, and whether an alternative learning environment would best provide the student with a free appropriate public education.
- The accommodations, modifications, and adaptations required to allow the student's success in a general education setting; and whether the district has the capacity to provide such supports and services.
- Whether and to what extent the provision of special education services and activities in the general education environment will impact the student and the other students in the classroom.

If a student is removed from the classroom five (5) or more times within a fifteen (15) consecutive school day period, then the student's IEP team will meet to discuss the student's behavior.

A teacher has the authority to request a meeting of the student's IEP team at any time by submitting an electronic or written request to the building principal. The request may be denied, in writing, with a description of why applicable laws do not require the meeting of the student's IEP team.

Adopted:

Related Policy: 502.1; 502.16; 502.16-R1

Legal Reference (Iowa Code): 281 IAC 41.115-116

IASB Reference: 503.11-R(2)

Policy 503.4 Student Activity Program

Participation in school activities is a privilege. **School activities provide the benefits of promoting additional interests and ability in the students during their school years and for their lifetime. ~~Students may participate in interscholastic athletic activities, music, speech, and other contests or events approved by the administration.~~** Any such events must be directed or guided by licensed school personnel.

Students will have the opportunity to participate in a school activity unless the activity is not offered or the student cannot participate for disciplinary reasons.

Student activity events must be approved by the superintendent unless they involve unusual travel and expense, in which case the board will take action. **The events must not disrupt the education program or other district operations.**

It is the responsibility of the superintendent in conjunction with building principals to develop administrative regulations for each school activity. These regulations will include, but not be limited to, when physical examinations will be required, how and when parents will be informed about the risk of the activity, **academic requirements, ~~forms and procedures for a waiver of liability from the parent and student in certain activities~~**, and proof of insurance for the student participating in certain activities. Students wanting to participate in school activities must meet the requirements set out by the district for participation in the activity.

ATHLETICS

If the activity is an intramural or interscholastic athletic activity, students of the opposite sex will have a comparable opportunity for participation. Comparable opportunity does not guarantee boys and girls will be allowed to play on each other's teams when there are athletic activities available that will allow both boys and girls to reap the benefits of school activities, **which are the promotion of additional interests and abilities in the students.**

With permission from a parent or guardian, an eighth grade student may participate in interscholastic athletic contests or competitions at the high school level instead of the eighth grade level. Although parent permission is required, the decision regarding whether an eighth grade student may participate at the high school level will be made by the relevant district staff such as the activities director, principal, coach, or superintendent on a case-by-case basis; decisions of the district staff are final and are not able to be appealed. An eighth grade student who participates at the high school level cannot also participate on an eighth grade team in the same sport during the same season. Students may not compete in both programs during the same sport season. Any eighth grade

student participating in high school athletics must meet the annual athletic physical examination requirements applicable to include the Supplemental Provider Attestation, eligibility requirements, and good conduct applicable to all student athletes. Factors that will be considered in this decision include but are not limited to compliance with all applicable Iowa High School Athletic Association (IHSA) and Iowa Girls High School Athletic Union (IGHSAU) rules, student safety, roster capacity, facility capacity, coaching capacity, and eligibility requirements. The superintendent, in conjunction with the athletic director, will develop administrative regulations and procedures necessary to administer this policy.

A high school student who participates in school sponsored **athletics activities** may participate in a non-school sponsored **sport activity** during the same season. Such outside participation will not conflict with the school-sponsored **athletic** activity.

~~Hours, behavior, and activities will be reasonable and proper as determined by the administration. Anyone who does not recognize the authority and responsibility of the school personnel will not be permitted to remain in attendance at school-sponsored activities.~~

Adopted: 6/70

Reviewed: 5/11; 4/12; 10/14; 1/15; 10/17; 9/20; 10/23

Revised: 7/13

Related Policy: 502.5-R3; 502.6; 503.5-6

Legal Reference (Code of Iowa): 216.9; 280.13-14; 281 IAC 12.3(6), 12.6, 36.8

IASB Reference: 504.06

Mandatory Policy

Policy 504.31
Administration of Medication to Students

The board is committed to the inclusion of all students in the education program and recognizes that some students may prescription and nonprescription medication to participate in their educational program.

Medication shall be administered when the student's parent or guardian provides a signed and dated written statement requesting medication administration and the medication is in the original, labeled container, either as dispensed or in the manufacturer's container. Administration of medication may also occur consistent with board Policy 504.32-Stock Prescription Medication Supply.

When administration of medication requires ongoing professional health judgement, an Individual Health Plan (IHP) shall be developed by licensed health personnel working under the auspice of the school with collaboration from the parent or guardian, individual's health care provider, or education team pursuant to Iowa Code 281.14.2(256). Students who have demonstrated competence in administering their own medications may self-administer their medication. A written statement by the student's parent shall be on file requesting co-administration of medication, when competence has been demonstrated. By law, students with asthma, airway constricting diseases, respiratory distress, or students at risk of anaphylaxis who use an epinephrine **delivery system auto-injectors** may self-administer their medication upon the written approval of the student's parent and prescribing licensed health care professional regardless of competency.

Persons administering medication shall include authorized practitioners, such as licensed registered nurses and physicians, and persons to whom authorized practitioners have delegated the administration of medication (who have successfully completed a medication administration course conducted by a registered nurse or pharmacist that is provided by the Department of Education). The medication administration course is completed every five years with an annual procedural skills check completed with a registered nurse or pharmacist. A record of course completion shall be maintained by the school.

A written medication administration record shall be on file including:

- Date;
- Student's name;
- Prescriber or person authorizing administration;
- Medication;
- Medication dosage;
- Administration time;
- Administration method;

- Signature and title of the person administering medication; and
- Any unusual circumstances, actions, or omissions.

Medication shall be stored in a secured area unless an alternate provision is documented. The development of emergency protocols for medication-related reactions is required. Medication information shall be confidential information as provided by law.

Disposal of unused, discontinued/recalled, or expired abandoned medication shall be in compliance with federal and state law. Prior to disposal, school personnel shall make a reasonable attempt to return medication by providing written notification that expired, discontinued, or unused medications needs to be picked up. If medication is not picked up by the date specified, disposal shall be in accordance with the disposal procedures for the specific category of medication.

Adopted: 5/91

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

Revised: 4/12; 4/16; 10/17; 4/18; 6/20; 8/21; 3/23; 8/23; 2/26

Related Policy: 504.31-E1-E2; 504.32

Legal Reference (Code of Iowa): §§ 124.101(1); 147.107; 152.1; 155A.4(2); 280.16; 280.23;

481 IAC 620; 281 IAC §14.1-2

IASB Reference: 507.02

Mandatory Policy

Policy 504.31-E2

Authorization – Asthma, Airway Constricting, or Respiratory Distress Medication Self-Administration Consent Form

Student's Name: (Last, First, Middle): _____

Birthday: _____ School: _____ Date: _____

In accordance with applicable laws, students with asthma, airway constricting diseases, respiratory distress, or students at risk of anaphylaxis who use an epinephrine **delivery system auto-injector** may self-administer their medication upon the written approval of the student's parents and prescribing licensed health care professional regardless of competency. The following must occur for a student to self-administer asthma medication, bronchodilator canisters or spacers, other airway constricting disease medication, or to self-administer an epinephrine **delivery system auto-injector**:

- a. Parent/guardian provides a signed/dated copy of the authorization for student medication self-administration.
- b. Parent/guardian provides a written statement from the student's licensed health care professional (*A person licensed under Chapter 148 to practice medicine and surgery or osteopathic medicine and surgery, an advanced registered nurse practitioner licensed under Chapter 152 or 152E and registered with the Board of Nursing, or a physician's assistant licensed to practice under the supervision of a physician as authorized in Chapters 147 and 148C*) containing the following:
 1. Name and purpose of the medication;
 2. Prescribed dosage; and
 3. Times or special circumstances under which the prescribed medication is to be administered.
- c. The medication is in the original, labeled container as dispensed or the manufacturer's labeled container containing the student's name, name of the medication, directions for use, and date.
- d. Authorization shall be renewed annually. In addition, if any changes occur in the medication, dosage or time of administration, the parent is to notify school officials immediately. The authorization shall be reviewed as soon as practical.

Provided the above requirements are fulfilled, the school shall permit the self-administration of the prescribed medication by a student while in school, at school-sponsored activities, under the supervision of school personnel, and before or after normal school activities, such as while in before-school or after-school care on school-operated property. If the student abuses the self-administration policy, the ability to self-administer may be withdrawn by the school or discipline may be imposed, after notification is provided to the student's parent.

Pursuant to state law, the district and its employees are to incur no liability, except for gross negligence, as a result of injury arising from self-administration of medication or use of an epinephrine **delivery system auto-injector** by the student. The parent or guardian of the student shall sign a statement acknowledging that the district is to incur no liability, except for gross negligence, as a result of self-administration of medication or an epinephrine **delivery system auto-injector** by the student as provided by law.

This section to be completed by prescriber

Medication: _____ **Dosage:** _____

Route: _____ **Time:** _____

Purpose for Medication & Administration/Instructions:

Special Circumstances: _____

Discontinue/Re-Evaluate/Follow-Up Date: _____

Prescriber's Signature: _____ **Date:** _____

Prescriber's Address: _____

Emergency Phone: _____

This section to be completed by parent/guardian

1. I request the above-named student possess and self-administer asthma medication, bronchodilator canisters or spacers, or other airway constricting disease medication(s) and/or an epinephrine **delivery system auto-injector** at school and in school activities according to the authorization and instructions;
2. I understand the district and its employees acting reasonably and in good faith shall incur no liability for any improper use of medication or an epinephrine **delivery system auto-injector** or for supervising, monitoring, or interfering with a student's self-administration of medication or use of an epinephrine **delivery system auto-injector**. I acknowledge that the district is to incur no liability, except for gross negligence, as a result of self-administration of medication or use of an epinephrine **delivery system auto-injector** by the student;
3. I agree to coordinate and work with school personnel and notify them when questions arise or relevant conditions change;
4. I agree to provide safe delivery of medication and equipment to and from school and to pick up remaining medication and equipment;
5. I agree the information is shared with school personnel in accordance with the Family Educational Rights and Privacy Act (FERPA) and any other applicable laws;
6. I agree to provide the school with back-up medication approved on this form; and
7. I agree that the student will maintain their own self-administration records.

Parent/Guardian Signature: _____ **Date:** _____

Address: _____

Home Phone: _____ **Cell#:** _____ **Work#:** _____

Self-Administration Authorization Additional Information:

Policy 504.31-E3 Parental Authorization and Release Form for Independent Self Carry and Administration of Prescribed Medication or Independent Delivery of Health Services by the Student

Student's Name (Last, First, Middle): _____

Birthday: _____ **Building:** _____ **Date:** _____

I request the above-named student: *(Parent/guardian initial below all that apply)*

_____ Carry and complete co-administration of prescribed medication, when competency has been demonstrated to licensed health personnel working under the auspices of the school. In accordance with applicable laws, students with asthma, airway constricting diseases, respiratory distress, or students at risk of anaphylaxis who use an epinephrine **delivery system auto-injector** may self-administer their medication upon the written approval of the student's parents and prescribing licensed health care professional regardless of competency. The information provided by the parent for medication administration is confidential as provided by the Family Education Rights and Privacy Act (FERPA) and any other applicable laws. I agree to provide safe delivery of the medication to and from school and to pick up remaining medication at the end of the school year or when medication is expired. If the student abuses the self-administration policy, the ability to self-administer may be withdrawn by the school or discipline may be imposed, after notification is provided to the student's parent.

Prescribed Medication: _____ **Dosage:** _____ **Route:** _____ **Time:** _____

_____ Co-administer, participate in planning, management, and implementation of special health services at school and school activities after demonstration of proficiency to licensed health personnel working under the auspices of the school. The information provided by the parent for health service delivery is confidential as provided by the Family Education Rights and Privacy Act (FERPA) and any other applicable laws. I agree to coordinate and work with school personnel and the prescriber (if indicated) when questions arise. I agree to provide safe delivery of the student's equipment necessary for health service delivery to and from school and to pick up remaining equipment at the end of the school year.

Special Health Services Delivery: _____

Procedures for abandoned medication disposal shall be in accordance with applicable laws.

Prescriber's Signature *(and credentials when indicated for health service delivery):* _____ **Date:** _____

Parent/Guardian Signature: _____ **Date:** _____

Parent/Guardian Phone: _____ **Address:** _____

Policy 504.32 Stock Prescription Medication Supply

The Linn-Mar Community School District seeks to provide a safe environment for students, staff, and visitors who are at risk of potentially life-threatening incidents including severe allergic reactions, respiratory distress, and opioid overdose. Therefore, it is the policy of the district to annually obtain a prescription for epinephrine **delivery systems auto-injectors**, ~~bronchodilator canisters and spacers~~, and/or opioid antagonists from a licensed health care professional, in the name of the district, for administration by a school nurse or personnel trained and authorized to administer to a student or individual who may be experiencing an anaphylactic reaction, respiratory distress, or acute opioid overdose.

PROCUREMENT AND MAINTENANCE OF SUPPLY

The district shall stock a minimum of the following for each attendance center:

- a) Two epinephrine **delivery systems auto-injectors**;
- ~~b) Two bronchodilator canisters and spacers;~~
- c) Two doses naloxone or other opioid antagonist.

The supply of such medications shall be maintained in a secure, easily accessible area for an emergency within the school building, or in addition to other locations as determined by the district. Each Automated External Defibrillator (AED) box in each school building must contain one dose of Naloxone or another opioid antagonist, stored in a temperature-controlled environment. **Naloxone nasal spray kits stored within the AED boxes will be inspected, at a minimum of one time per month to ensure the medication is present, secure, and within its expiration date.**

The school nurse or trained and authorized personnel shall routinely check the stock of medication, **Naloxone nasal spray**, and AED and document in a log monthly:

1. The expiration date;
2. Any visualized particles or color change for epinephrine **delivery systems auto-injectors**;
- ~~3. Bronchodilator canister damage;~~
- 3. Inspection and monitoring of Naloxone nasal spray supplies;** or
4. AED safety check, AED battery expiration, and pad expiration date(s).

The school nurse or trained and authorized personnel shall be responsible for ensuring the district replaces, as soon as reasonably possible, any logged epinephrine **delivery system auto-injector**, ~~bronchodilator canister or spacer~~, or opioid antagonist that is empty after use, damaged, or close to expiration. The

district shall dispose of stock medications and delivery devices in accordance with state laws and regulations.

TRAINING

A school nurse or personnel trained and authorized may provide or administer any of the medications listed in this policy from a school supply to a student or individual if the authorized personnel or school nurse reasonably and in good faith believes the student or individual is having an anaphylactic reaction, respiratory distress, asthma or other airway-constricting disease, or opioid overdose. Training to obtain a signed certificate to become personnel authorized to administer an epinephrine **delivery system auto-injector**, ~~bronchodilator canister or spacer~~, or opioid antagonist shall consist of the requirements of medication administration established by law and an annual anaphylaxis, asthma, other airway-constricting disease, opioid overdose training program approved by the Iowa Department of Education.

Authorized personnel will be required to retake the medication administration course, training program, and provide a procedural skills demonstration to the school nurse demonstrating competency in the administration of stock epinephrine **delivery systems auto-injectors**, ~~bronchodilator canisters or spacers~~, or opioid antagonist to retain authorization to administer these medications if the following occur:

- a. Failure to administer an epinephrine **delivery system auto-injector**, ~~bronchodilator canister or spacer~~, or opioid antagonist according to generally accepted standards of practice ("medication error"); or
- b. Accidental injury to school personnel related to improperly administering the medication ("medication incident").

REPORTING

~~Authorized personnel will contact the school nurse or emergency medical services (911) immediately after a stock bronchodilator canister is administered to a student or individual. The school nurse retains accountability for professional nursing judgment with the administration of stock bronchodilator and whether to contact emergency medical services in accordance with Iowa laws.~~

The district will contact emergency medical services (911) immediately after a stock epinephrine **delivery system auto-injector** or stock opioid antagonist is administered to a student or individual. The school nurse or authorized personnel will remain with the student or individual until emergency medical services arrive.

Any administration of Naloxone nasal spray provided through the district's Naloxone Program shall be reported to the Department of Health and Human Services (Iowa HHS) within 30 calendar days of administration. Reports shall be submitted by email to the State Opioid Response Help Desk at sor@hhs.iowa.gov and shall include only the date of administration and the outcome of the intervention.

Within 48 hours, the district will report to the Iowa Department of Education:

1. Each medication incident with the administration of stock epinephrine; ~~bronchodilator canister or spacer~~; or opioid antagonist;
2. Each medication error with the administration of stock epinephrine, ~~bronchodilator canister or spacer~~; or opioid antagonist;
3. Administration of any Naloxone nasal spray; and
4. Administration of a stock epinephrine delivery system auto-injector, ~~bronchodilator canister or spacer~~; or opioid antagonist.

As provided by law, the district, board, authorized personnel or school nurse, and the prescriber shall not be liable for any injury arising from the provision, administration, failure to administer, or assistance in the administration of an epinephrine delivery system auto-injector, ~~bronchodilator canister or spacer~~, or opioid antagonist provided they acted reasonably and in good faith.

The superintendent may develop an administrative process to implement this policy.

Adopted: 4/16

Reviewed: 11/17; 12/20

Revised: 3/23; 4/23; 8/23; 2/26

Related Policy: 504.31; 504.31-E1-E4

Legal Reference (Code of Iowa): §§ 135.185, .190; 279.8; 281 IAC 14.3; 481 IAC 620

IASB Reference: 804.05

Mandatory Policy

Policy 504.32-E

Parental Authorization and Release Form for the Administration of a Voluntary School Supply of Stock Medication for Life-Threatening Incidents

Student Name: _____

Student Birthdate: _____ **Building:** _____ **Date:** _____

The district seeks to provide a safe environment for students, staff, and visitors who are at risk of potentially life-threatening incidents. The district supplies the following prescription medications for life-threatening incidents that are listed below. Generic brands may be substituted. *(Select all that apply)*

- ☐ Epinephrine **Delivery Systems Auto-Injectors**
- ☒ **Bronchodilator**
- ☒ **Bronchodilator Canisters and Spacers**
- ☐ Opioid Antagonist

Pursuant to state law, the district or its employees are to incur no liability for any injury arising from the provision, administration, failure to administer, or assistance in the administration of the selected prescription medications supplied by the district for life-threatening incidents provided they have acted reasonably and in good faith.

The parent or guardian shall sign consent for the student to receive the voluntary school supply of stock medications listed for life-threatening incidents and sign a statement acknowledging that the district is to incur no liability as a result of administration of a prescription medication for life-threatening incidents provided the district to have acted reasonably and in good faith. Electronic signatures meet the requirement of written signatures.

- I request the above-named student be administered the voluntary stock supply of prescription medication, in the name of the district, by a school nurse or personnel trained and authorized to administer to a student who, acting reasonably and in good faith, perceives the student may be experiencing symptoms associated with a life-threatening incident following the administration instructions listed as identified in the required annual awareness training associated with the stock medication(s) above and after completion of the medication administration course requirements.
- I understand the district and its employees acting reasonably and in good faith shall incur no liability as a result of administration of the prescription medication(s) for life-threatening incidents provided the district to have acted reasonably and in good faith.

Parent/Guardian Signature: _____ **Date:** _____

(Agreed to above statements)

Policy 602.1
Basic Instruction Program

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

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

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

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

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

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

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

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

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

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

Adopted: 6/70

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

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

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

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

IASB Reference: 603.01

Policy 602.2 Private Instruction

The Linn-Mar Community School District recognizes that families with students of compulsory attendance age may select alternative forms of education outside the traditional school setting, including private instruction. The applicable legal requirements for private instruction including but not limited to those relating to reporting and evaluations for progress, shall be followed.

Except as otherwise exempted, in the event a child of compulsory attendance age as defined by law does not attend public school or an accredited nonpublic school, the child must receive private instruction. Private instruction means instruction using a plan and a course of study in a setting other than a public or organized accredited nonpublic school.

Private instruction can take the form of competent private instruction and independent private instruction. The Iowa Department of Education recognizes three options for delivery of this form of instruction; two options for delivery of competent private instruction and one option for independent private instruction.

Competent private instruction means either private instruction provided on a daily basis for at least 148 days during a school year, to be met by attendance for at least 37 days each school quarter by or under supervision of a licensed practitioner, which results in the student making adequate progress, or private instruction provided by a parent, guardian, or legal custodian.

Independent private instruction means private instruction that meets the following criteria:

1. It is not accredited;
- ~~2. Enrolls not more than four unrelated students;~~
- ~~3. Does not charge tuition, fees, or other remuneration for instruction;~~
2. Provides private or religious-based instruction as its primary purpose;
3. Provides **enrolled** students **in all grade levels** with instruction in mathematics, reading and language arts, science, and social studies;
4. Provides, upon written request from the superintendent of the district in which the independent private instruction is provided, or from the director of the Department of Education, a report identifying the primary instructor, location, name of the authority responsible for the independent private instruction, and the names of the students **receiving the instruction, who need not be related to the primary instructor enrolled;**
5. Is not a nonpublic school and does not provide competent private instruction as defined herein; and

6. Is exempt from all state statutes and administrative rules applicable to a school, a school board, or a school district, except as otherwise provided by law.

It is the responsibility of the superintendent to develop administrative regulations regarding this policy.

Adopted: 11/92
Reviewed: 6/11; 9/13; 1/18; 2/21
Revised: 7/12; 4/15; 9/21; 2/24
Related Policy: 602.3
Legal Reference (Code of Iowa): §§ 299; 299A; 281 IAC 31
IASB Reference: 604.01

Policy 602.5 Special Education

The board recognizes some students have different educational needs than other students. The board will provide a free, appropriate, public education program and related services to students identified in need of special education. The special education services will be provided from birth until the appropriate education is completed, age 21 or to maximum age allowable in accordance with the law. Students requiring special education will attend general education classes, participate in non-academic and extracurricular services and activities, and receive services in a general education setting to the maximum extent appropriate to the needs of each individual student. The appropriate education for each student is written in the student's Individualized Education Plan (IEP).

The district will ensure that each student's IEP is accessible to all employees responsible for its implementation and that such employees are informed of their specific responsibilities and the accommodations, modifications, and supports required under the IEP. Each responsible employee must review updates to the IEP and provide written confirmation of the review.

Special education students are required to meet the requirements listed for special education **in the district's graduation requirements policy** (Policy 605.3) and in their IEPs for graduation. It is the responsibility of the superintendent and the area education agency director of special education to provide or make provisions for appropriate special education and related services.

Children from birth through age 2 and children ages 3 through 5 are provided comprehensive special education services within the public education system. The district will work in conjunction with the area education agency to provide services, at the earliest appropriate time, to children with disabilities from birth through age 2. This is done to ensure a smooth transition of children entitled to early childhood special education services.

Adopted: 6/70

Reviewed: 6/11; 6/12; 9/13; 4/15; 1/18; 2/24

Revised: 10/07; 2/21

Related Policy: 605.3

Legal Reference (Code of Iowa): §§ 256.11(7); 256B; 273.1-2, .5, .9(2-3); **279.90**; 280.8; 281 IAC 41.109; 41.404; 20 USC §§ 1400 et seq; 34 CFR Pt 300

IASB Reference: 603.03

Mandatory Policy

Policy 602.23

Open Enrollment Transfers – Procedures as a Receiving District

The school district will participate in open enrollment as a receiving district. As a receiving district, the board will allow non-resident students who meet the legal requirements to open enroll into the school district. The board will have complete discretion to determine the attendance center of the students attending the school district under open enrollment.

The school board will take action on the open enrollment request later than June 1st in the year preceding the first year desired for open enrollment. The superintendent [or designee] has authority to approve good cause applications in emergency or extenuating circumstances.

The superintendent [or designee] will notify the sending school district and parents within five days of the school district's action to approve or deny the open enrollment request.

If an open enrollment request into the district is denied, the reasoning behind a denial of a request and information related to the denial will be documented and submitted to the Iowa Department of Education (IDOE) in a manner prescribed by the IDOE.

Open enrollment requests into the school district will not be approved if insufficient classroom space exists. Open enrollment requests into the school district will also not be approved for students who have been suspended or expelled by the administration or the board of the school district the student is or was attending until the student has been reinstated into the school district from which they were suspended or expelled. Once the student is reinstated, the student's open enrollment request will be considered in the same manner as other open enrollment requests provided the required timelines are met. The district reserves the right to deny continued open enrollment to any student who meets the definition of truant. The district will notify the truant student's parent or guardian and district of residence of the decision to deny enrollment in the future in accordance with applicable laws.

Open enrollment requests into the school district that, if denied, would result in students from the same nuclear family being enrolled in different school districts will be given highest priority. The board, in its discretion, may waive the insufficient classroom space reason for denial for students of the same nuclear family to prevent the division of a nuclear family between two school districts. Other open enrollment requests into the school district are considered in the order received by the school district with the first open enrollment request given a higher priority than the second open enrollment request and so forth.

Students in grades 9 through 12 open enrolling into the school district will be eligible for participation in interscholastic athletics at the varsity level, in accordance with applicable laws.

Parents of students whose open enrollment requests are approved by the school board or superintendent [or designee] are responsible for providing transportation to and from the receiving school district without reimbursement.

A receiving district may send school vehicles into the sending district's boundaries to transport students to and from school in the receiving district if the total enrollment of the student's resident district is less than 2,000 students, the student's resident district is contiguous to the receiving district, and the student's resident district has sent school vehicles into the receiving district pursuant to Iowa Code 282.18(10)(b)(2).

An open enrollment request into the district from parents of a student receiving special education services is reviewed on a case-by-case basis. The determining factors for approval of such an open enrollment request will be whether the special education program available in the school district is appropriate for the student's needs and whether the enrollment of the student will cause the class size to exceed the maximum allowed. The area education agency director of special education serving the school district will determine whether the program is appropriate. The student receiving special education services will remain in the sending district until final determination is made. For students requiring special education, the receiving district will complete and provide to the resident district the documentation needed to seek Medicaid reimbursement for eligible services.

The policies of the school district will apply to students attending the school district under open enrollment.

It is the responsibility of the superintendent [or designee] to develop appropriate office procedures and administrative regulations necessary for open enrollment requests.

Adopted: 3/99
Reviewed: 1/10; 6/11; 6/12; 10/13; 4/15; 1/18; 2/21
Revised: 6/11; 9/21; 10/22; 2/24; 8/24; 5/26
Related Policy: 501.9-10; 602.2-3; 602.7; 602.24-26
Legal Reference (Code of Iowa): §§ 139A.8; 274.1; 279.11; 282.1, .3, .8, .18; 299.1; 281 IAC 17
IASB Reference: 501.15
Mandatory Policy

Policy 603.8
Physical Education

Students in grades K-12 are required to participate in physical education courses. **Students who are physically able will be assessed using the presidential physical fitness test. Otherwise, students may be excused from physical education courses unless they are excused** by the principal of their attendance center.

Students may be excused from physical education courses if the student presents a written statement from a doctor stating that such activities could be injurious to the health of the student or the student has been exempted because of a conflict with the student's religious beliefs.

Students in grades 9-12 may also be excused from physical education courses if:

1. The student is enrolled in academic courses not otherwise available;
2. The student has obtained a physical education waiver for the quarter because the student is actively involved in an athletic program;
3. The student is participating in the Legislative Page Program at the State Capitol for a regular session of the general assembly; or
4. The student is enrolled in a Junior Reserve Officer Training Corp (JROTC).

Twelfth grade students may also be excused from physical education courses if the student is enrolled in a cooperative, work study, or other education program authorized by the school which requires the student's absence from school.

Students who will not participate in physical education must have a written request or statement from their parents.

Adopted: 3/99

Deleted: 9/16

Re-Adopted: 9/21

Reviewed: 12/09/9/13; 4/16; 2/24

Revised: 7/03; 7/08; 7/11; 9/12; 2/15

Related Policy: 602.1

Legal Reference (Code of Iowa): §§ 256.11; 281 IAC 12.5

IASB Reference: 603.06

Mandatory Policy

Policy 603.10
Religious-Based Exclusion from a School Program

Parents who wish to have their child excluded from a school program because of religious beliefs must inform the superintendent. The board authorizes the administration to allow the exclusion if it is not disruptive to the education program and it does not infringe on a compelling state or educational interest. Further, the exclusion must not interfere with other district operations. Students who are allowed to be excluded from a program or activity which violates their religious beliefs are required to do an alternate supervised activity or study.

In notifying the superintendent, the parents will abide by the following:

1. The notice is in writing;
2. The objection is based on religious beliefs;
3. The objection will state which activities or studies violate their religious beliefs;
4. The objection will state why these activities or studies violate their religious beliefs; and
5. The objection will state a proposed alternate activity or study.

The superintendent will have discretion to make this determination. The factors the superintendent will consider when a student requests to be excluded from a program or activity because of religious beliefs include, but are not limited to:

- a. Staff available to supervise a student who wishes to be excluded;
- b. Space to house the student while the student is excluded;
- c. Available superintendent-approved alternative course of study or activity while the student is excluded;
- d. Number of students who wish to be excluded;
- e. Whether allowing the exclusion places the school in a position of supporting a particular religion; and
- f. Whether the program or activity is required for promotion to the next grade level or for graduation.

Decisions will be made consistent with applicable laws.

Adopted: 8/89
Reviewed: 7/11; 9/12; 9/13; 2/15; 4/18; 6/21; 2/24
Revised: 1/10
Related Policy: 603.6; 603.09; 603.09-R
Legal Reference (Code of Iowa): §§ 256.11(6); 279.8; US Const Amend I
IASB Reference: 604.05

Policy 603.12 Technology and Instructional Materials

The board supports the use of innovative methods and the use of technology in the delivery of the education program **in accordance with applicable state instructional technology requirements**. The board encourages employees to investigate **economical** ~~efficient and effective~~ ways to utilize **instructional technology which include laptops, tablets, computers, smart devices, software platforms and other technologies** ~~technological advances~~ as a part of the curriculum ~~and instruction practices~~. Instructional technology shall support, and not supplant, foundational learning.

For grades kindergarten through five, the district limits digital instruction to no more than up to 60 minutes. Digital instruction means the use of instructional technology to deliver lessons, assignments, assessments, or instructional activities. A student's parent or guardian may request additional reductions in the student's digital instruction. Students in these grades will not have access to and use digital services during recess.

The board will adopt or renew any district one-to-one digital device program for all participating grade levels. Prior to adoption or renewal, the board shall complete a technology adoption checklist in accordance with applicable laws. The checklist must be retained by the district and made available to the Iowa Department of Education for audit purposes.

This policy will not apply in the following circumstances:

- Use required pursuant to an Individualized Education Plan (IEP) or plan developed pursuant to Section 504.**
- Assistive or adaptive technology used to provide a student access to instruction or to accommodate differing student abilities.**
- Teacher directed demonstrations using a projector, smartboard, or similar display device when students are not individually operating a digital device.**
- State assessments, screenings, progress monitoring, and local diagnostic assessments that require the use of one-to-one digital devices.**
- Dedicated computer science and technology curriculum.**
- Students enrolled in an online learning program operating pursuant to Iowa Code 256.43.**

~~**It is the responsibility of the superintendent, or designee, to develop guidelines to monitor the use of technology. Any objections to materials used as a result of instructional technology will be processed under board policies 602.27, 602.27-R, 602.28, 602.29, 602.29-R, and 602.29-E.**~~

It is the responsibility of the superintendent, or designee, to develop a plan for the use of **instructional** technology in the curriculum and to evaluate it annually. The superintendent, or designee, will report the results of the evaluation and make a recommendation to the board annually regarding the use of **instructional** technology in the curriculum.

Adopted: 8/89

Reviewed: 7/11; 9/12; 10/13; 2/15; 4/18; 6/21; 2/24

Revised: 1/10; 8/24

Related Policy: 602.27; 602.27-R; 602.28-29; 602.29-R; 602.29-E; 603.12-R1-R2; 603.12-E1

Legal Reference (Code of Iowa): §§ 279.8; **279.89**; 281 IAC 12.3(12), 12.5(10), .5(17)

IASB Reference: 605.04

Mandatory Policy

Policy 603.12-R3 *New Regulation*

One-to-One Digital Device Program Technology Adoption Checklist

Prior to adopting or renewing any one-to-one digital device programming, the board will consider all of the following when making programming decisions:

- a. The instructional purpose of the device;
- b. The age appropriateness of the device and associated software;
- c. Content-filtering limitations and the district's capacity to mitigate those limitations; and
- d. Whether student data is collected, stored, or shared and the nature of such data practices.

The board delegates to the superintendent or their designee(s) the responsibility to bring forth a recommendation on the use of one-to-one instructional technology. The district maintains this checklist in its records for the purpose of compliance with Iowa Department of Education audit requests.

Adopted:
Related Policy: 603.12; 603.12-R1-R2; 603.12-E1
IASB Reference: 605.04

Policy 604.1
Student Guidance and Counseling Program

The board will provide a student guidance and counseling program. The school counselors will be certified with the Iowa Bureau of Educational Examiners and hold the qualifications required by the board. The guidance and counseling program will serve grades PK-12. The program will assist students with their **social-personal, academic educational**, and career development. The program is coordinated with the education program and involve licensed **employees school counselors working to develop a program in collaboration with parents or guardians, students, teachers, support staff, and administrators to support the curricular goals of the school.**

Adopted: 6/70

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

Revised: 10/13; 4/18; 4/23

Related Policy: 505.6; 505.6-R; 602.1; 604.5

Legal Reference (Code of Iowa): §256.7(24); **256.111(9A)**; 280.14; 622.10; 281 IAC 12.3(11)

IASB Reference: 607.01

Mandatory Policy

Policy 604.4
Program for Gifted and Talented Students

The board recognizes some students require programming beyond the regular education program. **Systematic and uniform procedures are used for screening, referring, identifying, and serving gifted and talented students. The board will review the progress of gifted and talented students at least annually for the purposes of ensuring the district-provided services meet the academic needs of gifted and talented students. ~~The district will identify students with special abilities and provide education programming.~~**

It is the responsibility of the superintendent to develop a talented and gifted program which provides ~~for identifying students,~~ for program evaluation and training of employees.

Adopted: 8/89
Reviewed: 7/11; 9/12; 2/15; 4/18; 6/21
Revised: 10/13; 2/24
Legal Reference (Code of Iowa): §§ 257.42-49; 281 IAC 12.5(12); 59
IASB Reference: 604.03

Policy 604.4-R *New Regulation*
Program for Gifted and Talented Students Regulation

The district shall use systematic and uniform procedures for screening, referral, identification, and serving gifted and talented students enrolled in kindergarten through grade twelve.

SCREENING, REFERRAL, AND IDENTIFICATION

A reasonable effort (which may include outreach, data review, and multiple identification pathways) will be made to identify gifted and talented students among all student populations, including special education and English language learners. Identification of gifted and talented students is based on evidence from multiple data sources (objective and subjective), including local comparisons within the district and, when appropriate, within individual attendance centers. This may include, but is not limited to:

- Standardized testing
- Student achievement
- Cognitive ability
- Qualitative and quantitative data
- Teacher and parent input
- Observation of gifted characteristics and behaviors

No single criterion prohibits a student from participating in the district's programming for gifted and talented students.

SERVING PROGRAMMING

The educational services provided to gifted and talented students must include, but are not limited to:

1. Addressing cognitive needs of the gifted and talented student
2. Addressing character development or common challenges of gifted and talented children and promoting skills to support personal growth and academic success;
3. Be in alignment with the gifted and talented child's identification data;
4. Correspond to the academic strengths and interests of the gifted and talented child;

Acceleration options, including subject acceleration and whole grade acceleration, will be implemented in accordance to district policy and applicable laws.

Policy 1001.8 Public Examination of District Records

Public records of the district may be viewed by the public during regular business hours of the administration office of the district. These hours are 7:30 AM to 4:00 PM Monday through Friday, except for holidays (including school holidays).

Persons wishing to view the district's public records will contact the Executive Director of Communications and make arrangements for the viewing. The Executive Director of Communications will make arrangements for viewing the records as soon as practicable, depending on the nature of the request.

Persons may request copies of public records by telephone or in writing, including electronically. The district may require pre-payment of the costs prior to copy and mailing.

Persons wanting copies may be assessed a reasonable fee for the copies ~~and for the time needed by the employee to review and collect the requested information.~~ **Persons wanting compilation of information may be assessed a reasonable fee for the time of the employee to review and compile the requested information.** The district will make every effort to provide the public records requested at no cost other than copying costs for a record which takes less than 30 minutes to produce. ~~For requests that take more than 30 minutes to produce, expenses will include the actual cost per hour of the employee's time.~~

Costs for legal services utilized for the redaction or review of legally protected confidential information may also be assessed to the individual requesting the records. Printing of materials for the public at the expense of the district will only occur when the event is sponsored by the district.

~~In making a determination for charges for a series of requests from one person or organization within a 30-day period, or a series of requests from persons in a single organization, the charges may be aggregated. For any other materials, cost will be assessed based on the individual request.~~

Pursuant to Iowa law, the board has determined certain records need to be confidential as their disclosure could jeopardize the safety of persons or property and include, but are not limited to, the following:

- a. Security procedures;
- b. Emergency preparedness procedures;
- c. Evacuation procedures;
- d. Security codes and passwords, and
- e. Information contained in records that if disclosed would significantly increase the vulnerability of critical physical systems or infrastructure.

It is the responsibility of the board secretary to maintain accurate and current records of the district. It is the responsibility of the Executive Director of Communications to respond in a timely manner to requests for viewing and receiving public information of the district.

The district works to make available public records that are requested. However, in rare and unusual circumstances, the district may pursue any available legal remedies, in accordance with applicable laws, to forestall vexatious requestors of records.

Adopted: 3/00

Reviewed: 4/14; 6/15

Revised: 3/13; 7/19; 7/22; 10/22; 7/25

Related Policy: 505.6; 505.6-R; 505.6-E2-E7

Legal Reference (Code of Iowa): §§ 21.4; 22.7; 291.6

IASB Reference: 901

Mandatory Policy

**LMCSD BOARD OF DIRECTORS MINUTES
MONDAY, AUGUST 17, 2026
5:00 PM @ ELC BOARDROOM**



[Click here for YouTube recording](#)

100: CALL TO ORDER & DETERMINATION OF A QUORUM

The meeting of the Linn-Mar Board of Directors was called to order at 5:01 PM in the boardroom of the Educational Leadership Center (3556 Winslow Rd, Marion). Roll was taken to determine a quorum. Present: Buchholz, Foss, Morey, Thomas, and Lowe Lancaster. Absent: Langston and Mansoor. Administration present: Wear, Galbraith, Ramos, Lang, Christian, Faber, and Milke.

200: ADOPTION OF AGENDA

– Motion 14.08.17

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

300: AUDIENCE COMMUNICATIONS

(SPG #1-Community Engagement)

No audience communications were received.

400: INFORMATIONAL REPORTS

401: Industry Recognized Credentials Course/Achievement Report

Associate Superintendent Chad Lang reported on the Industry Recognized Credentials courses and achievements highlighting the increase of 79 students in 2024-25 to 348 students in 2025-26.

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

402: Finance/Audit Committee Report

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

Directors Morey and Buchholz reported the during the August 6th Finance/Audit Committee meeting the bills, facilities assessment report, and Indian Creek playground project were reviewed.

403: Marion City Council Report

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

Director Buchholz shared there was no business pertaining to the district presented during the August 6th Marion City Council meeting.

404: Superintendent's Report

(SPG #1-Community Engagement)

Superintendent Wear highlighted several district events, welcomed the district's 30 new teachers, and thanked the custodial staff for their hard work in prepping the buildings.

500: UNFINISHED BUSINESS

501: Approval of Updated 2026-27 Student Fee Schedule – Motion 15.08.17

MOTION by Foss to approve the updated 2026-27 Student Fee Schedule as presented in Exhibit 501.1. Second by Buchholz. Voice vote, all ayes. Motion carried. – **Exhibit 501.1**

600: NEW BUSINESS

601: Approval of Open Enrollment Requests (SPG #2-Learning Excellence & 3-Learner Experience)

MOTION by Thomas to approve the open enrollment requests as presented. Second by Morey. Voice vote, all ayes. Motion carried. – **Motion 16.08.17**

Approved IN	Student Name	Grade	Resident District
	Brackins, Dream	K	Cedar Rapids CSD
	Candler, Rayne	K	Cedar Rapids CSD
	Lazcano, Roman	4	Cedar Rapids CSD
	Madriquo, Adonis	K	Cedar Rapids CSD
	Moylan, Brielle	2	Central City CSD
	Sanders, Leigha	K	Cedar Rapids CSD
	Thompson, Kamora	K	Marion Independent

Denied IN	Student Name	Grade	Resident District	Reason
	Zuspann, Zayne	10	Marion Independent	Insufficient space

Approved OUT	Student Name	Grade	Requested District	Reason
	Morrow, Eliejah	9	Cedar Rapids CSD	Good cause
	Morrow JaMauri	8	Cedar Rapids CSD	Good cause

Denied OUT	Student Name	Grade	Requested District	Reason
	Brennan, Skyleigh	10	Springville CSD	Late, did not meet state guidelines for good cause

For clarifying information on open enrollments visit the Iowa Department of Education at:

<https://educate.iowa.gov/pk-12/educational-choice/open-enrollment>

602: Approval of FY27 MIIP Representatives (SPG #4-People & Culture / BG #3.a-District Culture)

MOTION by Buchholz to approve Jon Galbraith as the 2026-27 Metro Interagency Insurance Program representative, Karla Christian as the alternate representative, and Nicole Redington as the at-large member. Second by Thomas. Voice vote, all ayes. Motion carried. – **Motion 17.08.17**

603: First Reading of Policy Recommendations – Exhibit 603.1 – Motion 18.08.17

MOTION by Thomas to approve the first reading of the policy recommendations as presented in Exhibit 603.1 with the removal of policies 504.31 and 504.32 for separate consideration. Second by Buchholz. Director Morey requested clarification on putting the 502.16 series into action, updating 502.16-R1 language to “school counselors” instead of “guidance counselors”, reformatting policy 503.4 to split up activities and athletics, clarification on 60-minute tracking technology and online curriculum

requirements covered in policy 603.12, and reconsideration of adding “prescription medications” to policy 502.3. Voice vote, all ayes. Motion carried.

MOTION by Morey to approve the first reading of policy 504.31. Second by Buchholz. Morey clarified she requested separate consideration of this policy in error. Voice vote, all ayes. Motion carried. **– Motion 19.08.17**

MOTION by Thomas to approve the first reading of policy 504.32. Second by Foss. Morey requested that “two pediatric doses” be retained to allow the option to administer the most effective dose based on the weight of the student. Voice vote, all ayes. Motion carried. **– Motion 20.08.17**

Annual Review and/or Contact Updates		
Policy #	Title	Status
102.1	Long-Range Needs Assessment	Reviewed
103.1-R	Anti-Bullying/Harassment Policy Investigation Procedures	Revised
103.1-E1	Anti-Bullying/Harassment Complaint Form	Revised
103.1-E2	Anti-Bullying/Harassment Witness Disclosure Form	Revised
104.3	Prohibition of Discrimination/Harassment Based on Sex Per Title IX	Revised
105.1-E	Abuse of Students by District Employees Reporting Form	Revised
400.3	Personnel: Qualifications, Recruitment, Selection	Revised
403.33	Affirmative Action	Revised
Miscellaneous Edits		
502.3	Student Substance Use	Revised
2026 Legislative Session Required Edits		
201.4	School Board Elections	Revised
204.1	School Board Meeting Notice	Revised
400.1	Equal Employment Opportunity	Revised
403.28	Responsible Technology Use	Revised
502.1	Student Conduct	Revised
502.11	Student Expression and Student Publications	Revised
502.16	Disruptive Behavior	New
502.16-R1	Disruptive Behavior Removal Procedures	New
502.16-R2	Disruptive Behavior Removal Procedures for Nonviolent Behavior for Students with an IEP	New
503.4	Student Activity Program	Revised
504.31	Administration of Medication to Students	Revised
504.31-E2	Authorization-Asthma, Airway Constricting, or Respiratory Distress Medication Self-Administration Consent Form	Revised
504.31-E3	Parent/Guardian Authorization and Release Form for Independent Self Carry and Administration of Prescribed Medication or Independent Delivery of Health Services by the Student	Revised
504.32	Stock Prescription Medication Supply	Revised
504.32-E	Parental Authorization and Release Form for the Administration of Voluntary School Supply of Stock Medication for Life-Threatening Incidents	Revised
602.1	Basic Instruction Program	Revised
602.2	Private Instruction	Revised
602.5	Special Education	Revised
602.23	Open Enrollment Transfers-Procedures as a Receiving District	Revised
603.8	Physical Education	Revised
603.10	Religion-Based Exclusion from a School Program	Revised
603.12	Technology and Instructional Materials	Revised
603.12-R3	One-to-One Digital Device Program Technology Adoption Checklist	New

604.1	Student Guidance and Counseling Program	Revised
604.4	Talented and Gifted Program	Revised
604.4-R	Program for Gifted and Talented Regulation	New
1001.8	Public Examination of District Records	Revised

700: CONSENT AGENDA

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

MOTION by Morey to approve the consent agenda as presented. Second by Thomas.

Voice vote, all ayes. Motion carried.

– Motion 21.08.17

701: Personnel

Certified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Frett, Emily	NE: 3 rd Gr Teacher	8/12/26	MA+45, Step 15

Certified Staff: Resignations

Name	Assignment	Dept Action	Reason
Brady, Jennifer	WF: Student Support Services Teacher	8/7/26	Other employment
Riniker, Abbi	District: Nurse	9/11/26	Other employment

Classified Staff: Assignments/Reassignments/Transfers

Name	Assignment	Dept Action	Salary Placement
Anderson, Timmy	TR: Certified Maintenance	9/1/26	LMSA F+4.00, Step 1
Boozell, Jenna	LMHS: Student Supervisor	8/18/26	\$17.00/hour
Gettemy, Tracy	LMHS: SSA from 7 to 5 hours/day	8/18/26	Same
Getz, Olivea	NE: Student Support Associate	8/18/26	LMSEAA A, Step 1
Graham, Jackson	TR: Equipment Prep Technician	8/10/26	LMSA E, Step 1
Loebel, Eric	NS: HP General Help/Cashier	8/18/26	PTNS, Step 1
McMenomy, Trenton	LMHS: Student Supervisor	8/18/26	\$17.00/hour
Miller-Hansen, Julia	IC: Heath Assistant	8/18/26	LMSEAA B, Step 1
Milota, Kathy	NS: EX Cashier	8/18/26	PTNS, Step 1+.25
Murphy, Tamara	BP: SSA From Part-Time to Full-Time	8/18/26	Same
Nielsen, Valerie	EH: Health Assistant	8/18/26	LMSEAA B, Step 1
Paxton, Patrick	TR: Bus Driver	7/29/26	Step 1
Singh, Neetu	NS: HP General Help/Cashier	8/18/26	PTNS, Step 1
Sumner, Stanley	TR: From Bus Driver to Bus Rider	8/24/26	Same
Troya, Krista	IC: Student Support Associate	8/7/26	LMSEAA A, Step 5
Tucker, Gidget	NS: HP from PTNS to Lead Baker	8/4/26	LMSA A+.25, Step 1
Tyler, Kerry	LG: Building Secretary	8/4/26	LMSEAA C, Step 1
West, Anna	LG: Student Support Associate	8/18/26	LMSEAA A, Step 1

Classified Staff: Resignations

Name	Assignment	Dept Action	Reason
Akers, April	IC: Student Support Associate	7/31/26	Other employment
Altmaier, Shirryl	NS: LMHS General Help/Cashier	8/7/26	Other employment
Buck, Katie	OR: Student Support Associate	8/7/26	Personal
Clary, Emily	OR: Student Support Associate	8/7/26	Relocation
Duvel, Corey	NE: Student Support Associate	8/5/26	Personal
Grant, Anna-Lisa	WE: Student Support Associate	7/27/26	Other employment

Martin, Andrea	EH: Health Assistant	8/28/26	Personal
Zach, Heather	NE: Student Support Associate	8/4/26	Other employment

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

Name	Assignment	Dept Action	Salary Placement
Bauer, Gustavo	LMHS: Asst 10 th Gr Volleyball Coach	8/24/26	\$3,564
Derr, Jacob	OR: Asst Cross Country Coach	8/24/26	\$3,168
Jorgensen, Liz	OR: Show Choir Sponsor	8/24/26	\$1,980
Kleist, Molly	OR: Asst 8 th Gr Volleyball Coach	8/24/26	\$3,168
Maxwell, Arianne	LMHS: 9 th Gr Play Director	8/6/26	\$1,980

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

Name	Assignment	Dept Action	Salary Placement
Fillner, Scott	LMHS: Asst Girls Basketball Coach	11/9/26	\$4,751

702: Approval of August 3rd Board Minutes – Exhibit 702.1

703: Approval of Bills/Warrants – Exhibit 703.1

704: Approval of Contracts/Agreements – Exhibits 704.1-16

1. City of Marion: Amendment to Police SRO program contract (2026-27 salary)
2. Grant Wood AEA: VAST Science Center FOSS Curriculum (\$85,814.76)
3. Grant Wood AEA: VAST Science Center Open Sci Ed Curriculum (\$2,750)
4. DoubleTree by Hilton: LM Orchestra Metropolitan Orchestra rehearsals (\$5,670)
5. Lovar Davis Kidd: Independent contractor agrmt work with OR Ovation (\$5,000)
6. Jessie Flaherty: Independent contractor agreement work with Show Choir (\$600)
7. Paulette Milewski: Independent contractor agreement work with Venture (\$175)
8. John Schultz: Independent contractor agreement work with LM Orchestra (\$1,000)
9. Allie Schumacher: Independent contractor agrmt work with LM Orchestra (\$700)
10. Karen Schumacher: Independent contractor agreement work with Venture (\$175)
11. Rachel Walter: Independent contractor agreement work with LM Orchestra (\$371)
12. Hands Up Communication: Renewal of interpreting services (Based on service/time)
13. Foreman Construction: Change order #1 for OR band room addition (\$5,729.43)
14. Eastern Iowa Excavating: Change order #3 for Early Site Package (\$38,183.95)
15. The Arc of East Central Iowa: special needs afterschool program
16. Mt Mercy University: Student teaching/field experience agreement for 2026-2028

800: BOARD CALENDAR & COMMUNICATIONS

801: Board Calendar & Communications

President Lowe Lancaster reviewed the board calendar, Director Thomas requested information on when the Facilities Advisory Committee would meet, and Director Morey shared an update on the Venture Academics/City of Marion property tax project.

Date	Time	Event	Location
<i>August 18</i>	<i>7:30 AM</i>	<i>Staff Kickoff/Welcome Back</i>	<i>Performance Hall</i>
<i>August 20</i>	<i>5:30 PM</i>	<i>Marion City Council (Thomas)</i>	<i>City Hall</i>
<i>August 24</i>	<i>--</i>	<i>First Day of School K(A-M) and 1st-9th Grades</i>	<i>--</i>
<i>August 25</i>	<i>--</i>	<i>First Day of School K(N-Z) and 10th-12th Grades</i>	<i>--</i>
Date	Time	Event	Location
<i>September 1</i>	<i>--</i>	<i>First Day of School for PreK</i>	<i>--</i>
<i>September 3</i>	<i>5:30 PM</i>	<i>Marion City Council (Mansoor)</i>	<i>City Hall</i>
<i>September 7</i>	<i>--</i>	<i>No School – Labor Day Holiday</i>	<i>--</i>
<i>September 10</i>	<i>8:30 AM</i>	<i>Finance/Audit Committee</i>	<i>ELC Boardroom C</i>
<i>September 14</i>	<i>5:00 PM</i>	<i>Board of Directors Meeting & Work Session</i>	<i>ELC Boardroom A</i>
<i>September 17</i>	<i>5:30 PM</i>	<i>Marion City Council (Mansoor)</i>	<i>City Hall</i>
<i>September 28</i>	<i>--</i>	<i>No School – Professional Day</i>	<i>--</i>
<i>September 28</i>	<i>5:00 PM</i>	<i>Board of Directors Meeting & Closed Session</i>	<i>ELC Boardroom A</i>

802: 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

900: ADJOURNMENT

– Motion 22.08.17

MOTION by Buchholz to adjourn the meeting at 5:57 PM. Second by Morey. Voice vote, all ayes. Motion carried.

Katie Lowe Lancaster, Board President

Jonathan Galbraith, Board Secretary/Treasurer

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 08/13/2026 - 09/09/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
Fund: DEBT SERVICE		
UMB BANK, N.A.	OTHER PROFESSIONAL SERVICES	\$600.00
Fund Total:		\$600.00
Fund: GENERAL		
AALDERKS ANDREW	TRANSP PARENT REIMB	\$460.81
ABILITY PHYSICAL THERAPY, P.C.	OTHER PROFESSIONAL SERVICES	\$3,833.33
ACHEY JULIE	TRANSP PARENT REIMB	\$460.81
AFRIDI PALWASHA K.	TRANSP PARENT REIMB	\$868.42
AFROZ IFFATH	TRANSP PARENT REIMB	\$230.40
AGYEKUM PRINCE OR KARA	TRANSP PARENT REIMB	\$407.62
ALBURNETT COMMUNITY SCHOOLS	TUITION IN STATE	\$110,166.74
ANDERSEN JAY	TRANSP PARENT REIMB	\$460.81
ANDERSON BRYAN	TRANSP PARENT REIMB	\$868.42
ANDERSON LEVI OR CHARITY	TRANSP PARENT REIMB	\$460.81
ANDERSON SAMUEL	TRANSP PARENT REIMB	\$868.42
ANDERSON STEVEN OR ANDREA	TRANSP PARENT REIMB	\$1,683.73
APPEL ELIZABETH	TRANSP PARENT REIMB	\$868.42
ASIFLEX	OTHER PROFESSIONAL SERVICES	\$702.00
ATWATER ALEXIS	TRANSP PARENT REIMB	\$460.81
AULT ANDREA	TRANSP PARENT REIMB	\$1,683.73
AWAH DISA OR DAVID	TRANSP PARENT REIMB	\$1,276.04
BALACHANDRA ABHILASH	TRANSP PARENT REIMB	\$407.62
BALLEW BRANDI OR JOSH	TRANSP PARENT REIMB	\$460.81
BARBER STACY	TRANSP PARENT REIMB	\$460.81
BATTISTE KATHY OR JIMMAL	TRANSP PARENT REIMB	\$1,276.04
BAUER JOHN OR ERYN	TRANSP PARENT REIMB	\$1,276.04
BEAMER MICHAEL OR MARIA	TRANSP PARENT REIMB	\$460.81
BLACK RENAE	TRANSP PARENT REIMB	\$1,276.04
BLIEK KARI	TRANSP PARENT REIMB	\$460.81
BLUE KELLI	TRANSP PARENT REIMB	\$460.81
BOCHICCHIO PHILLIP	TRANSP PARENT REIMB	\$230.40
BOCOVO COMLAN	TRANSP PARENT REIMB	\$434.21
BOSTWICK JOHN	TRANSP PARENT REIMB	\$460.81
BRADLEY BRITTANY	TRANSP PARENT REIMB	\$230.40
BROWN ANGELA M	TRANSP PARENT REIMB	\$1,222.85
BROWN LISA	TRANSP PARENT REIMB	\$868.42
BROWN TERRI	TRANSP PARENT REIMB	\$868.42
BUNJER SARAH OR JONATHAN	TRANSP PARENT REIMB	\$460.81
CAIN SARAH	TRANSP PARENT REIMB	\$230.40
CAIRNEY STEVE	TRANSP PARENT REIMB	\$868.42
CASSILL LANDON	TRANSP PARENT REIMB	\$1,276.04
CHEAK CALEB OR GRETCHEN	TRANSP PARENT REIMB	\$407.62
CHESMORE TRACEY	TRANSP PARENT REIMB	\$460.81
CINERESKI SARA	TRANSP PARENT REIMB	\$611.43
CITY OF MARION.	OTHER PROFESSIONAL SERVICES	\$1,606.50

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 08/13/2026 - 09/09/2026

Fiscal Year: 2025-2026

Vendor Name	Description	Check Total
CLAYTON JAMES OR RACHEL	TRANSP PARENT REIMB	\$460.81
CLAYTON RIDGE COMMUNITY SCHOOL DISTRICT	TUITION OPEN ENROLL	\$96,291.00
CLEMENS KEARA	TRANSP PARENT REIMB	\$460.81
CLESS BRYAN OR BRIANNA	TRANSP PARENT REIMB	\$868.42
COCHRAN RACHEL	TRANSP PARENT REIMB	\$868.42
COLE DENISE	TRANSP PARENT REIMB	\$868.42
COLLECTION	EE LIAB-GARNISHMENTS	\$1,019.55
COLLINS RYAN	TRANSP PARENT REIMB	\$407.62
COPPA DEB	TRANSP PARENT REIMB	\$230.40
CORNELL AARON OR LIZ	TRANSP PARENT REIMB	\$815.23
DAVIS JACQUELINE	TRANSP PARENT REIMB	\$434.21
DECKER JENNIFER OR NICHOLAS	TRANSP PARENT REIMB	\$460.81
DEG CHRISTINA OR COREY	TRANSP PARENT REIMB	\$460.81
DEVAULT ANN	TRANSP PARENT REIMB	\$434.21
DIETZ MATTHEW OR DEANN	TRANSP PARENT REIMB	\$230.40
DIXON GRETCHEN	TRANSP PARENT REIMB	\$230.40
DOLE JASON OR MICHELLE	TRANSP PARENT REIMB	\$1,276.04
DOSE ALLISON OR NICK	TRANSP PARENT REIMB	\$1,276.04
DOYLE DOUGLAS	TRANSP PARENT REIMB	\$407.62
DREY AMANDA OR PHIL	TRANSP PARENT REIMB	\$460.81
DURSKY SHAYLA	TRANSP PARENT REIMB	\$230.40
DYBVIG KELLY OR ERIC	TRANSP PARENT REIMB	\$460.81
EICHHORN JED OR LIZ	TRANSP PARENT REIMB	\$868.42
EID BASSEL OR RAMONA	TRANSP PARENT REIMB	\$868.42
EMERSON TRAVIS	TRANSP PARENT REIMB	\$868.42
ENGELKEN MICHELLE	TRANSP PARENT REIMB	\$1,276.04
EVERSON TIFFANY	TRANSP PARENT REIMB	\$868.42
FANN RACHAEL	TRANSP PARENT REIMB	\$434.21
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$2,483,680.91
FAUST VALERIE	TRANSP PARENT REIMB	\$434.21
FOERSTER MARY KAY	TRANSP PARENT REIMB	\$460.81
FULMER MICHELLE	TRANSP PARENT REIMB	\$230.40
FYE DEVON	TRANSP PARENT REIMB	\$203.81
GARBES JOHN	TRANSP PARENT REIMB	\$1,276.04
GARDINER ANDREA	TRANSP PARENT REIMB	\$407.62
GAUL ANN	TRANSP PARENT REIMB	\$1,276.04
GAVIN LAURA	TRANSP PARENT REIMB	\$460.81
GEISSLER AARON	TRANSP PARENT REIMB	\$230.40
GIVENS CHRISTINE	TRANSP PARENT REIMB	\$407.62
GLYNN ANGIE	TRANSP PARENT REIMB	\$638.02
GONZALEZ CHELSEA OR RUBEN	TRANSP PARENT REIMB	\$460.81
GRAHAM SHAWN	TRANSP PARENT REIMB	\$460.81
GRANT WOOD AEA	GENERAL SUPPLIES	\$67.50
GRAY ERIC	TRANSP PARENT REIMB	\$230.40
GROEZINGER ERIC OR JILL	TRANSP PARENT REIMB	\$868.42

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Vendor Name	Description	Check Total
GUDENKAUF SCOTT	TRANSP PARENT REIMB	\$230.40
GUTSCHMIDT NEIL OR ASHLEY	TRANSP PARENT REIMB	\$868.42
HARKEN MARY	TRANSP PARENT REIMB	\$434.21
HARLAN ZAC OR ERIN	TRANSP PARENT REIMB	\$868.42
HARPER EMILY OR JOSHUA	TRANSP PARENT REIMB	\$1,276.04
HAWK MORGAN	TRANSP PARENT REIMB	\$868.42
HAWKEYE COMMUNICATION/FANDEL ALARM	OTHER PROFESSIONAL SERVICES	\$11,950.00
HAWKEYE COMMUNICATION/FANDEL ALARM	REPAIR/MAINT SERVICE	\$183.20
HAYES KATIE	TRANSP PARENT REIMB	\$815.23
HEARTLAND AEA 11	INSTRUCTIONAL SUPPLIES	\$335.61
HEDTKE KAYLEE	TRANSP PARENT REIMB	\$868.42
HEIBEL SCOTT	TRANSP PARENT REIMB	\$1,276.04
HEIN JOANNA	TRANSP PARENT REIMB	\$868.42
HERMSEN RENEE	TRANSP PARENT REIMB	\$460.81
HLUBEK JENNIFER	TRANSP PARENT REIMB	\$460.81
HOFFMAN DAVID OR LINDSAY	TRANSP PARENT REIMB	\$1,276.04
HOUSTON LINDSAY	TRANSP PARENT REIMB	\$868.42
HUNTINGTON CHAD	TRANSP PARENT REIMB	\$868.42
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$49,315.84
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$210,867.80
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$49,315.84
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$210,867.80
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$275,575.06
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$230,605.00
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$346,090.84
IOWA SHARES	EE LIAB-CHARITY	\$3.00
IPROMOTEU.COM INC	INSTRUCTIONAL SUPPLIES	\$105.00
JACOBSON MOLLY	TRANSP PARENT REIMB	\$460.81
JANOVY KAREN	TRANSP PARENT REIMB	\$460.81
JEMTRUD JAMES OR STEPHANIE	TRANSP PARENT REIMB	\$460.81
JONES JOEL OR GERALYN	TRANSP PARENT REIMB	\$868.42
JUST SARAH	TRANSP PARENT REIMB	\$230.40
KALYANARAMAN SAI	TRANSP PARENT REIMB	\$230.40
KARLEN JESSICA	TRANSP PARENT REIMB	\$230.40
KELLY AARON	TRANSP PARENT REIMB	\$868.42
KENSINGER BROOKE	TRANSP PARENT REIMB	\$460.81
KESSELL NICOLE	TRANSP PARENT REIMB	\$434.21
KEUNE CHALISE	TRANSP PARENT REIMB	\$230.40
KILBURG REBECCA OR BILL	TRANSP PARENT REIMB	\$460.81
KINNEY JESSICA	TRANSP PARENT REIMB	\$230.40
KLEVER DERRICK OR JOANNA	TRANSP PARENT REIMB	\$1,276.04
KNUDSEN MATTHEW	TRANSP PARENT REIMB	\$868.42
KROGMEIER SUSANNE	TRANSP PARENT REIMB	\$1,222.85
KRUEGER JESSICA OR DANIEL	TRANSP PARENT REIMB	\$868.42
KUEHNER KAITLIN OR JORDAN	TRANSP PARENT REIMB	\$1,276.04

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Vendor Name	Description	Check Total
LANGAGER CAROL	TRANSP PARENT REIMB	\$460.81
LARSON JAMIE	TRANSP PARENT REIMB	\$230.40
LARSON LOGAN OR JACEY	TRANSP PARENT REIMB	\$460.81
LEE DANIELLE	TRANSP PARENT REIMB	\$230.40
LEEFERS ELNORE	TRANSP PARENT REIMB	\$230.40
LENHART LOGAN OR APRIL	TRANSP PARENT REIMB	\$868.42
LESTER DANIEL OR CATHERINE	TRANSP PARENT REIMB	\$460.81
LEUENBERGER AMANDA	TRANSP PARENT REIMB	\$460.81
LEYMASTER JONI OR NICK	TRANSP PARENT REIMB	\$230.40
LINDEMAN JESSICA OR EDWIN	TRANSP PARENT REIMB	\$230.40
LINK AMY	TRANSP PARENT REIMB	\$868.42
LINN-MAR FOUNDATION	EE LIAB-CHARITY	\$5.00
LIVINGSTON BLAYKE	TRANSP PARENT REIMB	\$460.81
LOFTUS BRYCE	TRANSP PARENT REIMB	\$1,276.04
LONG KIMBERLY H	TRANSP PARENT REIMB	\$460.81
LUERKENS JEREMY OR LEANNE	TRANSP PARENT REIMB	\$868.42
LYNCH TARA	TRANSP PARENT REIMB	\$868.42
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$2,733.25
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$7,759.54
MAREK CARA OR JIM	TRANSP PARENT REIMB	\$460.81
MARION INDEPENDENT SCHOOLS	TUITION IN STATE	\$54,233.16
MARSHALL TRACIE OR JASON	TRANSP PARENT REIMB	\$868.42
MASON LUSSEN AMBER	TRANSP PARENT REIMB	\$230.40
MAYER STEPHANIE OR OWEN	TRANSP PARENT REIMB	\$1,222.85
MAYES JACOB	STAFF TRAVEL	\$131.67
MCADAMS KELSEY	TRANSP PARENT REIMB	\$230.40
MCCOY MARK OR ERICA	TRANSP PARENT REIMB	\$1,683.73
MCCURDY RACHEL	TRANSP PARENT REIMB	\$460.81
MCDONALD AMY OR LANCE	TRANSP PARENT REIMB	\$460.81
MCDONALD NATALIE	TRANSP PARENT REIMB	\$460.81
MCELHENNY JONATHAN OR LAURA	TRANSP PARENT REIMB	\$1,276.04
MEAD NICHOLAS	TRANSP PARENT REIMB	\$407.62
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$443,548.46
METRO INTERAGENCY INS PROG.	ER LIAB-MEDICAL INSURANCE	\$28,710.00
MICHEL LATISHA	TRANSP PARENT REIMB	\$1,276.04
MIKE SELINA	TRANSP PARENT REIMB	\$691.21
MILBRATH KJERSTIN	TRANSP PARENT REIMB	\$460.81
MILLER JASON OR SONIA	TRANSP PARENT REIMB	\$1,630.48
MOHWINKLE MALLORY	TRANSP PARENT REIMB	\$868.42
MOHWINKLE SARAH	TRANSP PARENT REIMB	\$868.42
MOORE NICOLE	TRANSP PARENT REIMB	\$460.81
MORALES ROLANDO	TRANSP PARENT REIMB	\$460.81
MORRIS AMANDA OR GORDON	TRANSP PARENT REIMB	\$611.43
MORRIS HEATHER	TRANSP PARENT REIMB	\$460.81
MORTON WENDY	Professional Educational Services	\$163.98

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Vendor Name	Description	Check Total
MPONZI ARNOLD AND MELISSA	TRANSP PARENT REIMB	\$868.42
MULHERIN CASEY OR MOLLY	TRANSP PARENT REIMB	\$460.81
MUNDORF NICHOLAS	TRANSP PARENT REIMB	\$868.42
MURPHY ALLISON	TRANSP PARENT REIMB	\$868.42
MUSSMAN ALEX OR SARAH	TRANSP PARENT REIMB	\$1,276.04
NAMBURU KALYANA CHAKRAVARTHY	TRANSP PARENT REIMB	\$868.42
NEFF ELIZABETH	TRANSP PARENT REIMB	\$460.81
NEGRO CHELSEA	TRANSP PARENT REIMB	\$868.42
NELSON JAMIE	TRANSP PARENT REIMB	\$815.23
NGUYEN LY	TRANSP PARENT REIMB	\$407.62
NGUYEN TUAN	TRANSP PARENT REIMB	\$460.81
NICHOLSON ANNE	TRANSP PARENT REIMB	\$460.81
NORMAN NICOLE OR WILLIAM	TRANSP PARENT REIMB	\$230.40
O'BRIEN JENNIFER	TRANSP PARENT REIMB	\$460.81
OATES AUSTIN OR CAILEY	TRANSP PARENT REIMB	\$1,276.04
OBERBROECKLING JESSICA	TRANSP PARENT REIMB	\$460.81
OEHLER BRENDA OR CHRIS	TRANSP PARENT REIMB	\$460.81
OTTING MARK & BETH	TRANSP PARENT REIMB	\$230.40
PACHA JOHN	TRANSP PARENT REIMB	\$460.81
PALERMO JOSEPH OR RENEE	TRANSP PARENT REIMB	\$868.42
PARKER KELLY	TRANSP PARENT REIMB	\$460.81
PARSONS MEGAN OR BRIAN	TRANSP PARENT REIMB	\$460.81
PAULSON SAMANTHA	TRANSP PARENT REIMB	\$460.81
PEIFFER AUSTIN OR PATRICIA	TRANSP PARENT REIMB	\$815.23
PEIFFER JENNIFER OR MICHAEL	TRANSP PARENT REIMB	\$638.02
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	\$162.94
PINCKNEY NAOMI	TRANSP PARENT REIMB	\$434.21
POLICANO KEITH	TRANSP PARENT REIMB	\$868.42
POMPEI ANDREW	TRANSP PARENT REIMB	\$230.40
PRAIRIE CITY MONROE (PCM) CSD	TUITION IN ST-SP ED	\$2,470.40
PROVENCIO CHRISTINE	TRANSP PARENT REIMB	\$460.81
RABEY AMANDA	TRANSP PARENT REIMB	\$868.42
REGENNITTER STACEY	TRANSP PARENT REIMB	\$460.81
RHINEHART DAVID	TRANSP PARENT REIMB	\$868.42
RICHARDSON JAMES OR ANDREA	TRANSP PARENT REIMB	\$868.42
RITTER TISHA	TRANSP PARENT REIMB	\$868.42
ROBISON ERIC OR EMILY	TRANSP PARENT REIMB	\$460.81
ROCCA MATT OR SHELLEY	TRANSP PARENT REIMB	\$460.81
ROEPKE AMY	TRANSP PARENT REIMB	\$230.40
ROLING MAGGIE OR MIKE	TRANSP PARENT REIMB	\$1,683.73
RUPP JENNIFER	TRANSP PARENT REIMB	\$868.42
SALKOWSKI JAYME	TRANSP PARENT REIMB	\$1,276.04
SANFORD LACEY	TRANSP PARENT REIMB	\$611.43
SCHEIL JESSICA	TRANSP PARENT REIMB	\$868.42
SCHIMBERG LISA	TRANSP PARENT REIMB	\$868.42

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Vendor Name	Description	Check Total
SCHLUETER LAUREN OR BRANDON	TRANSP PARENT REIMB	\$868.42
SCHMIT JASON	TRANSP PARENT REIMB	\$460.81
SCHNELLER EMILY OR COREY	TRANSP PARENT REIMB	\$1,276.04
SCHOOL SPECIALTY LLC	INSTRUCTIONAL SUPPLIES	\$16,224.85
SCHROEDER SHANNON	TRANSP PARENT REIMB	\$1,276.04
SCHUMANN HEATHER	TRANSP PARENT REIMB	\$407.62
SCOTT ADAM	TRANSP PARENT REIMB	\$460.81
SCRANTON JEREMY	TRANSP PARENT REIMB	\$460.81
SEARS KYLE	TRANSP PARENT REIMB	\$638.02
SEELMAN BRETT OR ERICA	TRANSP PARENT REIMB	\$868.42
SEVCIK JONI	TRANSP PARENT REIMB	\$868.42
SEYMOUR ERIN	TRANSP PARENT REIMB	\$460.81
SHETTERLY KARI	TRANSP PARENT REIMB	\$460.81
SHULTZ TEASCHA	TRANSP PARENT REIMB	\$460.81
SIEFKEN JASON	TRANSP PARENT REIMB	\$460.81
SKINNER SARA OR TIM	TRANSP PARENT REIMB	\$460.81
SKOGMAN ERICK	TRANSP PARENT REIMB	\$815.23
SLATER EMILY	TRANSP PARENT REIMB	\$230.40
SMITH JESHUA OR ABBY	TRANSP PARENT REIMB	\$460.81
SPENCER AMANDA	TRANSP PARENT REIMB	\$230.40
STAKER KRISTY OR TYLER	TRANSP PARENT REIMB	\$1,222.85
STEPHENS SUE	TRANSP PARENT REIMB	\$1,276.04
STEPHENSON LISA	TRANSP PARENT REIMB	\$230.40
SULLIVAN NATHAN OR ASHLEY	TRANSP PARENT REIMB	\$1,276.04
SUMMERS CHRISTINE	TRANSP PARENT REIMB	\$460.81
TREACY JENNIFER	TRANSP PARENT REIMB	\$230.40
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$96,996.33
TROTTA MARGARET	TRANSP PARENT REIMB	\$868.42
ULMER KENAN	TRANSP PARENT REIMB	\$868.42
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	\$70.00
VAN LAAR MEGAN	TRANSP PARENT REIMB	\$460.81
VASQUEZ MATTHEW OR STEPHANIE	TRANSP PARENT REIMB	\$434.21
VIRCO INC	INSTRUCTIONAL SUPPLIES	\$1,225.90
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$46,471.35
WALDERBACH MATTHEW OR MINDY	TRANSP PARENT REIMB	\$460.81
WALTER KATIE	TRANSP PARENT REIMB	\$460.81
WEEMS KELLY	TRANSP PARENT REIMB	\$407.62
WEISS ANDREA	TRANSP PARENT REIMB	\$460.81
WEISS GREG	TRANSP PARENT REIMB	\$460.81
WHEAT LAURA	TRANSP PARENT REIMB	\$868.42
WHITTAKER-SMITH CLAIRE	TRANSP PARENT REIMB	\$868.42
WILCOX NICOLE OR DEREK	TRANSP PARENT REIMB	\$868.42
WILKINSON-GRUBER MARJORIE	TRANSP PARENT REIMB	\$868.42
WILSON ERIN	TRANSP PARENT REIMB	\$230.40
WINTERHOF ADAM	TRANSP PARENT REIMB	\$868.42

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Vendor Name	Description	Check Total
WISDO JEFFREY	TRANSP PARENT REIMB	\$230.40
WITTNEBEL JULIA OR JIM	TRANSP PARENT REIMB	\$460.81
WOLTZ TRISTAN	TRANSP PARENT REIMB	\$407.62
WOOD ALEX	TRANSP PARENT REIMB	\$434.21
WOOD SARA OR JASON	TRANSP PARENT REIMB	\$1,276.04
WRANEK LANE OR BETSY	TRANSP PARENT REIMB	\$460.81
Fund Total:		\$4,940,231.35
Fund: PHY PLANT & EQ LEVY		
WELTER STORAGE EQUIPMENT CO INC	FURNITURE & FIXTURES	\$8,725.67
Fund Total:		\$8,725.67
Fund: PUB ED & REC LEVY		
BOLAND RECREATION	CONSTRUCTION SERV	\$156,280.00
Fund Total:		\$156,280.00
Fund: STUDENT ACTIVITY		
CENTRAL DEWITT COMMUNITY SCHOOL DISTRICT	DUES AND FEES	\$250.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$1,235.14
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$21.27
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$90.92
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$21.27
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$90.92
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$143.68
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$102.83
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$154.32
RIDDELL ALL-AMERICAN	GENERAL SUPPLIES	\$11,100.00
ROCK VALLEY PHYSICAL THERAPY CENTER	DUES AND FEES	\$900.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$40.90
WESSELINK JULIE	STAFF TRAVEL	\$62.83
Fund Total:		\$14,214.08
Grand Total:		\$5,120,051.10

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Vendor Name	Description	Check Total
Fund: AQUATIC CENTER		
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$29,920.69
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$541.41
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$2,315.12
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$541.41
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$2,315.12
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$951.99
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$1,887.93
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$2,833.38
IOWA SWIMMING INC	DUES AND FEES	\$100.00
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	\$343.57
Fund Total:		\$42,663.55
Fund: GENERAL		
A-1 PRECISION SHARPENING	PROF SERV: EDUCATION	\$92.00
A-1 PRECISION SHARPENING	REPAIR/MAINT SERVICE	\$15.00
ADVANTAGE CHIROPRACTIC	PHYSICALS	\$880.00
ADVANTAGE RECORDS MANAGEMENT	OTHER TECH SER	\$99.51
AGVANTAGE FS	PROPANE	\$2,126.56
AHLERS AND COONEY, P.C.	LEGAL SERVICES	\$2,219.00
ALLIANT ENERGY	ELECTRICITY	\$158,368.50
AMERICAN SPECIALTIES	INSTRUCTIONAL SUPPLIES	\$5,790.20
ANCHOR FRAME & AXLE	VEHICLE REPAIR	\$1,573.02
ANIXTER, INC.	MAINTENANCE SUPPLIES	\$133.50
APPLEBY & HORN	REPAIR/MAINT SERVICE	\$1,098.00
ARK DATA CENTERS LLC	OTHER TECH SER	\$115.14
ARNOLD MOTOR SUPPLY	REPAIR PARTS	\$19.99
ARNOLD MOTOR SUPPLY	SHOP TOOLS/EQUIPMENT	\$221.77
ARNOLD MOTOR SUPPLY	TRANSP. PARTS	\$295.84
ASCENDANCE TRUCKS EASTERN IOWA LLC	TRANSP. PARTS	\$46.04
ASIFLEX	EE LIAB-FLEX DEP CARE	\$11,941.76
ASIFLEX	EE LIAB-FLEX HEALTH	\$28,568.00
AUTO-JET MUFFLER	TRANSP. PARTS	\$1,292.10
BARNARD INSTRUMENT REPAIR, INC	EQUIPMENT REPAIR	\$1,578.13
BARNARD INSTRUMENT REPAIR, INC	OTHER PROFESSIONAL SERVICES	\$1,124.77
BARNARD INSTRUMENT REPAIR, INC	PROF SERV: EDUCATION	\$957.22
BARNARD INSTRUMENT REPAIR, INC	Professional Educational Services	\$2,169.03
BIG RIGGER BUILDERS INC	VEHICLE REPAIR	\$994.60
BLICK ART MATERIALS	INSTRUCTIONAL SUPPLIES	\$3,337.51
BRANDED APPAREL	INSTRUCTIONAL SUPPLIES	\$2,250.00
CAPITAL SANITARY	MAINTENANCE SUPPLIES	\$23,066.16
CAROLINA BIOLOGICAL SUPPLY	INSTRUCTIONAL SUPPLIES	\$1,761.01
CARROLL CONSTRUCTION SUPPLY	GROUNDS UPKEEP	\$1,585.90

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Vendor Name	Description	Check Total
CEDAR RAPIDS WINSUPPLY PLUMBING CO	HEAT/PLUMBING SUPPLY	\$9,779.71
CENGAGE LEARNING	INSTRUCTIONAL SUPPLIES	\$888.36
CENGAGE LEARNING	TEXTBOOKS	\$2,379.30
CESA # 5	GENERAL SUPPLIES	\$3,230.00
CITY LAUNDERING COMPANY	GENERAL SUPPLIES	\$233.08
CITY OF MARION	ADVERTISING	\$5,343.00
CITY OF MARION	DUES AND FEES	\$1,000.00
COLLECTION	EE LIAB-GARNISHMENTS	\$1,019.75
CONSTELLATION NEWENERGY	NATURAL GAS	\$3,123.98
CRESCENT PARTS & EQUIPMENT CO., INC	MAINTENANCE SUPPLIES	\$1,624.46
CRISIS PREVENTION INSTITUTE INC	DUES AND FEES	\$200.00
CRISIS PREVENTION INSTITUTE INC	INSTRUCTIONAL SUPPLIES	\$5,098.50
CROWBAR'S	MAINTENANCE SUPPLIES	\$150.58
CULLIGAN	GENERAL SUPPLIES	\$266.10
D & K PRODUCTS	GROUNDS UPKEEP	\$675.00
D.I.A.L./ELEVATOR SAFETY BUREAU	REPAIR/MAINT SERVICE	\$1,415.00
DECKER EQUIPMENT	GENERAL SUPPLIES	\$2,026.80
DELTA DENTAL OF IOWA	ER LIAB-DENTAL INS	\$59,674.40
DOORS INC	MAINTENANCE SUPPLIES	\$485.00
DOUBLETREE CEDAR RAPIDS CONVENTION	DUES AND FEES	\$1,500.00
EAST MOLINE GLASS	REPAIR/MAINT SERVICE	\$237.60
EDVOTEK	INSTRUCTIONAL SUPPLIES	\$712.32
ELECTRICAL ENGINEERING & EQUIPMENT CO.	ELECTRICAL SUPPLY	\$900.66
EVERYDAY SPEECH LLC	DUES AND FEES	\$6,479.88
F & W SERVICE CO., INC	REPAIR/MAINT SERVICE	\$120.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$848,162.41
FEEDWELL KITCHEN & BAKERY LLC	GENERAL SUPPLIES	\$140.00
FLASHLIGHT LEARNING INC	INSTRUCTIONAL SUPPLIES	\$4,000.00
FLINN SCIENTIFIC	INSTRUCTIONAL SUPPLIES	\$1,049.35
FOLLETT CONTENT SOLUTIONS, LLC	LIBRARY BOOKS	\$266.49
FOLLETT CONTENT SOLUTIONS, LLC	TEXTBOOKS	\$3,357.12
FRANKLIN COVEY	PROF SERV: EDUCATION	\$22,693.50
GASWAY CO, J P	GENERAL SUPPLIES	\$2,904.96
GAZETTE COMMUNICATIONS INC	ADVERTISING	\$1,133.95
GRAINGER	GENERAL SUPPLIES	\$121.41
GRANT WOOD AEA	AEA FLOW THRU	\$548,533.00
GRANT WOOD AEA	COMPUTER SOFTWARE	\$17,160.00
GRANT WOOD AEA	GENERAL SUPPLIES	\$703.00
GRANT WOOD AEA	INSTRUCTIONAL SUPPLIES	\$984.07
GRANT WOOD AEA	PROF SERV: EDUCATION	\$82,669.60
GREAT WESTERN SUPPLY CO	MAINTENANCE SUPPLIES	\$203.27
GREENWOOD CLEANING SYSTEMS	MAINTENANCE SUPPLIES	\$4,672.04
HAND-IN-HAND PRESCHOOL	PROF SERV: EDUCATION	\$33,292.74
HARGERS ACCOUSTICS INC	GENERAL SUPPLIES	\$1,376.00
HAWKEYE ENVIRONMENTAL	REPAIR/MAINT SERVICE	\$775.00

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

Date Range: 08/13/2026 - 09/09/2026

Fiscal Year: 2026-2027

Vendor Name	Description	Check Total
HAWKEYE FIRE & SAFETY COMPANY	REPAIR/MAINT SERVICE	\$4,217.15
HOBBS MEGAN	Professional Educational Services	\$700.00
HOGLUND BUS CO. INC	TRANSP. PARTS	\$16.50
IA WORKFORCE DEVELOPMENT	INTERGOVT ACCTS RECV	\$22,562.50
INSTITUTE FOR EDUCATIONAL DEVELOPMENT	Professional Educational Services	\$5,700.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$16,749.70
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$71,619.28
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$16,749.70
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$71,619.28
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$92,858.00
IOWA DEPT OF ADMIN SERVICES	DUES AND FEES	\$900.00
IOWA DEPT OF REVENUE	EE LIAB-GARNISHMENTS	\$463.49
IOWA DIVISION OF CRIMINAL INVEST	OTHER PROFESSIONAL SERVICES	\$1,000.00
IOWA FIRE PROTECTION	REPAIR/MAINT SERVICE	\$10,914.44
IOWA HIGH SCHOOL MUSIC ASSOC	DUES AND FEES	\$1,020.00
IOWA PRISON INDUSTRIES	GENERAL SUPPLIES	\$102.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$77,622.11
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$116,495.07
IOWA SHARES	EE LIAB-CHARITY	\$20.00
IPROMOTEU.COM INC	GENERAL SUPPLIES	\$2,253.91
ISBGA	OTHER PROFESSIONAL SERVICES	\$300.00
ISFIS	OTHER PROFESSIONAL SERVICES	\$966.00
JEFFERSON HIGH SCHOOL	DUES AND FEES	\$175.00
JOHNSTONE SUPPLY	HEAT/PLUMBING SUPPLY	\$320.20
K-12 TECHNOLOGY GROUP INC	TELEPHONE	\$863.43
KIRKWOOD COMM COLLEGE	TUITION-COMM COLLEGE	\$425.00
KUTA SOFTWARE LLC	COMPUTER SOFTWARE	\$1,245.00
LAWSON PRODUCTS, INC	MAINTENANCE SUPPLIES	\$42.50
LAWSON PRODUCTS, INC	TRANSP. PARTS	\$76.90
LINDER TIRE SERVICE INC	TIRES AND TUBES	\$3,558.53
LINN CO-OP OIL	GASOLINE	\$2,097.69
LINN COUNTY TREASURER-	TAXES AND ASSESSMENT	\$2,430.00
LINN-MAR FOUNDATION	EE LIAB-CHARITY	\$25.00
LINN-MAR NUTRITION SERVICES	GENERAL SUPPLIES	\$332.94
LUCK'S MUSIC LIBRARY	INSTRUCTIONAL SUPPLIES	\$64.74
LYNCH FORD	VEHICLE REPAIR	\$1,629.38
MACKLIN SHANE	PROF SERV: EDUCATION	\$4,000.00
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$2,781.00
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$2,974.09
MADISON NATIONAL LIFE INS. CO., INC	RETIREE INSURANCE	(\$264.00)
MARION INDEPENDENT SCHOOLS	Purchased Service from LEA	\$9,636.61
MARION TIRE	REPAIR/MAINT SERVICE	\$2,031.69
MARION WATER DEPT	WATER/SEWER	\$9,328.79
MAVERICK POWERSPORTS,LLC	REPAIR PARTS	\$1,279.14
MCGRAW-HILL SCHOOL EDUCATION	TEXTBOOKS	\$3,898.25

Linn-Mar Community School District

IA- Warrants Paid Listing

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Vendor Name	Description	Check Total
MEDCO SUPPLY	GENERAL SUPPLIES	\$297.92
MEDICALESHP INC	INSTRUCTIONAL SUPPLIES	\$434.48
MENARDS -13127	GENERAL SUPPLIES	\$1,902.86
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$243,962.59
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	(\$42.25)
METRO INTERAGENCY INS PROG.	RETIREE INSURANCE	\$57,951.49
MID AMERICAN ENERGY	NATURAL GAS	\$2,432.03
MIDWEST ALARM SERVICES	REPAIR/MAINT SERVICE	\$894.04
MIDWEST WHEEL	TRANSP. PARTS	\$356.68
MORTON WENDY	Professional Educational Services	\$163.98
NAPA AUTO PARTS (GPC)	TRANSP. PARTS	\$214.70
NAVIGATE360,LLC	INSTRUCTIONAL SUPPLIES	\$2,143.50
NEIBA	DUES AND FEES	\$80.00
OFFICE EXPRESS	GENERAL SUPPLIES	\$473.76
OFFICE EXPRESS	INSTRUCTIONAL SUPPLIES	\$2,226.56
OPEN TEXT INC	OTHER TECH SER	\$193.58
ORKIN PEST CONTROL	Pest Control	\$853.23
PASCO SCIENTIFIC	INSTRUCTIONAL SUPPLIES	\$224.25
PEARSON EDUCATION INC	TEXTBOOKS	\$14,590.20
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	\$1,803.58
PITNEY BOWES	DUES AND FEES	\$1,779.12
PITTSBURGH PAINTS	GENERAL SUPPLIES	\$375.39
PLUMB SUPPLY CO.	HEAT/PLUMBING SUPPLY	\$735.74
PRAIRIE MUSIC ASSOCIATION	DUES AND FEES	\$500.00
PROJECT LEAD THE WAY	DUES AND FEES	\$950.00
PROJECT LEAD THE WAY	INSTRUCTIONAL SUPPLIES	\$5,400.00
RAPIDS REPRODUCTIONS INC	OTHER PROFESSIONAL SERVICES	\$450.00
RAPIDS WHOLESALE EQUIP CO	HEAT/PLUMBING SUPPLY	\$72.27
RENAISSANCE LEARNING	DUES AND FEES	\$6,877.75
ROOTS IN BLOOM	GENERAL SUPPLIES	\$137.00
ROTO-ROOTER	REPAIR/MAINT SERVICE	\$440.00
SADLER POWER TRAIN	TRANSP. PARTS	\$587.22
SAVE OUR SINK INC	REPAIR/MAINT SERVICE	\$2,970.00
SCHOLASTIC MAGAZINE	INSTRUCTIONAL SUPPLIES	\$109.89
SCHOOL ADMINISTRATORS OF IOWA	DUES AND FEES	\$125.00
SCHOOL BUS SALES	TRANSP. PARTS	\$974.95
SCHOOL DATEBOOKS	INSTRUCTIONAL SUPPLIES	\$1,289.38
SCHOOL OUTFITTERS	INSTRUCTIONAL SUPPLIES	\$2,957.49
SCHOOL SPECIALTY LLC	DUES AND FEES	\$3,996.00
SCHOOL SPECIALTY LLC	INSTRUCTIONAL SUPPLIES	\$1,262.70
SETPOINT MECHANICAL SERVICES	REPAIR/MAINT SERVICE	\$2,980.00
SHERWIN-WILLIAMS	MAINTENANCE SUPPLIES	\$379.61
STANDARD BEARINGS	MAINTENANCE SUPPLIES	\$59.82
STAR FOOD SERVICE EQUIPMENT	REPAIR/MAINT SERVICE	\$1,141.19
STATE HYGIENIC LABORATORY	GENERAL SUPPLIES	\$15.50

Linn-Mar Community School District

IA- Warrants Paid Listing

Criteria

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Fiscal Year: 2026-2027

Vendor Name	Description	Check Total
STREFF ELECTRIC INC	REPAIR/MAINT SERVICE	\$462.40
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$4,314.18
TEACHING STRATEGIES LLC	INSTRUCTIONAL SUPPLIES	\$3,267.50
THE FILTER SHOP, INC	GENERAL SUPPLIES	\$6,910.78
THE POINTE SCHOOL OF DANCE	INSTRUCTIONAL SUPPLIES	\$3,890.00
THE SHREDDER	OTHER TECH SER	\$954.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$30,359.02
TRI-CITY ELECTRIC COMPANY OF IOWA	TECH REPAIRS/MAINTENANCE	\$1,026.00
UNITED RENTALS	REPAIR/MAINT SERVICE	\$753.00
VALLEY BAND BOOSTERS, INC	DUES AND FEES	\$175.00
VAN METER CO	ELECTRICAL SUPPLY	\$814.39
VERIZON WIRELESS	TELEPHONE	\$153.92
VERNIER SOFTWARE & TECHNOLOGY	INSTRUCTIONAL SUPPLIES	\$489.03
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$12,377.26
VOYAGER SOPRIS LEARNING	INSTRUCTIONAL SUPPLIES	\$5,600.00
WEST MUSIC CO	EQUIPMENT REPAIR	\$455.92
WEST MUSIC CO	GENERAL SUPPLIES	\$1,104.00
WEST MUSIC CO	INSTRUCTIONAL SUPPLIES	\$1,708.75
WEST MUSIC CO	PROF SERV: EDUCATION	\$595.00
WEST MUSIC CO	TEXTBOOKS	\$657.28
Fund Total:		\$2,944,073.29
Fund: LOCAL OPT SALES TAX		
EASTERN IOWA EXCAVATING & CONCRETE	CONSTRUCTION SERV	\$136,594.05
FOREMAN CONSTRUCTION LLC	CONSTRUCTION SERV	\$85,263.00
OPN ARCHITECTS, INC.	ARCHITECT	\$4,486.72
RIVERSIDE TECHNOLOGIES, INC	COMP/TECH HARDWARE	\$99,504.92
TRI-CITY ELECTRIC COMPANY OF IOWA	CONSTRUCTION SERV	\$249,040.50
Fund Total:		\$574,889.19
Fund: NUTRITION SERVICES		
EMS DETERGENT SERVICES	GENERAL SUPPLIES	\$8,583.07
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$18,952.89
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$361.73
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$1,546.77
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$361.73
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$1,546.77
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$1,890.53
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$1,288.79
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$1,934.21
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$17.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$39.47
MARTIN BROTHERS DISTRIBUTING CO., INC	PURCHASE FOOD	\$39,513.17
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$700.76
PERFORMANCE FOODSERVICE - CEDAR RAPIDS	GENERAL SUPPLIES	\$10,495.48
PERFORMANCE FOODSERVICE - CEDAR RAPIDS	PURCHASE FOOD	\$66,817.89

Linn-Mar Community School District

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Vendor Name	Description	Check Total
RAPIDS WHOLESALE EQUIP CO	GENERAL SUPPLIES	\$3,126.12
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$656.04
Fund Total:		\$157,832.92
Fund: PHY PLANT & EQ LEVY		
A-ONE GEOTHERMAL INC	CONSTRUCTION SERV	\$37,288.00
ACCESS SYSTEMS	COMPUTER/COPIER RENT	\$12,103.55
ANCHOR FRAME & AXLE	VEHICLE REPAIR > \$2500	\$4,406.50
ATWATER COMPANIES INC	CONSTRUCTION SERV	\$1,170.00
BIG RIGGER BUILDERS INC	VEHICLE REPAIR > \$2500	\$9,690.74
CENTRAL STATES CONCRETE	CONSTRUCTION SERV	\$13,833.00
CULVER'S CORRIDOR STORAGE, LLC	FACILITY RENTAL	\$1,187.50
DELTA HEATING AND COOLING LLC	CONSTRUCTION SERV	\$781.59
DRYSPACE INC	CONSTRUCTION SERV	\$76,067.41
EAST MOLINE GLASS	CONSTRUCTION SERV	\$2,588.96
EMPOWERED PROPERTIES, LLC	FACILITY RENTAL	\$3,675.00
HOGLUND BUS CO. INC	VEHICLES	\$315,798.00
ICS CUSTOMS LLC	CONSTRUCTION SERV	\$2,313.87
IOWA APPLIANCE CENTER, INC	BLDG. CONST SUPPLIES	\$729.00
IOWA DIESEL REPAIR LLC	CONSTRUCTION SERV	\$6,546.86
IOWA FIRE PROTECTION	CONSTRUCTION SERV	\$1,050.00
MIDWEST ALARM SERVICES	CONSTRUCTION SERV	\$2,680.70
MIZE PAINTING AND DRYWALL	CONSTRUCTION SERV	\$9,250.00
OPN ARCHITECTS, INC.	ARCHITECT	\$80,421.35
RESILITE SPORTS PRODUCTS	EQUIPMENT >\$5,000	\$33,490.08
RUSSO OUTDOOR POWER PLUS	BLDG. CONST SUPPLIES	\$430.32
SETPOINT MECHANICAL SERVICES	CONSTRUCTION SERV	\$3,699.59
STREFF ELECTRIC INC	CONSTRUCTION SERV	\$2,230.00
TEGELER WRECKER & CRANE	VEHICLE REPAIR > \$2500	\$12,640.45
THE PRULL GROUP INC	CONSTRUCTION SERV	\$5,038.97
TYLER TECHNOLOGIES INC	DATA PROCESSING AND	\$1,550.00
WENDLING QUARRIES	CONSTRUCTION SERV	\$4,205.86
Fund Total:		\$644,867.30
Fund: PUB ED & REC LEVY		
EVER-GREEN LANDSCAPE & SUPPLY	GROUPS UPKEEP	\$14,000.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$2,370.90
HALL & HALL ENGINEERS INC	ARCHITECT	\$1,935.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$44.25
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$189.23
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$44.25
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$189.23
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$160.68
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$199.21
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$298.96
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$2.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$6.05

Linn-Mar Community School District

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Vendor Name	Description	Check Total
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$385.91
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$87.82
Fund Total:		\$19,913.99
Fund: STUDENT ACTIVITY		
BSN SPORTS	GENERAL SUPPLIES	\$3,675.60
CEDAR FALLS HIGH SCHOOL	DUES AND FEES	\$100.00
CEDAR RAPIDS CORVETTE CLUB	GENERAL SUPPLIES	\$30.00
CENTRAL COLLEGE	DUES AND FEES	\$760.00
CHARGER CARTS LLC	EQUIPMENT >\$5,000	\$5,900.00
COPYWORKS	GENERAL SUPPLIES	\$101.00
CRAWFORD GREG	OFFICIAL/JUDGE	\$75.00
DAYTON CHARLES	OFFICIAL/JUDGE	\$30.00
DAYTON JOYCE	OFFICIAL/JUDGE	\$120.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$12,953.72
FLAHERTY JESSE	PROF SERV: EDUCATION	\$600.00
FUSIONSITE MIDWEST LLC	DUES AND FEES	\$112.95
FUSIONSITE MIDWEST LLC	GENERAL SUPPLIES	\$303.53
HAARS COREY	OFFICIAL/JUDGE	\$60.00
HANSEN PEGGY	OFFICIAL/JUDGE	\$90.00
HUDI	DUES AND FEES	\$25,500.00
HUNTERS RIDGE GOLF COURSE	DUES AND FEES	\$2,730.00
HUNTERS RIDGE GOLF COURSE	GENERAL SUPPLIES	\$257.69
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$242.04
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$1,034.81
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$242.04
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$1,034.81
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$451.47
IOWA HIGH SCHOOL GOLF COACHES ASSOC.	DUES AND FEES	\$45.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$1,025.81
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$1,539.48
KENNEDY HIGH SCHOOL	DUES AND FEES	\$225.00
M-F ATHLETIC CO.	GENERAL SUPPLIES	\$1,288.00
MH ADVERTISING SPECIALTIES	GENERAL SUPPLIES	\$74.00
MONTICELLO SPORTS	GENERAL SUPPLIES	\$1,258.50
PRAIRIE HIGH SCHOOL	DUES AND FEES	\$325.00
PRITZKAU GRACI	PROF SERV: EDUCATION	\$3,100.00
PRITZKAU MAGGI	PROF SERV: EDUCATION	\$3,100.00
RALLY ATHLETIC BAGS	GENERAL SUPPLIES	\$1,652.00
SAVILLE SCOTT	OFFICIAL/JUDGE	\$70.00
SOLON HIGH SCHOOL	DUES AND FEES	\$180.00
SUN PRAIRIE HIGH SCHOOL	DUES AND FEES	\$250.00
SUSAN FREESE	OFFICIAL/JUDGE	\$60.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$196.43
UNITED ALL STARS INC	GENERAL SUPPLIES	\$1,600.00
VARSITY SPIRIT FASHIONS & SUPPLIES LLC	GENERAL SUPPLIES	\$6,670.00

Linn-Mar Community School District

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Vendor Name	Description	Check Total
WINDSTAR LINES	STAFF TRAVEL	\$1,802.00

Fund Total: \$80,865.88

Grand Total: \$4,465,106.12

End of Report



School District Clinical Placement Agreement

This contract is made and entered into by and between Upper Iowa University and the **Linn Mar Community School District, Marion, Iowa.**

1. Upper Iowa University and the above district agree to cooperate in providing clinical placements (Teacher Preparation and Endorsements: 20-hour Practicum, 40-hour Field Experiences, 60-hour Reading, ESL, Tag Practicums, and 16-week Student Teaching, and School Counseling: 100-hour Practicum and 600-hour Internship) during the 2026-2027 academic year.
2. Pre-student teaching clinical students are supervised by the course instructor and need to be placed with a licensed teacher.
3. Professional School Counseling students must be mentored by a licensed Professional School Counselor.
4. 20-hour Practicum is a student's first experience in the classroom. They have not been admitted into the Teacher Education Program.
5. For all other pre-student teaching clinicals (10-hour Special Education Observations, 40-hour Field Experiences and 60-hour Practicums), students have been admitted into UIU's Teacher Education Program.
6. The student teacher placed in your district will receive regular visits and professional support from a university student teaching supervisor.
7. The student teacher has had presentations on mandatory child abuse reporting and blood borne pathogens. Each student has been accepted into the Teacher Education Program at Upper Iowa University and has met the requirements to be eligible for student teaching.
8. Upper Iowa University agrees to assign a student teacher with administrative approval from your school. An individual contract will be written specifically for the student teacher. The contract will be filed with you and with Upper Iowa University.
9. Iowa Code 2003 Supplement: Section 272.27: Students actually teaching or engaged in preservice licensure activities in a school district under the terms of such a contract are entitled to the same protection, under section 670.8, as is afforded by that section to officers and employees of the school district, during the time they are so assigned.

A student teacher may not act as a substitute teacher. The student teacher may, however, continue teaching in the absence of the cooperating teacher if a certified substitute is present. It is understood that the student teacher may conduct classes without the cooperating teacher in the classroom, however, the cooperating teacher should be readily available to the student teacher. Teachers of record with a Class B license are exceptions to this status.

10. Upper Iowa agrees to provide reimbursement to the cooperating District for student teachers and school counseling interns. The Cooperating Teacher/District may elect to receive the sum of \$160 for each eight weeks the student teacher is assigned with payment to be made at the conclusion of the student teaching assignment. If a student teacher withdraws before completing one-half of the assignment, the payment will be one-half of the weeks originally assigned.
11. Signatures indicate mutual acceptance of this contract.



 Alex Hansen
 Teacher Education Chair

 Katie Lowe Lancaster, Board President
 School District Representative

Date 8/18/2026

Date _____

LIBERTY UNIVERSITY

We're Changing Lives... One Degree at a Time.

SCHOOL OF EDUCATION

Practicum Articulation Agreement

Liberty University's School of Education offers licensure programs which are regionally accredited and approved by the Virginia Department of Education. Candidates are required to complete a variety of course-embedded practicums as part of their degree program.

This agreement made at Lynchburg, Virginia, this 15th day of September 2026 between Liberty University, Inc. (hereinafter called LU) and ~~Linn-Mar CSD~~ (hereinafter called Public School or PS). This agreement will automatically renew unless cancelled or revised by either party at least 30 days prior to the end of the term.

Witnesseth:

1. LU and PS accept joint responsibility in educating qualified educators. It is the practicum candidate's responsibility to follow and abide by the rules and regulations of both LU and PS. If a practicum candidate fails to do so, it could result in removal from the practicum placement and/or licensure program.
2. Prior to placement, practicum candidates are required to hold a full background check through LU, including Criminal, and FBI Fingerprint; VA Child Abuse clearance for VA candidates; and other Public School system's requirements regarding background checks.
3. LU shall assign one (1) representative to serve as liaison between LU and PS. That person, as a representative of LU, will be available to communicate via email with the supervisor and practicum candidate to properly facilitate communication and relationships between faculty and staff of Public School.
4. PS shall notify the LU representative of any concerns or problems within 48 hours.

(Signatures on Next Page)

IN WITNESS WHEREOF, we the undersigned, duly authorize representatives of the parties to this agreement. It is mutually agreed by and between the parties that the period covered by this agreement shall be from 9/10/2026 to 6/30/2027, inclusive, and supersedes all previous contracts between the parties.

Liberty University, Inc.

By: Hunter Targosh

Printed Name: Hunter Targosh

Title: Contract Specialist

Date: 3/24/26

By: _____

Printed Name: Katie Lowe Lancaster

Title: Board President

Date: _____

AMENDMENT TO CONTRACT # 25-IBCLINMAR-01

This amendment is dated **September 15, 2026**, and amends the Iowa Blueprint for Change contract with beginning date of October 1, 2024, and ending date of September 30, 2026, between Iowa Vocational Rehabilitation Services and **Linn Mar Community School District**. The parties amend the contract as follows:

1. As permitted by section 3.b., IVRS hereby renews this contract for 9 month term. The end date of this new contract period will be **June 30, 2027**.
2. Update Statement of Work (Exhibit A), Annual Budget (Exhibit B), and Reports (Exhibit C) as attached.
3. Update the Division Contract Manager to Brandi Fitch, (563) 588-4697, Brandi.Fitch@iwd.iowa.gov. Update Billing Contact phone and email for Marissa Greenleaf to (515) 387-3962, Marissa.Greenleaf@iwd.iowa.gov.
4. The total amount of the budget for October 1, 2026, to June 30, 2027, is **\$54,156.75**.
5. All other provisions of this contract and subsequent amendments remain in effect.

Iowa Vocational Rehabilitation Services

By: _____ Date _____

Contractor

By: _____ Date _____

EXHIBIT A

Statement of Work and Performance Standards

INTRODUCTION

The Iowa Blueprint for Change (IBC) project seeks to improve systems so Iowans with disabilities—especially those currently in, or at risk of entering, subminimum wage employment—can access competitive integrated employment (CIE) that supports long-term economic self-sufficiency. The IBC transition pilot allows Linn-Mar Community School District (Contractor) to support this goal by expanding and enhancing early high school preparation, placement, and support services for students with disabilities, ensuring seamless transition into CIE.

Although Linn-Mar CSD has established transition programs such as TAP, Work Experience, and Project Search, a significant gap remains for students with the most complex support needs. These students often require more flexible and individualized approaches than what traditional programming provides. This pilot initiative introduces a new layer of targeted transition services to better support these students. By addressing this service gap, Linn-Mar will expand the continuum of services available to secondary students and further strengthen their path to employment and independence.

ELIGIBLE PROGRAM PARTICIPANTS

Eligible participants in the IBC program must meet all of the following criteria:

- Be enrolled in Linn-Mar Community School District
- Receive Social Security (SSI) benefits based on their own disability and/or be identified by the school district as having the most complex support needs (Level 3 via IEP)
- Be eligible for services through Iowa Vocational Rehabilitation Services (IVRS)
- Have a signed “Consent to Release Information to and from IVRS” form on file

IBC Services

I. IBC Services to Participants

Participants in the Linn-Mar IBC pilot program will receive individualized services tailored to their unique strengths, interests, and transition needs. These services will include:

- **Job Exploration Activities:** The Employment Specialists will plan and facilitate engaging and developmentally appropriate activities that help students explore various career options and workplace environments.
- **Workplace Readiness Training:** Students will receive training in key areas such as time management, communication, emotional regulation, self-advocacy, and problem-solving to better prepare them for future employment.
- **Career Interest Assessment:** Student preferences will be identified through transition assessments included in their IEPs, along with career interest inventories (e.g., picture-based surveys) and online tools such as O*Net to support informed career exploration.
- **Competitive Integrated Employment Preparation:** Employment Specialists will assist students in developing the skills and awareness needed to pursue and sustain meaningful, competitive employment in community-based settings.
- **Community Navigation and Safety:** Instruction will be provided on safely navigating community environments, using transportation, and understanding social expectations in work and community contexts.
- **Assistive Technology and Adaptive Equipment:** If needed, students will receive tools such as visual templates, adaptive switches, headphones, or other support recommended by professionals to ensure they can fully participate in program activities.
- **Introduction to Adult Services:** Employment Specialists will provide students and families with information on relevant adult services such as IVRS, SSI, and Medicaid Waivers, helping them prepare for life after graduation.

A minimum of 10 students will be served during the school year (190 instructional days). Student progress will be monitored through transition assessments, staff observations, family feedback, and documentation of participation and skill development.

II. IBC Services to Contractor

Linn-Mar CSD will receive training and technical assistance to support effective program implementation, in collaboration with IVRS, IBC, and other key stakeholders. These supports may include:

- **Professional Learning:** Employment Specialists and other school staff will engage in professional development focused on the IBC pilot model, person-centered planning, and best practices in secondary transition.
- **Assistive Technology Support:** Technical assistance will be provided to identify and

implement assistive technology solutions that support student success across settings.

- **STOP Training and Certification:** Staff will participate in STOP driving certification or other necessary trainings to ensure safe transport and supervision of students during community-based learning experiences.
- **Universal Design and Transition Planning:** Instructional staff may receive training in universal classroom design and strategies to better integrate transition planning into daily instruction.
- **Collaboration with IVRS:** Linn-Mar staff will meet regularly with IVRS counselors to align goals, review student progress, and coordinate planning for IEPs and Individualized Plans for Employment (IPEs).
- **Program Outreach and Communication:** The district will create and distribute program brochures, attend school events for outreach and recruitment, and ensure families are aware of IBC services and eligibility.

CONTRACTOR DUTIES AND RESPONSIBILITIES

Linn-Mar CSD will supervise one Employment Specialist who will coordinate and deliver the IBC pilot services as described. This staff member will manage the daily implementation of the program, provide direct services to students, and collaborate with district teams, IVRS counselors, and families. Core responsibilities include:

- Plan and facilitate job exploration and career awareness activities
- Provide workplace readiness training and coaching
- Support students in developing skills for competitive employment
- Teach community navigation and safety
- Deliver instruction on financial literacy, communication, and emotional regulation
- Introduce students and families to available adult service systems
- Identify eligible students and assist with referral and intake into IVRS
- Ensure all necessary documentation (e.g., release forms, transition assessments) is completed and submitted to IVRS
- Participate in Youth Transition Team (YTT) meetings to coordinate services and monitor student progress
- Track service delivery and maintain program records in compliance with IBC reporting requirements
- Attend and share relevant information from professional development with school staff and families
- Participate in ongoing consultation and planning meetings with IVRS counselors

PERFORMANCE MEASURES

1. Time Documentation: Contractor staff will complete a Personnel Activity Report (PAR) to document time spent on contract-related duties. PARs will be submitted monthly. Due to this being the final renewal of the contract, all claims must be submitted to IVRS by 7/31/27 for reimbursement.
2. Service Documentation: Case notes will be entered into the IRSS Interface within five business days or by the end of the quarter, whichever comes first.
3. Eligibility Compliance: 100% of participants will meet the eligibility requirements listed above.
4. Outreach Tracking: The district will conduct quarterly outreach to families and students and will document these activities in an outreach tracking sheet obtaining at least 10 new outreach students per semester.
5. Minimum Participation: At least ten students will actively participate during the Linn-Mar 2026-2027 school year.
6. The school district will develop and submit a sustainability plan post contract renewal for continued services that were provided under DIF. This will be included as a part of the final report to IVRS.

(End of Exhibit A)

EXHIBIT B
Linn Mar CSD DIF Budget
October 1, 2026-June 30, 2027

Expense	Amount
Linn Mar CSD	
Salaries	\$40,000.00
Fringe Benefits	\$7,000.00
Travel	\$400.00
Materials & Supplies	\$500.00
Professional Development/Training	\$1,000.00
Subtotal	\$48,900.00
<i>FFY27 Federal Indirect Cost Rate =up to 10.75%</i>	\$5,256.75
Total Budget	\$54,156.75

Due to contract ending on 06/30/2027, all claims must be submitted by 07/31/2027 to be paid out.

BUDGET NARRATIVE

Salaries: This line item includes 1.0 FTE for Linn-Mar CSD Employment Specialists to fully support students both on and off campus for activities directly related to exploring employment and their community. Accordingly, IVRS, will only reimburse for the time the contracted staff devotes to this Contract. This expense will be documented with Personnel Activity Reports (PAR), payroll journals, printouts from the district accounting system, etc.

Fringe Benefits: These benefits were calculated at 15% of salary for all positions outlined above in Salaries. Payroll documentation including Personnel Activity Report (PAR), payroll journals, job description, and employment contract will be available to support all salary and fringe benefit costs charged to this agreement.

Travel: This line item includes mileage only for the Linn-Mar staff, estimating 400 miles annually at **\$0.50 per mile**. Travel will be between the high school and transportation to pick up the school vehicle. If Linn-Mar staff were to travel elsewhere, mileage, meals and lodging will be claimed at current rates and will not exceed the State of Iowa rates listed here:

<https://das.iowa.gov/state-employees/state-accounting/travel-relocation/state-travel> Meals will only be allowed when contracted staff is in overnight status. Detailed travel documentation will be kept for mileage, and itemized receipts will be kept for lodging, registrations, and other travel expenses.

Materials & Supplies: These items include office supplies, supplies or activities needed to develop work experience, learn transferable work skills and provide assistive/adaptive equipment necessary for students to explore different areas of career interests. All supply costs will be directly related to this Contract, and invoices will be kept to document cost.

Professional Development: Funds in this line item will be used to cover training and other workshops needed for Linn-Mar to improve the knowledge, skills, and experience of the staff and improve the outcomes of the pilot project, including Linn-Mar STOP driving certification requirements. Invoices and copies of registrations and training agendas will be kept to document project-related costs.

Indirect Costs: [The current IDC rate is up to 10.75%.](#) This is the Unrestricted Indirect Cost Rate provided to the CSD by the DE. The most current rate can be found here:
<https://educateiowa.gov/documents/indirect-cost-rates>.

Notification of Staff Changes: Please contact IVRS Financial and the contract manager as major staff changes occur. Please include the temporary plan for meeting the needs of this contract, who will cover those duties, an estimated timeframe for temporary change, permanent plan for replacement, and possible impact on the budget. Documentation required for your claim may change due to staff changes.

Miscellaneous: Additional documentation may be requested upon review of claims submitted to make sure costs are allowable, allocable, reasonable and necessary.

(End of Exhibit B)

EXHIBIT C

REPORTS

A. QUARTERLY PROGRESS REPORT

1. Overview

Contractor shall submit a Quarterly Progress Report in which it will describe the IBC transition pilot site services and operations, participant characteristics, and outcomes achieved during the quarter. The quarters are based on the federal fiscal year, October 1-September 30. This renewal will end on 6/30/27.

2. Quarterly Report Format

IVRS Contract Manager will provide the Quarterly Report template to the Contractor to be used for the entire contract. All three quarters will be reported on the same document along with IVRS Analysis/Recommendations for each quarter.

3. Due Date and Submission

Quarterly Progress Reports and supporting documentation are due within five business days after the end of the quarter (January 8, April 7, July 8). Contractor shall submit reports to the IVRS Contract Manager via electronic mail.

4. Content

a. Budget Status:

The Contract Financial Contact will be required to fill in this area based on the approved budget contained in the Contract, indicate if the Contractor is within budget and provide a report of expenditures for the reported period. If over budget, indicate by how much, the reasons why and the impact this will have on the project. Also, indicate the plan for addressing and remedying any actual or anticipated budget shortfalls. Changes to the Statement of Work due to budget considerations or changes in strategy must be approved by strategy must be approved by IVRS.

b. Primary Tasks:

Provide the updated Quarterly Progress Report which describes the work completed during the reporting period. Include or attach supporting documents or information as needed.

c. Problems or Delays:

Describe any unexpected problems encountered and the impact or possible impact on overall performance of the Contract.

d. Performance Measures:

Provide all performance measures as required in Exhibit A for the quarter and year-to-date. Providing updates on strategies used for performance measures did not meet the prior FFY.

B. END OF CONTRACT REPORT

1. Overview

Contractor shall submit a summary report at the end of the Contract in which it provides a description of the activities undertaken in performance of the entirety of the Contract, utilizing the template provided by the IVRS Contract Manager. The Contractor shall provide information demonstrating substantial progress in achieving the objectives of IBC and data that assists IVRS in demonstrating the usefulness and effectiveness (including cost-effectiveness) of the IBC transition pilot site.

2. Due Date and Submission

End of Contract Report and the Quarterly Progress Report for 3rd Quarter are due July 8, 2027. Contractor shall submit the reports to the IVRS Contract Manager via electronic mail.

(End of Exhibit C)

AMENDMENT TO CONTRACT # 26-TAP-34

This amendment is dated **September 15, 2026** and amends the Transition Alliance Program (TAP) contract with beginning date of July 1, 2026 and ending date of September 30, 2026, between Iowa Vocational Rehabilitation Services and **Linn Mar Community School District**. The parties amend the contract as follows:

1. As permitted by section **II.D.**, IVRS hereby renews this contract for 1 one-year term. The ending date of this new contract period will be **September 30, 2027**.
2. Update Statement of Work and Performance Measures (Exhibit A), Annual Budget (Exhibit B), and Reports (Exhibit C) as attached.
3. Update the CD&E page replacing CFDA No. with ALN (Assistance Listing Number) and change Agency to Division. Change Division Contract Manager to Brandi Fitch, (563) 513-5525, brandi.fitch@ivd.iowa.gov. Update Billing contact phone and email for Joanne Tinker to (515) 725-9050, joanne.tinker@iowa.iowa.gov.
4. The total amount of the contract budget for October 1, 2026 to September 30, 2027 is \$180,356.38.
5. All other provisions of this contract and subsequent amendments remain in effect.

Iowa Vocational Rehabilitation Services

By: _____

Date: _____

Linn Mar Community School District

By: _____

Katie Lowe Lancaster, Board President

Date: _____

Exhibit A (Cash Transfer)

Statement of Work and Performance Measures

INTRODUCTION

The Transition Alliance Program (TAP) develops and implements a new pattern of service to youth with disabilities. TAP services are provided through a service coordination model with a goal of obtaining competitive integrated employment and successful IVRS closure (status 26) for eligible youth (or until the participant reaches age 25).

TAP does not replace existing education or transition services to youth that are mandated under the Individual with Disabilities Education Act (IDEA). While the School District may assign personnel who provide services covered by the IDEA to provide services under this Contract, the School District must carefully separate and document the hours and services provided by such personnel under the TAP program.

Contractor (also referred to as "School District") shall provide flexible year-round TAP services solely to: (i) youth with disabilities who are eligible and actively receiving vocational rehabilitation services or Pre-Employment Transition Services (Pre-ETS) to Potentially Eligible (PE) students on an IEP or covered under the provisions of section 504 and have a signed consent form; and (ii) applicants for IVRS services who have a signed consent form, however the services for applicants will be limited to diagnostic and assessment services to determine eligibility to receive IVRS services and Pre-ETS activities to all applicants and Potentially Eligible individuals. An applicant who has a signed consent form may receive access to other TAP services after IVRS has: (i) determined the applicant is eligible for vocational rehabilitation services; (ii) removed the applicant from the waiting list using the order of selection priority as provided in the State Plan; and (iii) notified the School District.

CONTRACTOR DUTIES AND RESPONSIBILITIES

During the term of this Agreement, Iowa Vocational Rehabilitation Services (IVRS) shall have the right to provide input and recommendations regarding the hiring of personnel for the contracted program. Services contracted programs. Contractor shall consult with IVRS prior to finalizing any hiring decisions. IVRS may participate in the interview process, evaluate candidates, and submit non-binding recommendations. Notwithstanding anything to the contrary, the final hiring authority shall remain exclusively with the Contractor.

TAP staff will document all services that are delivered and provide the necessary documentation to IVRS in accordance with the performance measures. The following are the Pre-ETS Required and Coordinated Activities that TAP staff are required to provide to high school students with disabilities based on the student's individualized needs:

Pre-ETS Required Activities

- **Job Exploration Counseling** - counseling to assist the student with a disability to learn and understand: the demands of the workforce, types of jobs available and skill requirements needed to perform essential functions of the job, and job exploration experiences so the student with a disability can make an informed choice regarding their vocational goal both in selection, training and preparation for that goal
- **Work-Based Learning Experiences** - in-school or after school opportunities or experiences that are outside the traditional school setting that is provided in an integrated environment to the maximum extent possible, including internships
- **Counseling on Opportunities** - counseling on how to enroll in comprehensive transition or post-secondary educational programs at institutions of higher education and what should be considered in the decision-making regarding the post-secondary training environment including disability supports, course of study related to the program, etc.
- **Workplace Readiness Training** - designed to develop social skills and independent living skills in order to demonstrate the work ethic, attitudes, and behaviors for a competitive integrated employment environment
- **Self-Advocacy Instruction** - training, instruction and counseling on self-advocacy skill development and may include establishing opportunities for peer mentoring

Pre-ETS Coordinated Activities

- Attending IEP meetings
- Working with employers to develop work opportunities for students such as: internships, summer employment, paid/unpaid work experiences
- Working with school staff to coordinate Pre-ETS activities
- Attending person-centered planning meetings for individuals receiving social security benefit

The following are the Pre-ETS Authorized Activities that TAP staff can provide to support IVRS with improving the transition of students with disabilities from school to postsecondary education or an employment outcome:

Pre-ETS Authorized Activities

1. Implement effective strategies that increase independent living and inclusion in their communities and competitive integrated workplaces
2. Develop and improve strategies for individuals with intellectual and significant disabilities to live independently, participate in postsecondary education experiences, and obtain and retain competitive integrated employment
3. Provide training to vocational rehabilitation counselors, school transition staff,

- and others supporting students with disabilities
- 4. Disseminate information on innovative, effective, and efficient approaches to implement Pre-ETS
- 5. Coordinate activities with transition services provided by local educational agencies under IDEA
- 6. Apply evidence-based findings to improve policy, procedure, practice, and the preparation of personnel
- 7. Develop model transition demonstration projects
- 8. Establish or support multi state or regional partnerships involving State, LEAs, VR agencies, developmental disability agencies, private businesses, or other participants
- 9. Disseminate information and strategies to improve the transition to postsecondary activities of members of traditionally unserved and underserved populations

Additional Contractor Responsibilities:

- 1. TAP staff will participate in initial training with the IVRS Contract Manager. Training will include, but is not limited to, expectations of the contract, IRSS, and the Local School Plan (LSP) process.
- 2. Case notes will be completed directly into the IRSS Interface within five business days or by the end of the quarter, whichever occurs first.
- 3. All TAP staff will complete a Personal Activity Report (PAR) to track their time when completing contractor activities, including Pre-ETS activities, contract activities, and non-contract activities as applicable.
- 4. Review quarterly progress reports as a team to discuss strategies for improvement.

Assigned IVRS Staff Expectations:

- 1. IVRS staff will participate in initial training with the IVRS Contract Manager. Training will include, but is not limited to, expectations of the contract.
- 2. Review quarterly progress reports as a team to discuss strategies for improvement.

Contractor shall provide services in the following three core areas. All services to be provided hereunder shall be new services that have a VR focus or existing services that have been modified, adapted, expanded, or reconfigured to have a VR focus.

I. Core Area 1: Potentially Eligible (PE) Students

Potentially Eligible (PE): All students with disabilities on an IEP or covered under the provisions of section 504 are considered PE.

A. Contractor Responsibilities

- 1. Contracted staff will develop a collaborative process with school staff, AEA staff and IVRS staff for connecting Potentially Eligible (PE) students to IVRS.
- 2. Ensure a "Consent to Release Information to and from IVRS" form has been completed for each participant.
- 3. Assist with completing a Pre-ETS Agreement with the student and guardian.

4. Assist with obtaining PE documentation. Documentation requirements for PE students must be followed.
5. TAP will provide Pre-ETS activities as indicated on the Pre-ETS Agreement to PE students.
6. If a PE student is identified as needing more intensive services, TAP Staff will recruit the student to apply for IVRS services.
7. At high school graduation, a PE student will be discharged from TAP and IVRS staff will be notified.
8. Update IRSS Interface within five business days or by the end of the quarter, whichever occurs first.

B. IVRS Counselor Responsibilities

1. IVRS Counselor will assist with developing a collaborative process with school staff, AEA staff and TAP staff for connecting PE students to IVRS.
2. Verify a "Consent to Release Information to and from IVRS" form has been completed for each participant.
3. Complete intake on applicants referred to IVRS by TAP staff.
4. Collaborate with TAP to provide ongoing Pre-ETS to PE students, as needed.

II. Core Area 2: Referral and Eligibility Services

A. Contractor Responsibilities

1. Contracted staff will develop a collaborative process with IVRS staff for connecting potential applicants to IVRS for full service delivery.
2. Ensure a "Consent to Release Information to and from IVRS" form has been completed for each participant.
3. Refer potential applicants to IVRS.
4. Provide any existing assessment or diagnostic information from school records to IVRS.
5. If IVRS implements a waiting list, TAP is only able to provide Pre-ETS activities until the student is released from the waiting list.
6. TAP will provide Pre-ETS activities to PE students and IVRS eligible students on the waiting list, if applicable.
7. Update IRSS Interface within five business days or by the end of the quarter, whichever occurs first.

B. IVRS Counselor Responsibilities

1. IVRS Counselor will assist with developing a collaborative process with TAP staff for connecting potential applicants to IVRS for full service delivery.
2. Verify a "Consent to Release Information to and from IVRS" form has been completed for each participant.
3. Complete intake on applicants referred to IVRS by TAP staff.
4. Gather medical and psychological information on an applicant to determine eligibility.
5. Provide diagnostic and assessment services for applicants while awaiting IVRS eligibility determination, if appropriate.

6. Inform the School District, TAP staff and the applicant of IVRS' eligibility decision and, if applicable, waiting list category.

III. Core Area 3: Individualized Plan for Employment

The primary goal of TAP is for youth to be employed in competitive integrated employment by the time they have completed their TAP services. To achieve this goal, TAP staff will implement the services indicated in the IPE for each eligible student. The services to be provided by the School District include, without limitation:

A. Contractor Responsibilities

1. Contracted staff will develop a collaborative process with IVRS Counselor for delivering individualized services identified on the IPE.
2. Participate in Individual Education Program (IEP) meeting to train students on self-advocacy skills.
3. Collaborate with IVRS to provide ongoing Pre-ETS to students to support development of the Individualized Plan for Employment (IPE) and assist with maintaining engagement of students via biweekly contact.
4. Provide input to the IVRS Counselor and the student to assist in the preparation of the Individualized Plan for Employment (IPE) by the IVRS counselor. The IPE will identify available types of jobs for the TAP student and provide a good match between job opportunities and the student's choices, interests, and abilities. The IPE will then outline the services and training that the student will need to work and live in the community after high school.
5. Develop, maintain and record partnerships with local businesses to create Pre-ETS and employment opportunities for participants and update tracking tool with this information within five business days or by the end of the quarter, whichever occurs first. Below are the industry sectors that are expected to be represented in partnership activities each FFY. It is not allowable for one business to represent all or multiple industry sectors.
 - a. Natural Resources and Mining
 - b. Construction
 - c. Manufacturing
 - d. Trade, Transportation, and Utilities
 - e. Information
 - f. Financial Activities
 - g. Professional and Business Services
 - h. Education and Health Services
 - i. Leisure and Hospitality
 - j. Other Services
6. Collaborate and provide Pre-ETS activities that assists students with disabilities to explore, obtain and maintain employment. Pre-ETS activity information should be communicated with parents/guardians, school staff, IVRS staff and other team members.

Job exploration counseling offered by the School District:

- School counselors and student support teachers
- Adrienne Shavers, Kirkwood College and Career Transition Counselor
- Use of Xello career exploration platform beginning in 9th grade
- Transition planning assessments including TPI-3
- Use of O-Net for career exploration
- Classroom discussions about career interests
- Workplace Learning Connection job shadow opportunities for grades 10–12

New and expanded job exploration counseling provided by TAP:

- TAP staff will provide additional interest inventories to students with disabilities followed by enhanced review of the results and labor market information in their interest areas.
- TAP staff will work with school teams to provide additional small group and individualized services to assist students in exploring a variety of career options.
- TAP staff will assist with employer development to create job shadowing/informational interview opportunities to narrow down career options and interests.
- TAP staff will provide students with disabilities information on non-traditional employment options.
- TAP staff will collaborate with the College & Career Transition Counselor to provide new and expanded job exploration activities for students.
- TAP staff will coordinate with school counselors and teachers to expand participation in career exploration activities.

Work-based learning experiences provided by the School District:

- Workplace Learning Connection internships for grades 11–12
- On-site schoolwork experiences are supported by paraprofessionals
- Project-based learning through Venture courses
- DIF grant funded work experiences
- Success Center job coaching opportunities (4+)

New and expanded work-based learning experiences provided by TAP:

- TAP staff will partner with businesses to set up paid/unpaid work-based learning experiences for students with disabilities in the community. For students participating in the work experience class, TAP will collaborate with the teacher to provide new and expanded experiences.
- TAP staff will provide both on and off-site instructional training to students who require additional support for the work-based learning experience outside of the work experience class.

- TAP staff will assist businesses with identifying accommodations necessary for students to be successful with a work-based learning experience.
- TAP staff will arrange informational interviews and other unpaid work-based learning experiences needed to explore identified career interest areas.
- TAP staff will collaborate with special education teachers and school staff to enhance work-based learning services for students.
- TAP will coordinate with local businesses and agencies to provide students with opportunities to engage in apprenticeships.
- TAP will assist with transportation coordination where feasible.

Counseling on Opportunities offered by the School District:

- School counselors and student support teachers
- Kirkwood College & Career Transition Counselor
- College campus visits and admissions meetings
- ACT/SAT testing coordination
- FAFSA completion assistance
- Kirkwood dual credit programming
- TGIF events at Kirkwood
- IEP transition discussions

New and expanded counseling on opportunities provided by TAP:

- TAP staff will educate parents/students on post-secondary rules and regulations regarding reasonable accommodations for students with disabilities.
- TAP staff work with College & Career Transition Counselor to help educate parents/students in better understanding the college application process and connect students to accessibility services in a post-secondary setting. This includes completion of paperwork for post-secondary training such as FAFSA, college applications, etc.
- TAP staff will discuss testing scores for training programs, as applicable, and how scores affect career planning.
- TAP staff will work with the School Counselor and IEP team to assure students who qualify are participating in courses that align with their IPE goal.
- TAP staff will assist students in identifying a variety of training opportunities available to them in the post-secondary setting, including information on trade/technical schools and non-traditional post-secondary opportunities.
- TAP staff will assist school personnel with apprenticeships for informational purposes and connecting students to appropriate opportunities.
- TAP staff will keep the appropriate school personnel informed of any upcoming tours or informational sessions relating to post-secondary options.
- TAP staff will connect with campus accessibility resource centers.

Workplace readiness training offered by the School District:

- Special education services
- Personal Finance course required for graduation
- Kirkwood Career Academies
- Community work experiences within 4+ programming

New and expanded workplace readiness training offered by the TAP:

- TAP staff will partner with the high school to provide workplace readiness training that reinforces building a strong future workforce.
- TAP staff will offer mock interviews, resume workshops, and informational interviews, this can be provided within the school or outside of the school with business partners.
- TAP staff can assist with financial literacy training for students.
- TAP staff can coordinate with their local IVRS office to provide summer programming for students with disabilities. TAP staff can also have stand-alone programming offered over the summer for students with disabilities.
- TAP staff can provide resources for students, parents and school teams pertaining to transition.
- TAP staff can provide small group or individualized workplace readiness training
- TAP staff can provide employability skills such as:
 - communication
 - teamwork
 - time management
 - workplace behavior
 - problem solving
- TAP staff can provide reinforce skills through real work experiences.

Self-advocacy instruction offered by the School District:

- Participation in IEP meetings
- Student support teacher instruction
- Extracurricular clubs and leadership opportunities
- Counseling support services
- Family resource support for housing, food, and community resources

New and expanded self-advocacy instruction offered by the TAP:

- TAP staff will work with students to learn about accommodations necessary in the workplace and how to advocate for these accommodations.
- TAP staff will train students with disabilities on their rights and responsibilities.
- TAP staff will develop/provide activities to students with disabilities focused on decision-making, self-awareness and leadership.
- TAP will expand outreach to middle and high school students and families and inform them of community resources available to them for transition services.

- TAP staff can provide guidance on connecting with natural supports in an educational or work setting.
 - TAP staff can provide training on disability rights and responsibilities.
 - TAP staff can encourage self-determination and independent decision-making.
 - TAP staff can provide training on disability disclosure.
7. Provide students with supported short term paid work experiences.
 8. Provide short-term instructional training when needed.
 9. Place students in occupations that match their stated employment goal in their IPE.
 10. Provide supported employment services utilizing the IVRS supported employment services process (if the student's needs are beyond what TAP is able to provide, the student will be discharged from TAP and referred to a Community Rehabilitation Provider [CRP] for services).
 11. Provide short-term job coaching to students that require on-the-job supports to be successful in maintaining employment.
 12. Provide assistance to students and employers to address and resolve any work-related behaviors.
 13. Update IRSS Interface within five business days or by the end of the quarter, whichever occurs first.

B. IVRS Counselor Responsibilities

1. IVRS Counselor will assist with developing a collaborative process with TAP staff for delivering individualized services identified on the IPE.
2. Collaborate with TAP to provide ongoing Pre-ETS to students to support development of the Individualized Plan for Employment (IPE) and assist with maintaining engagement of students via biweekly contact.
3. Develop and maintain partnerships with local businesses to create Pre-ETS and employment opportunities for students.
4. Provide guidance and counseling services to TAP students.
5. Provide disability consultation services to School District and employers.
6. Determine when TAP participant's employment is stabilized and close IVRS case.

IV. Contractor Performance Measures

1. The first full year of the contract, a minimum of 60% of staff time will be used for providing Pre-ETS Required and Coordinated Activities.
2. Contracted staff will participate in initial contract training which will include how to code time for Pre-ETS activities and non-Pre-ETS activities delivered.
3. Contracted staff will meet quarterly with IVRS Contract Manager to review expectations, services provided and progress in meeting performance measures.
4. Contracted staff will create and/or expand at least one Pre-ETS activity per quarter for students with disabilities within the identified school district(s). This will be emailed to IVRS Contract Manager each quarter.
5. TAP staff will review, update and submit the Local School Plan (LSP) to include

- the new contracted program.
6. Participate in training to identify PE students to refer as applicants.
 7. The number of potential applicants referred to IVRS will be established during the baseline year of the contract.
 8. Contracted staff will educate local businesses on the new program and begin developing business partnerships across all industry sectors.

(End of Exhibit A)

EXHIBIT B

Linn Mar CSD TAP Budget

FFY27 October 1, 2026-September 30, 2027

Expense	Amount
Salaries	\$127,000
Fringe Benefits	\$21,700
Travel	\$5,000
Materials & Supplies	\$5,900
Professional Development/Training	\$3,250
Federal Indirect Cost Rate 10.75%	\$17,506.38
Total Costs of TAP Program	\$180,356.38
*1st Certified Non-Federal Cash Transfer Payment Due 10/1/2026	\$45,089.09
*2nd Certified Non-Federal Cash Transfer Payment due 4/1/2027	\$45,089.09
Total Certified Non-Federal Cash Transfer Not to Exceed	\$90,178.19

***Cash Transfer Payment Schedule:** The Cash Transfer Payment is a mutually agreed amount between contracting parties. Please use the Cash Transfer Remittance Sheet for payments, including it with the payment.

BUDGET NARRATIVE

Salaries: This budget line consists of the salary for two full-time TAP Coordinators. IVRS will only reimburse for the time the TAP staff devotes to the TAP contract activities - the Personnel Activity Reports, which will be completed at least monthly, will determine this. This expense will be documented with Personnel Activity Reports, payroll journals, printouts from district accounting system, etc.

Fringe Benefits: These benefits were calculated at 17% of salary for all positions outlined above in Salaries. Payroll documentation including Personnel Activity Report (PAR), payroll journals, job description, and employment contract will be available to support all salary and fringe benefit costs charged to this agreement.

Travel: This budget line consists of mileage, meals, lodging, and other various travel expenses associated with the TAP program. Mileage, meals and lodging will be claimed at current rates and will not exceed state rates. Meals will only be allowed when Contractor is in overnight status. Detailed travel documentation will be kept for mileage and receipts will be kept for lodging, registrations, and travel expenses. Out of state, overnight travel for the TAP program requires prior approval and requests will be submitted to the contract manager for consideration in advance of the anticipated departure date. Documentation should include a categorizing of expenses to show the corresponding activity from the PAR (i.e. travel for required, coordination, etc.) based on the reason for the trip. Prior Approval is required for related costs for trainings and conferences (see Section VI. Compensation-J.) Please refer to the Prior Approval process or contact IVRS Financial for further guidance.

Transportation is a service in support of Pre-ETS, therefore transportation is only available to IVRS eligible students. Due to this, if a student is Potentially Eligible (PE), transportation services cannot be funded by IVRS.

Materials & Supplies: This budget line consists of instructional supplies, office expenses, equipment, printing, computer, etc. All supply costs will be directly related to this agreement, and invoices will be kept to document cost. Documentation should include a categorizing of expenses to show the corresponding activity from the PAR (i.e. supplies required, coordination, etc.) based on the use of the supply.

Professional Development: This budget line consists of costs associated with attending conferences or training of the staff. Meals are eligible for reimbursement when in overnight status only. Documentation includes but is not limited to registration receipts, mileage and lodging with a screenshot of the search of the State of Iowa Human Trafficking website site of the lodging provider. Certified locations are being maintained and updated at <https://stopthiowa.org/certified-locations>. Prior Approval is required for related costs for trainings and conferences (see Section VI. Compensation-J.) Please refer to the Prior Approval process or contact IVRS Financial for further guidance. This budget line is capped at \$5,000. Documentation should include an agenda for the training, which categorizes the sessions you plan to attend to show the corresponding activity from the PAR (i.e. session for required, coordination, etc.) based on the description of the session.

Indirect Costs: The current IDC rate is 10.75%. This is the Unrestricted Indirect Cost Rate provided to the CSD by the DE. The most current rate can be found here: <https://educateiowa.gov/documents/indirect-cost-rates>.

Notification of Staff Changes: Please contact IVRS Financial and the contract manager as major staff changes occur. Please include the temporary plan for meeting the needs of this contract, who will cover those duties, an estimated timeframe for temporary change, permanent plan for replacement, and possible impact on the budget. Documentation required for your claim may change due to the staff changes.

Miscellaneous: Additional documentation may be requested upon review of claims submitted to make sure costs are allowable, allocable, reasonable and necessary.

(End of Exhibit B)

EXHIBIT C REPORTS

A. QUARTERLY PROGRESS REPORT

1. Overview

Contractor shall submit a Quarterly Progress Report in which it will describe services and operations, participant characteristics, and outcomes achieved during the quarter. The quarters are based on the federal fiscal year, October 1-September 30.

2. Quarterly Report Format

IVRS will provide the Quarterly Report template to the Contractor to be used for the entire FFY. All four quarters will be reported on the same document along with IVRS Analysis/Recommendations for each quarter.

3. Due Date and Submission

Quarterly Progress Reports are due within five business days after the end of the quarter (January 8, April 7, July 8, and October 7). Contractor shall submit reports to the IVRS Contract Manager. Hard copies of the progress reports or attachments to it will not be accepted without the approval of the IVRS Contract Manager.

4. Content

- a. Budget Status: The Contract Financial Contact will be required to fill in this area based on the approved budget contained in the Contract, indicate if the Contractor is within budget and provide a report of expenditures for the reported period. If over budget, indicate by how much, the reasons why and the impact this will have on the project. Also, indicate the plan for addressing and remedying any actual or anticipated budget shortfalls. Changes to the Statement of Work due to budget considerations or changes in strategy must be approved by strategy must be approved by IVRS.
- b. Primary Tasks: Provide the updated Quarterly Progress Report which describes the work completed during the reporting period. Include or attach supporting documents or information as needed.
- c. Problems or Delays: Describe any unexpected problems encountered and the impact or possible impact on overall performance of the Contract.
- d. Performance Measures: Provide all performance measures as required in Exhibit A for the quarter and year-to-date. Provide updates on strategies used for performance measures not met the prior FFY.

B. YEAR END SUMMARY REPORT**1. Overview**

Contractor shall submit a summary report at the end of the federal fiscal year in which it provides a description of the activities undertaken in performance of the Contract during the previous year, including examples of specific achievements and outcomes. The Contractor shall provide information demonstrating substantial progress in achieving the objectives of the program and data that assists IVRS in demonstrating the usefulness and effectiveness (including cost-effectiveness) of the program. Continued funding of the program is contingent upon the satisfactory completion of the prior year's activities, including meeting the performance measures as provided in the Quarterly Progress Reports. Any performance measure not met at FFY will require a corrective action plan.

2. Due Date and Submission

Year End Summary Report will be found within the Quarterly Progress Report for 4th Quarter and is due October 7, 2027. Contractor shall submit the report to the IVRS Contract Manager via electronic mail. Signatures may be provided by electronic signature or in portable document format (PDF). Hard copies of the reports or attachments to it will not be accepted without the approval of the IVRS Contract Manager.

(End of Exhibit C)



Preview Order C170 - X2B 4x4 Super Cab SRW: Order Summary Time of Preview: 08/13/2026 15:23:37 Receipt: 8/13/2026

Dealership Name: Lynch Ford-Mt. Vernon, Inc.

Sales Code : F41782

Dealer Rep.	Shannon Hoy	Type	Fleet	Vehicle Line	Superduty	Order Code	C170
Customer Name	Linn Mar	Priority Code	K2	Model Year	2027	Price Level	715

DESCRIPTION	MSRP	DESCRIPTION	MSRP
F250 4X4 SUPERCAB PICKUP/164	\$51535	SNOW PLOW PREP PACKAGE	\$350
164 INCH WHEELBASE	\$0	.350 AMP ALTERNATOR	\$0
TOTAL BASE VEHICLE	\$51535	SPARE TIRE AND WHEEL	\$0
ICONIC SILVER METALLIC	\$0	TRAILER BRAKE CONTROLLER	\$300
VINYL 40/20/40 SEATS	\$0	JACK	\$0
MEDIUM DARK SLATE	\$0	SPLASH GUARDS - FRONT	\$130
PREFERRED EQUIPMENT PKG.600A	\$0	SPLASH GUARDS - REAR	\$0
.XL TRIM	\$0	UPFITTER SWITCHES	\$250
.AIR CONDITIONING -- CFC FREE	\$0	PRICE CONCESSION INDICATOR	\$0
.AM/FM STEREO MP3/CLK	\$0	REMARKS TRAILER	\$0
.7.3L DEVCT NA PFI V8 ENGINE	\$0	DUAL BATTERY	\$210
.10-SPEED AUTO TORQSHIFT-G	\$0	CONN PKG:1 YR INCL W/FORD APP	\$0
LT245/75R17E BSW ALL-TERRAIN	\$165	SECURITY PACKAGE: 1 YR INCL	\$0
4.30 ELECTRONIC-LOCKING AXLE	\$430	SPECIAL DEALER ACCOUNT ADJUSTM	\$0
JOB #1 ORDER	\$0	SPECIAL FLEET ACCOUNT CREDIT	\$0
FORD FLEET SPECIAL ADJUSTMENT	\$0	FUEL CHARGE	\$0
FRONT LICENSE PLATE BRACKET	\$0	NET INVOICE FLEET OPTION (B4A)	\$0
PLATFORM RUNNING BOARDS	\$445	PRICED DORA	\$0
10000# GVWR PACKAGE	\$0	ADVERTISING ASSESSMENT	\$0
50 STATE EMISSIONS	\$0	DESTINATION & DELIVERY	\$2795

TOTAL BASE AND OPTIONS
DISCOUNTS
TOTAL

YOUR GOV'T PRICE:

\$45,898⁰⁰

MSRP
\$56610
NA
\$56610

ORDERING FIN: QF465 END USER FIN: QF465

INCENTIVES

Acc. Code ID :10 Contract/Ref # :04-192V Bid Date :04/30/26State : IA

DISCOUNTS:
\$-5700.00

FORD

\$-5,012 DEALER

Customer Name: Linn-Mar Community Schools
Customer Address: 3556 Winslow Rd, Marion 52302

Customer Email: andy.parke@Linnmar.k12.ia.us

Customer Phone: 319-447-3021

**AGREEMENT
BETWEEN
BOY SCOUTS OF AMERICA TROOP 560
AND
LINN-MAR COMMUNITY SCHOOL DISTRICT**

This Agreement is between Linn-Mar Community School District and Boy Scouts of America Troop 560.

The purpose of this Agreement is to outline the arrangement between Boy Scouts of America Troop 560 and Linn-Mar Community School District for the cleaning of the Linn-Mar Stadium after home Football Games and the Marching Band Festival. The Services for this agreement shall begin on September 18, 2026, and end October 23, 2026.

Boy Scouts of America Troop 560 agrees to provide the following:

1. Clean the stadium in the morning following every home football game and the Marching Band Festival. Cleaning involves picking up all the trash in and around the bleachers on both the home and visits side of the stadium. It does not include cleaning the restrooms.
2. Provide adequate supervision of the troop.
3. Agrees to indemnify, defend, and hold harmless Linn-Mar Community School District and Administrators, Directors, Supervisors, Board of Directors, and employees against any and all claims, lawsuits or other actions taken against Linn-Mar Community School District in association to this agreement.

Linn-Mar agrees to provide the following:

1. The dates of the home Football Game and the Marching Band Festival.
2. Keys to the gate and the janitor closet will be provided to the Boy Scouts leader before the season starts.
3. Pay Boy Scouts \$650 for each home Football Game and the Marching Band Festival.

LINN-MAR COMMUNITY SCHOOL DISTRICT
560

By: _____
Katie Lowe Lancaster

Title: Board President

Date: _____

BOY SCOUTS OF AMERICA TROOP

By: Shawn Kmetz

Title: Scoutmaster

Date: 8/24/26

(Shawn Kmetz

Independent Contractor Agreement

Exhibit 804.7



Please provide all information requested and sign page two.

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

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

1. **SERVICES TO BE PERFORMED:** Choreography assistance
2. **GROUP/DEPARTMENT WORKING WITH:** LHHS In Step
3. **AMOUNT OF PAYMENT:** \$1000

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 3/1/27, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.*

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

- This agreement is signed and dated this 7th day of September, 2026.

Title: Choreography Assistant

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 Amanda Denny, 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:** Oak Ridge Orchestra Coaching
2. **GROUP/DEPARTMENT WORKING WITH:** Linn-Mar Orchestra
3. **AMOUNT OF PAYMENT:** \$30/hour x 140 hours = \$4,200

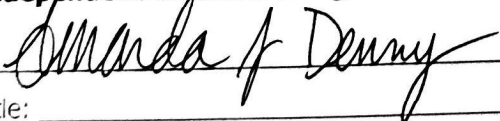
Total fees for services performed under this agreement will be paid by the district within 30 days after receipt of invoice from the IC upon completion of all services on June 4, 2027, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 2999 N 10th Street, Marion, IA 52302.*

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

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This agreement shall begin on September 15, 2026 and shall continue in effect until June 4, 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 1 day of Sept, 2026.

Independent Contractor Signature:


Title: _____

Linn-Mar CSD Representative Signature:

Title: School Board President

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

Internal Use Only

Business Office: 9.9.26

Date

Account Code: HS Orchestra - Giacoletto

CA

Initial

Board Meeting: 9.14.26

Date

Independent Contractor Agreement



Please provide all information requested and sign page two.

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

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

1. **SERVICES TO BE PERFORMED:** Choreography assistance
2. **GROUP/DEPARTMENT WORKING WITH:** LMHS In Step
3. **AMOUNT OF PAYMENT:** \$750

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 3/1/27, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 3556 Winslow Rd, Marion, IA 52302.*

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

7. **INSURANCE:** No workers' compensation insurance or any other type of insurance (including but not limited to professional liability insurance) has been or will be obtained by the district on account of the IC. The IC shall comply with the workers' compensation laws (and all other applicable laws) with respect to the IC's employment.
8. **INDEMNIFICATION:** The IC shall indemnify and hold the district harmless from and against all liabilities, claims, debts, taxes, obligations, costs, and expenses (including reasonable attorney's fees, court costs, and costs of appeals) that the district may incur or sustain as a result of any breach of this independent contractor agreement or negligent or other wrongful conduct in the performance of this independent contractor agreement by the IC, or as a result of failure to pay any employment or income taxes arising out of the IC's performance of services for the district. If a suit, action, arbitration, or other proceeding is instituted in connection with any controversy arising out of this agreement or to interpret or enforce any rights under this agreement, the prevailing party shall be entitled to recover from the non-prevailing party all attorney's fees, costs, expert witness fees, and litigation expenses incurred by the prevailing party, including those incurred on appeal.
9. **TERM:** This agreement shall begin on October 1, 20 26 and shall continue in effect until March 1, 20 27, unless earlier terminated by either party in accordance with Section 11.
10. **TERMINATION:** This agreement may be terminated by either party without cause upon seven (7) days written notice. Upon termination, the IC shall be compensated for all work performed prior to the date of termination.
11. **ASSIGNMENT:** The IC acknowledges their services are unique and personal. Accordingly, the IC may not assign IC rights or delegate IC duties or obligations under this independent contractor agreement without the prior written consent of the district.
12. **AMENDMENTS:** This independent contractor agreement may be supplemented, amended, or revised only in writing by mutual agreement of the parties.
13. **GOVERNING LAW:** This independent contractor agreement shall be governed by and construed pursuant to the laws of the State of Iowa.
14. **ENTIRE AGREEMENT:** This is the entire agreement of the parties and no other representations, promises, or agreements (oral or otherwise) shall be of any force or effect.

This agreement is signed and dated this 7th day of September, 20 26.

Independent Contractor Signature:

Logan Eiler
Title: Choreography Assistant

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: <u>HS Show Choir - In Step</u>	
Business Office: <u>9.9.26</u>	Date: <u>CA</u>	Initial	Board Meeting: <u>9.14.26</u> Date

Independent Contractor Agreement



Please provide all information requested and sign page two.

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

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

1. **SERVICES TO BE PERFORMED:** Choreography Assistant
2. **GROUP/DEPARTMENT WORKING WITH:** Hi-Style Show Choir
3. **AMOUNT OF PAYMENT:** \$350.00

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 March 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 31 day of August, 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 Ellery Gries, Independent Contractor ("IC"), for the performance of certain services,

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

1. **SERVICES TO BE PERFORMED:** Choreography Assistant
2. **GROUP/DEPARTMENT WORKING WITH:** Hi-Style Show Choir
3. **AMOUNT OF PAYMENT:** \$350.00

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 March 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 27th day of August, 2026.

Title: Choreography Assistant

Revised 1.30.25



ORIGINAL

RECEIVED SEP 01 2026

Exhibit 804.12



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 Gary Hoobler, 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:** accompany 3 grade level performances
2. **GROUP/DEPARTMENT WORKING WITH:** Indian Creek music
3. **AMOUNT OF PAYMENT:** \$150.00

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 April 6, 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 October 29, 2026 and shall continue in effect until April 6, 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 27 day of August, 2026.

Independent Contractor Signature:

Linn-Mar CSD Representative Signature:

Title:

Principal/Accountant

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: Indian Creek Bldg

Business Office: 9/1/26 Date CA Initial

Board Meeting: 9/14/26 Date



Independent Contractor Agreement

Please provide all information requested and sign page two.

WHEREAS, Linn-Mar Community School District ("District"), a school corporation, intends to contract with Diana Knight, 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:** accompany 2 grade level performers
2. **GROUP/DEPARTMENT WORKING WITH:** Indian Creek Music
3. **AMOUNT OF PAYMENT:** \$100-

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 February 16, 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 26th day of August, 2026.

Title: accompanist

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 Katherine Stewart, Independent Contractor ("IC"), for the performance of certain services,

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

1. **SERVICES TO BE PERFORMED:** Choreography Assistant
2. **GROUP/DEPARTMENT WORKING WITH:** Hi-Style Show Choir
3. **AMOUNT OF PAYMENT:** \$350.00

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 March 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 22nd day of August, 2026.

Title: School Board President

Revised 1.30.25

LICENSE AGREEMENT
NON-COMMERCIAL

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

1. DEFINITIONS

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

2. LICENSE

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

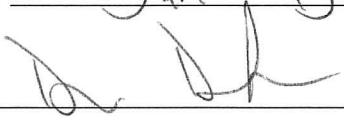
Licensee: (Non-Commercial)

Full Name of Group: LM Black 7th Grade Girls
(Example: LM Red 3rd grade basketball, Wilkins PTO)

Purpose of Use of Licensed Materials: Club Team
(Example: Club team uniforms, PTO fundraiser)

Contact's Title/Position: Coach
(Example: Coach, PTO chair)

Contact's Name (print): Dan Duello

Contact's Signature:  Date Signed: 8/7/26

Contact Information: Phone: 319 560 9805

Email: danduello@yahoo.com

Full Address: 3160 Mendon Glen St
Marion

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

Non-Commercial

Royalty Rate: 0%

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

Customers: Members of the group

Term: Five (5) years

Reporting Period: Annually

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.