



**Proclamation in Recognition of  
National School Counseling Week  
February 6-10, 2023**

**WHEREAS,** school counselors are vital to schools to help students reach their full potential; and

**WHEREAS,** school counselors are actively committed to helping students explore their abilities, strengths, interests, and talents as these traits relate to career awareness and development; and

**WHEREAS,** school counselors help parents focus on ways to further the educational, personal, and social growth of their children; and

**WHEREAS,** school counselors work with teachers and other educators to help students explore their potential and set goals for themselves; and

**WHEREAS,** school counselors seek to identify and utilize community resources that can enhance and complement comprehensive school counseling programs and help students become productive members of society; and

**WHEREAS,** school counselors are considered an integral part of the educational process that enables all students to achieve success in school and life;

**THEREFORE,** the Linn-Mar Board of Directors do hereby proclaim February 6-10, 2023, as National School Counseling Week.



# LMCSD

# Secondary Update

February 6, 2023

# LMCSD Secondary Schools

## Enrollment (2/1/23)

- ◆ Intermediate School (5-6) = 2 Schools / 1,148 Students
- ◆ Middle School (7-8) = 2 Schools / 1,148 Students
- ◆ High School (9-12) = 1 School / 2,144 Students
- ◆ COMPASS (9-12) = 135 Students
- ◆ Home School Assistance Program (K-12) = 55 Students, 35 Families
- ◆ Combined 5-12 = 4,575 Students

## All LMCSD

7,760 Students



## **Ensuring Reliably Sustained Educational Excellence**

### ***High Reliability Schools (HRS) Process*** – Robert Marzano

Continuous attention and focus on important 'Indicators' to ensure success for ALL students.

- Level 1: Safe and Collaborative Culture**
- Level 2: Effective Teaching in Every Classroom**
- Level 3: Guaranteed and Viable Curriculum**
- Level 4: Standards-Referenced Reporting**
- Level 5: Competency-Based Education**



## HRS-Middle- Level

- ◆ Intermediate Buildings working on Level 1 Certification
- ◆ Middle School Buildings working on Level 2 Certification

# Student Support Services

## Health Services

- ◆ Six Nurses and 12 Health Associates
- ◆ 32 staff trained in CPR/AED/First Aid since November 17, 2022
  - ◆ 60+ staff are on a list to be trained in the future
- ◆ District AEDs
  - ◆ Elem – Middle School one in each building
  - ◆ HS - 2
  - ◆ SC - Ordered
  - ◆ LRC - 1
  - ◆ Aquatic Center - 1
  - ◆ Sports Fields - 3



## Special Education

### ◊ Intermediate:

- ◊ BP: 84 students with IEP services and 8 SSS Teachers
- ◊ HP: 50 students with IEP services and 4 SSS Teachers

### ◊ Mid-Level:

- ◊ EX - 79 students with IEP services and 9 SSS Teachers
- ◊ OR - 58 students with IEP services and 6 SSS Teachers

### ◊ HS:

- ◊ 204 students with IEP services and 19 SSS Teachers

### ◊ 4+:

- ◊ 14 students with IEP services (Includes: SC, Vital, Career Connections)

# English Language Learning Services

- ◆ 9.5 ELL teachers, 1 ELL associate
- ◆ Currently 36 languages
- ◆ Approx 229 students eligible for ELL services
- ◆ TimeKettle - 1 pair
  - ◆ Instant interpretation and translation
- ◆ Talking Points
  - ◆ Able to text parents and the text is translated into their primary language
- ◆ AccuTrans
  - ◆ Interpreters



# Secondary Structure for Student Learning



## *The Five 'Critical' Questions*



1. What is it, exactly, that we expect students to learn in our classes?



2. How will we provide instruction to allow for the most student learning occur?



3. How will we know when they have learned it?



4. How will we respond when they don't learn?



5. How will we respond when they already know it?

# Secondary Response to Questions

- ◆ Professional Learning Communities
  - ◆ Inter-Disciplinary Planning
  - ◆ Content Planning
- ◆ Common Assessments
  - ◆ Understanding of Student Outcomes
- ◆ Same Suitcase of Knowledge
  - ◆ Common experiences
- ◆ Multi-Tiered Systems of Support
  - ◆ Monitor What Matters







Past,

Present,

Future

# Middle-Level Past

- ◆ Middle School 6-8
- ◆ Elementary K-5
  - ◆ Planning for the opening of the Intermediate Buildings 5-6
- ◆ Outdated math and reading materials
  - ◆ Beginning to look at new materials
  - ◆ Difficult for online learning
- ◆ Plan for 1-1 was still in the works



# LMHS Past

- 2019-20:** One-to-One. PowerSchool Learning provided for all HS courses. Reviewed and reworked common assessments. Remote virtual learning.
- 2020-21:** PowerSchool Learning replaced with Schoology. Social distancing, and dual-platform teaching and learning.
- 2021-22:** Standards-Referenced Grading begins, daily RTI, Foreign Language taught in block. Xello replaces Naviance for College and Career exploration and planning tool. Edmentum begins, Venture Academics program begins, Iowa Seal of Biliteracy program implemented.

# Middle-Level Today

- ◆ Intermediate Buildings 5-6
  - ◆ Math, Reading, Science, Social Studies
  - ◆ Art, Music, STEM, PE
  - ◆ Clubs and Intramurals
- ◆ Middle School Buildings 7-8
  - ◆ Math, Reading, Science, Social Studies
  - ◆ Art, Music, Family Consumer Science, PLTW, High-School Prep
  - ◆ Spanish, French, Algebra, Geometry (8)
  - ◆ Athletics and co-curricular

- ◆ All students are 1-1 with devices
- ◆ New math and literacy materials
  - ◆ Knowledge-Based literacy, aligned to Iowa Core Standards
  - ◆ Problem-Based math, aligned to Iowa Core Standards
- ◆ Continued Teacher Development
  - ◆ Instruction and Innovation Coaches and Teacher Leaders



# LMHS Today

2022-23:

- ◆ Standards Referenced Teaching, Learning, and Reporting
- ◆ 13 Departments, 185 Courses, >1000 sections
- ◆ 5 Core (ENG, FOR, MAT, SCI, SOC)
- ◆ 4 Career and Technical Education (AGR, BUS, DEM, FCS)
- ◆ ART, MUS, HPE
- ◆ SSS (Special Education, TAG, ELL, Counseling)
- ◆ College Level Off-Campus-Alternative Concurrent, Career Academies, PSEO



# LMHS Today

## 2022-23: HS Programming

- ◆ Co-Curricular Programs
  - ◆ FBLA, FFA, Fine Arts
- ◆ Extra-Curricular Programs
  - ◆ ALO, Athletics, Amnesty International, Contest Speech, Drama, Esports, HOSA, Jazz Band, KEY Club, NHS, LM Buddies, LMTV, Math Team, Model UN, Red Cross Club, Robotics, Science Club, Show Choir, SODA, Spectrum, Student Ambassadors, Student Council, TRY, Thespians, URenew, VOICE, Yearbook





# LMHS Today

2022-23: HS PD

- ◆ Focus on Climate and Culture
  - ◆ Targeted actions
    - ◆ Increase written and verbal communication to recognize positive performance and leadership of students
    - ◆ Increase positive teacher/student interactions in building common spaces
    - ◆ Communicate building expectations to students through signage and announcements
    - ◆ Coordinate teacher action to build positive culture – Building administration, and Climate and Culture committee



# Middle-School Future

- ◆ Continue to support Teachers and Students with
  - ◆ High Quality Instruction and Materials
  - ◆ Use of the PLC process
  - ◆ The work of High Reliability Schools
  - ◆ Opportunities for a variety of experiences that help guide pathways for high school, college, or career.





# Our Future

## 2023 and Beyond:

Continue work to improve as a comprehensive high school

Continue to grow and adjust course offerings to serve student and workforce wants and needs

Continue to deliver high quality teaching and learning

### Professional Development

- ◇ Continue focus on learning, with refinement of curricula and learning targets
- ◇ Continue support for social emotional aspects of learning
- ◇ Continue focus on building positive relationships with students

# Linn-Mar Secondary

Questions?



*Cabinet Members: Assoc. Superintendents Nathan Wear and Bob Read, David Nicholson, (CFO/COO), Karla Christian (Human Resources), Leisa Breitfelder (Student Services), and Jeri Ramos (Technology)*

## Highlights & Honors

**Contest Speech Honors:** Congratulations to Contest Speech for advancing State and to their coaches Ann and Kevin Fry, Mary Kilburg, and Lakeysa Hofmeister! State-bound performances include:

- Short Film (*How the Cookie Crumbles*) performed by Abigail Richard and Gwen Morris
- One Act Play (*Accused of Comedy*) performed by Breann Johnson, Shea Southwood, Timothy Laubach, and William Shaheen
- Varsity Readers Theatre (*About Her*) performed by Addison Sleezer, Ellyson Hoffman, George Joyner, Jacob Maurer, Kyra Clay, Melia Bohn, Shea Southwood, and William Shaheen
- Freshman Readers Theatre (*Check Please*) performed by Aheli Mustafi, Aria Meyer-Fernandez, Jailyn Moore, and Rylee Thompson



**Girls Wrestling Honors:** Congratulations to Kate Seery, Ally Jelinek, Reese Roberts, Ava Hofer, Trinity Young, and Hayley Setrum for qualifying for the first-ever Girls State Wrestling Tournament!



**Band Honors:** Congratulations to the Boulder Peak Intermediate 6th Grade Band, and Band Director Amy Kraeplin, for being selected by the Iowa Bandmasters Association to perform at the 96th annual IBA conference. This is the highest honor a band can receive in the state of Iowa and this is the second year in a row that Linn-Mar musicians were selected to perform.

**Community Outreach-Linn Grove:** Kudos to Mrs. Rasmussen's fourth grade class at Linn Grove Elementary for donating their recent winnings from the PTO-sponsored *Hy-Vee Cash 4 Students* receipt collection fundraising program to charity. The students celebrated their win by choosing to forego their classroom celebration, sponsored by the PTO, and donated their \$50 classroom celebration fund to Last Hope Animal Rescue (\$25) and UnityPoint-St Luke's Hospital (\$25). Mrs. Rasmussen was so proud of her students that she hosted a donut party in their honor!



**Community Outreach-Boulder Peak:** Kudos to the Boulder Peak Intermediate students for collecting and donating 95 blankets to the Willis Dady Shelter.



**Athletic Hall of Fame Honors:** Congratulations to the 2022-23 Athletic Hall of Fame inductees:

- 1985 Girls State Basketball Team (State team induction)
- Dorothy Copper (Track & Field)
- Scott Mahmens (Retired Administrator)
- Arin (Pershing) Oppermann (Softball)
- Bob Read (Football)
- Renee Ross (Volleyball)
- Bob Stephens (Coach)



**Letters of Intent Honors:**

Congratulations to the following student athletes signing Letters of Intent:

- Carter Bond: Loras College (Baseball)
- Taylor Brunson: St Ambrose University (Basketball)
- Kate Denner: Luther College (Swimming & Diving)
- Mitchell Frahm: Cornell College (Football)
- Carter Henderson: Minnesota State University-Mankato (Football)
- Tristin "TJ" Jackson: Grand View University (Football)
- Breann Johnson: Kansas Wesleyan University (Softball)
- Jack Johnson: Truman State University (Soccer)



**Art Honors:** Congratulations to Eysen Pollard and Diya Patel for having their artwork selected for national judging in the Scholastic Art and Writing Awards. Eysen's *If These Walls Could Talk* and Diya's *Reminiscence* received Gold Key honors during the regional competition. Six other Linn-Mar entries received Silver Key recognitions and another earned an Honorable Mention.





# HALL & HALL ENGINEERS, INC.

*Leaders in Land Development Since 1953*



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Date: February 1, 2023  
To: Mr. David Nicholson, CPA and Linn-Mar CSD Board Members  
Cc: Andy Parke, Building & Grounds Manager, Linn-Mar CSD  
  
From: Brent Jackman, P.E. – Hall & Hall Engineers  
RE: 2023 Linn-Mar Stadium Parking Lot Expansion Project  
Recommend to Award

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On Tuesday, January 31, 2023 at 1:00 pm we received and opened nine (9) bids for the 2023 Linn-Mar Stadium Parking Lot Expansion Project. The apparent low bidder was Rathje Construction Co. with a total base bid of \$589,250.00. We have reviewed all bid submittal documents including (1) alternative bid received. All required bid documents submitted by the apparent low bidder were included with the bid submission and properly executed.

We have worked with Rathje Construction Co. on several past projects of a similar nature and find them to be a company fully capable of completing the work in accordance with the construction documents.

**We, therefore, find Rathje Construction Co. to be the lowest responsible, responsive bidder on this project and recommend awarding the contract to them in the base bid amount of \$589,250.00 as well as alternate bid 1 (if needed and to be determined during construction) in the amount of \$49,500.00.**

Attached to this memo is a summary of bids received.

Upon direction from the Board, HHE will prepare a letter to proceed for Rathje Construction Co. We will also prepare contracts between the District and Rathje Construction Co.

Thank you for the opportunity to serve the Linn-Mar Community School District.



## BID LOG

Project: 2023 Linn-Mar Stadium Parking Lot Expansion  
Client: Linn-Mar Community School District  
Project Location: 3555 N 10<sup>th</sup> Street, Marion, IA 52302  
Meeting Topic: **Bid Opening**  
HHE Project No: 10841

Meeting:           Date: 01/31/2023 @ 1:00 pm  
                      Place: Learning Resource Center  
                      2999 N 10<sup>th</sup> Street, Marion, IA 52302

Company	Bid Bond	Status Form	Auth. Form	Add. 1	Base Bid	Alt. Bid 1
Pirc-Tobin	5%	YES	YES	YES	\$ 695,000.00	\$ 60,000.00
B&M Construction LLC	5%	YES	YES	YES	\$ 689,000.00	\$ 50,000.00
Schrader	5%	YES	YES	YES	\$ 686,115.65	\$ 55,201.50
Tschiggfrie Excavating	5%	YES	YES	YES	\$ 1,014,460.00	\$ 76,000.00
Eastern Iowa Excavating and Concrete	5%	YES	YES	YES	\$ 729,821.65	\$ 56,500.00
Shift Co. LLC.	5%	YES	YES	YES	\$ 647,000.00	\$ 57,000.00
<b>Rathje Construction</b>	<b>5%</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>\$ 589,250.00</b>	<b>\$ 49,500.00</b>
Midwest Concrete	5%	YES	YES	YES	\$ 720,299.59	\$ 59,800.00
Baker Enterprises	5%	YES	YES	YES	\$ 748,355.00	\$ 57,750.00

## LMCSD School Board Meeting Minutes January 23, 2023

### **100: Call to Order and Determination of a Quorum**

The Linn-Mar Board of Directors meeting was called to order at 5:00 PM in the boardroom of the Learning Resource Center (2999 N 10<sup>th</sup> St, Marion). Roll was taken to determine a quorum. Present: Buchholz, Morey, Nelson, Rollinger, Walker, Wall, and Weaver. Administration present: Bisgard, Nicholson, Breitfelder, Christian, Ramos, Read, and Wear.

### **200: Adoption of the Agenda *Motion 122-01-23***

**MOTION** by Weaver to adopt the agenda as presented. Second by Walker. Voice vote, all ayes. Motion carried.

### **300: Public Hearing**

A public hearing was held regarding the plans and specs for the new administration building. No comments received.

### **400: Audience Communications**

1. Nick Hall, resident, opposed board letter to legislators on HF68 and SF94
2. Geralyn Jones, resident, presented questions on board meeting time, books, holidays, etc.
3. Scott Foens, parent, no mention of religion in 1840s textbooks
4. Ana Clymer, parent, thank you for inclusion of all students
5. Joe Stutler, resident, thank you for inclusion of all students
6. Curt Hancock, Mt Vernon resident, supports the ESA plan

### **500: Informational Reports, Discussions, and Presentations**

#### **501: Linn-Mar School Foundation Update**

Shelley Schroeder, Executive Director of the LMSF, reported that \$120,000 was distributed last year in support of programs in STEM, literacy, and the arts; as well as for building needs. Also, their teacher grant cycle is now open year-round and new grants include Enhance LM Educators (partnership with FSB) and Energize Your Educators (partnership with Trading Grounds Coffee). Schroeder also reported that their online platforms for applying for grants and scholarships are all new and they have already received 350 scholarship applications. Some upcoming LMSF events are the MANE Event on March 3<sup>rd</sup> at the Elmcrest Country Club, Dine Out for Our Schools on April 20<sup>th</sup>, and instead of the Lion Open golf outing, they will be hosting Lion Games which is a week-long sport/brain challenge.

#### **502: FY24 Financial Update – Exhibit 502.1**

David Nicholson, Chief Financial/Operating Officer, shared information on the certified budget process, an overview of funds, property tax rates, the Iowa School Aid Formula, Supplemental State Aid, cash reserve levy, the general fund, and FY24 projections.

#### 503: Finance/Audit Committee

Buchholz, Morey, and Weaver reported that during the January 19th Finance/Audit Committee meeting the discussion focused on the FY24 projections. *Buchholz left the meeting at 5:54 PM.*

#### 504: Diversity/Equity/Inclusion Committee

Wear reported that during the January 16<sup>th</sup> DEI committee meeting the discussion focused on the data from the Conditions for Learning survey.

#### 505: Marion City Council

Wall reported that during the January 19th Marion City Council meeting information was shared on the Indian Creek trunk sewer project which may result in some traffic issues near Brockman Avenue and approval of land annexation west of Mulberry and east of West Robins Road which will result in more housing within the district.

#### 506: Legislative Update

Morey reported on the current legislative session highlighting the Feb 14<sup>th</sup> Day on the Hill event, the ESA bill is still being debated, and the At-Risk/Dropout Prevention bill was reintroduced. More information on sharing support for Special Education funding and a spreadsheet of current bills will be provided in the future.

#### 507: Superintendent's Update – Exhibit 507.1

Superintendent Bisgard reported that continued discussion on strategic planning will occur during the board work session on February 6<sup>th</sup> and congratulated the boys swim team, competition speech teams, and Hall of Fame inductees on their recent successes and recognitions.

#### 600: Unfinished Business

##### 601: Approval of Return-to-Learn Plan Six-Month Review – Exhibit 601.1 **Motion 123-01-23**

**MOTION** by Wall to approve the required six-month review of the Return-to-Learn Plan, with no changes recommended to the current plan. Second by Nelson. Rollinger stated the RtL Plan should be, "There is nothing in place...no COVID restrictions". Voice vote. Ayes: Morey, Nelson, Walker, Wall, and Weaver. Nays: Rollinger. Buchholz absent. Motion carried.

##### 602: Approval of Bid – Exhibit 602.1 **Motion 124-01-23**

**MOTION** by Wall to award the bid for the Oak Ridge roof project to For Sure Roofing & Sheet Metal (Des Moines, IA) as the lowest, responsible bidder for a total base bid of \$640,073.50. Second by Walker. Voice vote. Ayes: Morey, Nelson, Rollinger, Walker, Wall, and Weaver. Buchholz absent. Motion carried.

##### 603: Approval of Engagement Letters – Exhibits 603.1-2 **Motion 125-01-23**

**MOTION** by Walker to approve the engagements letters regarding the proposed sale of Series 2023 School Infrastructure Sales, Services, and Use Tax Revenue Bonds for Piper Sandler to serve as placement agent and Ahlers & Cooney to serve as bond counsel. Second by Weaver. Rollinger raised questions on the range of cost for Piper Sandler and if these went through the RFP bid process. Nicholson and Bisgard shared clarifications. Voice vote: Ayes: Morey, Nelson, Walker, Wall, and Weaver. Nays: Rollinger. Buchholz absent. Motion carried. *Buchholz returned to meeting at 7:05.*

**604: Approval of Revised Plans Motion 126-01-23**

Morey facilitated a discussion on the revised plans for the new administration building. Nicholson shared information on the Inflation Reduction Act that results in tax credits for energy efficiency; which the district can utilize for approximately \$250,000 credits to reduce project costs but would result in a two-month delay in the project (begin in April and finish in August). This would also result in an additional \$31,000 in fees for the design changes, HVAC to geothermal changes, etc. **MOTION** by Walker to approve the revised plans for the new administration building as discussed. Second by Buchholz. Voice vote, all ayes. Motion carried.

**605: Approval of Early Separation Packages Motion 127-01-23**

Morey facilitated a discussion on offering a total of 18 early separation packages to qualifying licensed personnel. Bisgard shared that initial board approval was for 15 packages, but 18 requests were submitted and based on the current budget feels confident in recommending that all 18 requests be fulfilled due to the savings for the district. **MOTION** by Nelson to approve offering 18 early separation packages as discussed. Second by Weaver. Voice vote, all ayes. Motion carried.

**606: Approval of Search Firm – Exhibit 606.1 Motion 128-01-23**

**MOTION** by Wall to approve hiring Grundmeyer Leader Services to conduct the superintendent search for a total bill not to exceed \$19,455.74. Second by Buchholz. Voice vote, all ayes. Motion carried.

**700: New Business**

**701: Approval of Open Enrollment Requests Motion 129-01-23**

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

**APPROVED IN**

Name	Grade	Resident District
Behrens, Alexia	11 <sup>th</sup>	Marion Independent
Hoepfner, Bentleigh	9 <sup>th</sup>	Center Point-Urbana CSD
Jones, Henning	K	Iowa City CSD

**800: Consent Agenda Motion 130-01-23**

**MOTION** by Wall to approve the consent agenda as presented. Second by Nelson. Voice vote, all ayes. Motion carried.

**801: Personnel**

**Certified Staff: Resignation**

Name	Assignment	Dept Action	Reason
Mitchell, Tammara	HP: Art Teacher	6/1/23	Relocation
Zahradnik, Shelly	IC: 4 <sup>th</sup> Gr Teacher	6/1/23	Relocation

**Classified Staff: Assignment/Reassignment/Transfer**

Name	Assignment	Dept Action	Salary Placement
Blanchett, Elizabeth	WE: From Student Support Assoc to Health Asst	1/3/23	Same
Hermesch, Mary	LG: Student Support Associate	1/18/23	LMSEAA II, Step 1
Kaminski, Julie	SC: SSA From 1.0 to 0.6 FTE	1/9/23	Same
Keppler, Drew	O&M: Athletic Grounds/Facilities Specialist to Grounds Supervisor	1/23/23	\$65,000/year
Kraemer, Ashley	HS: Student Support Associate	1/18/23	LMSEAA II, Step 1

Name	Assignment	Dept Action	Salary Placement
Wayt, Mark	TR: From Substitute to Bus Driver	11/23/22	Step 1
Zimmerman, Josephine	O&M: Custodian	1/6/23	SEIU C, Step 1

#### ***Classified Staff: Resignation***

Name	Assignment	Dept Action	Reason
Abbott, Christina	BP: Student Support Associate	1/3/23	Personal
Ayangbile, Kari	NE: General Ed Assistant	1/10/23	Personal

#### ***Co/Extra-Curricular Staff: Assignment/Reassignment/Transfer***

Name	Assignment	Dept Action	Salary Placement
Dolezal, Greyson	HS: Assistant Boys Track Coach	2/20/23	\$4,528
Hofmeister, Lakeysha	HS: Speech Club Coach	1/3/23	\$750
Kilburg, Mary	HS: Speech Club Coach	1/3/23	\$450
McCauley, Kevin	HS: Head 9 <sup>th</sup> Gr Football Coach	8/1/23	\$4,528

#### ***Co/Extra-Curricular Staff: Resignation***

Name	Assignment	Dept Action	Reason
Langguth, Sydney	HS: Speech Club Coach	1/3/23	Personal

802: Approval of January 9<sup>th</sup> Minutes – Exhibit 802.1

803: Approval of January 11<sup>th</sup> Minutes – Exhibit 803.1

804: Approval of January 16<sup>th</sup> Minutes – Exhibit 804.1

805: Approval of Bills – Exhibit 805.1

806: Approval of Contracts – Exhibit 806.1

1. Non-commercial licensing agreement with Kaitlin Mikkola, Westfield Teacher Librarian
2. Inter-agency agreements for Special Education instructional services with Cedar Falls CSD (1) and Grant Wood AEA (1). *For student confidentiality, exhibits are not provided.*

807: Fundraising Request – Exhibit 807.1

High school student council to host dance to raise funds for mission and leadership activities.

808: Disposition of Obsolete Equipment

Per Iowa Code (§§ 297.22-25) and board policy 902.6, the district will list for sale obsolete equipment and furnishings on GovDeals.com. *Items for sale: 2001 Toro Twister 12003 UTV.*

809: Informational Financial Reports – Exhibits 809.1-2

1. School finance and cash balance reports as of 12/31/21
2. School finance and cash balance reports as of 12/31/22

#### **900: Board Communications, Calendar, and Committees**

901: Board Communications

Morey shared a reminder of the board visit to high school on January 26<sup>th</sup> at 11:30 AM and the Work session at 5:30 PM that evening with Grundmeyer Leader Services. Buchholz asked if there was a board rep assigned to attending the LMSF meetings. Morey clarified there was not. Weaver shared a letter of appreciation he received regarding the board's recent letter to legislators.



## 902: Board Calendar

Date	Time	Event	Location
Jan 26	11:30 AM	Board Visit	LMHS
Jan 26	5:30 PM	Board Work Session	Boardroom
Date	Time	Event	Location
Feb 2	Noon	Linn County Conference Board ( <i>Buchholz</i> )	Linn Co Admin Building
Feb 3	1:00 PM	Policy Committee	Boardroom
Feb 6	5:00 PM	Board Meeting	Boardroom
Feb 8	4:15 PM	CTE Committee	LRC Room 304/305
Feb 9	5:30 PM	Marion City Council ( <i>Morey</i> )	City Hall
Feb 13	5:00 PM	Diversity/Equity/Inclusion Committee	Boardroom
Feb 14	9:00 AM	IASB Day on the Hill ( <i>Morey</i> )	Des Moines
Feb 20	5:00 PM	Board Meeting	Boardroom
Feb 21	TBD	Special Board Meeting	LRC Room 5
Feb 23	11:30 AM	Board Visit	Bowman Woods
Feb 23	5:30 PM	Marion City Council ( <i>Rollinger</i> )	City Hall

## 903: Committees/Advisories

Committee	2022-23 Representatives
Finance/Audit Committee	Buchholz, Morey, and Weaver
Policy Committee	Morey, Nelson, and Wall
Career & Technical Education Advisory (CTE)	Nelson, Rollinger, and Walker
School Improvement Advisory Committee (SIAC)	Rollinger, Walker, and Wall

## **1000: Adjournment** ***Motion 131-01-23***

**MOTION** by Nelson to adjourn the meeting at 7:19 PM. Second by Wall. Voice vote, all ayes. Motion carried.

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Brittania Morey, Board President

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David Nicholson, Board Secretary/Treasurer

LMCSD School Board Work Session Minutes  
January 23, 2023

**100: Call to Order and Determination of a Quorum**

The Linn-Mar Board of Directors work session was called to order at 7:28 PM in the boardroom of the Learning Resource Center (2999 N 10<sup>th</sup> St, Marion). Roll was taken to determine a quorum. Present: Buchholz, Morey, Nelson, Rollinger, Walker, Wall, and Weaver. Administration present: Bisgard.

**200: Adoption of the Agenda *Motion 132-01-23***

**MOTION** by Walker to adopt the agenda as presented. Second by Rollinger. Voice vote, all ayes. Motion carried.

**300: Closed Work Session**

**301: Move into Closed Session *Motion 133-01-23***

**MOTION** by Rollinger to move into closed session at 7:29 PM per Iowa Code 21.5(i) *to evaluate the professional competency of an individual whose appointment, hiring, performance, or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation and that individual has requested a closed session.* Second by Buchholz. Roll call vote, all ayes. Motion carried.

**302: Return to Open Session *Motion 134-01-23***

**MOTION** by Walker to return to open session at 8:07 PM. Second by Nelson. Roll call vote, all ayes. Motion carried.

**400: Adjournment *Motion 135-01-23***

**MOTION** by Rollinger to adjourn the work session at 8:07 PM. Second by Wall. Voice vote, all ayes. Motion carried.

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Brittania Morey, Board President

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David Nicholson, Board Secretary/Treasurer

**LMCSD School Board Work Session Minutes  
January 26, 2023**

**100: Call to Order and Determination of a Quorum**

The Linn-Mar Board of Directors work session was called to order at 5:30 PM in the boardroom of the Learning Resource Center (2999 N 10<sup>th</sup> St, Marion). Roll was taken to determine a quorum. Present: Morey, Nelson, Rollinger, Walker, Wall, and Weaver. Buchholz arrived at 5:40 PM. Administration present: Nicholson and Christian.

**200: Adoption of the Agenda *Motion 136-01-26***

**MOTION** by Rollinger to adopt the agenda as presented. Second by Weaver. Voice vote, all ayes. Motion carried.

**300: Work Session**

**301: Grundmeyer Leader Services**

Dr. Trent Grundmeyer, Shanlee McNally, and Gary McAndrew, Grundmeyer Leader Services, facilitated a discussion with the board on the hiring schedule, community survey, promotional job posting, and salary/benefits regarding the superintendent search. Timeline decided upon was:

- Application Window: January 27<sup>th</sup> thru February 26<sup>th</sup>
- Stakeholder Survey Window: January 27<sup>th</sup> thru February 8<sup>th</sup>
- Board Review of Candidate Pool: March 6<sup>th</sup>
- Board Screening Interviews: March 10<sup>th</sup>
- Finalist Interviews: March 22<sup>nd</sup>

**400: Adjournment *Motion 137-01-26***

**MOTION** by Buchholz to adjourn the work session at 7:20 PM. Second by Nelson. Voice vote, all ayes. Motion carried.

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Brittania Morey, Board President

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David Nicholson, Board Secretary/Treasurer

## Linn-Mar Community School District

## IA - Warrants Paid Listing

Criteria

Date Range: 01/20/2023 - 02/02/2023

Fiscal Year: 2022-2023

Vendor Name	Description	Check Total
<b>Fund: AQUATIC CENTER</b>		
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$2,745.80
HY-VEE FOOD STORE-8556	GENERAL SUPPLIES	\$775.90
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$129.15
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$552.17
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$129.15
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$552.17
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$521.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$644.70
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$967.56
IOWA SWIMMING, INC (DES MOINES)	GENERAL SUPPLIES	\$50.00
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$5.00
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$11.10
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$473.00
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$41.52
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$201.53
<b>Fund Total:</b>		<b>\$7,799.75</b>
<b>Fund: GENERAL</b>		
A-1 RENTAL, INC	RENTALS EQUIPMENT	\$102.53
ACME TOOLS	INSTRUCTIONAL SUPPLIES	\$95.00
ADCRAFT PRINTING COMPANY	INSTRUCTIONAL SUPPLIES	\$628.00
ADVANCED SIGNS INC	INSTRUCTIONAL SUPPLIES	\$264.40
AGVANTAGE FS	PROPANE	\$8,267.65
AHLERS AND COONEY, P.C.	LEGAL SERVICES	\$297.00
AIRGAS NORTH CENTRAL	GENERAL SUPPLIES	\$897.77
ALLIANT ENERGY	ELECTRICITY	\$110,445.89
AMERICAN FLAGPOLE & FLAG CO.	GENERAL SUPPLIES	\$488.00
BERNEMANN JODY	TUITION COLLEGE/UNIV	\$97.00
BOHNSACK & FROMMELT LLP	OTHER PROFESSIONAL	\$9,000.00
BUCHHOLZ BARRY	TRAVEL	\$125.00
C.J. COOPER & ASSOCIATES	DRUG TESTING	\$60.00
C.J. COOPER & ASSOCIATES	PHYSICALS	\$40.00
CAROLINA BIOLOGICAL SUPPLY	INSTRUCTIONAL SUPPLIES	\$507.63
CARRICO AQUATIC RESOURCES, INC	INSTRUCTIONAL SUPPLIES	\$1,223.41
CEDAR RAPIDS WINSUPPLY PLUMBING CO	HEAT/PLUMBING SUPPLY	\$3,041.19
CEDAR VALLEY WORLD TRAVEL	TRANSP PRIVATE CONT	\$5,805.00
CENTRAL STATES BUS SALES INC	TRANSP. PARTS	\$962.14
CENTURYLINK	TELEPHONE	\$2,197.77
CHEMSEARCHFE	GROUND UPKEEP	\$189.95
CHIROPRACTIC OF IOWA	PHYSICALS	\$110.00
CLEAR CREEK AMANA COMMUNITY SCHOOL	INSTRUCTIONAL SUPPLIES	\$105.00
COLLECTION	EE LIAB-GARNISHMENTS	\$2,069.46
COLLEGE COMMUNITY SCHOOLS	INSTRUCTIONAL SUPPLIES	\$252.00
COPY SYSTEMS INC	GENERAL SUPPLIES	\$8,654.00
COPYWORKS	INSTRUCTIONAL SUPPLIES	\$112.00

# Linn-Mar Community School District

## IA - Warrants Paid Listing

Criteria

Date Range: 01/20/2023 - 02/02/2023

Fiscal Year: 2022-2023

Vendor Name	Description	Check Total
CRESCENT PARTS & EQUIPMENT CO., INC	ELECTRICAL SUPPLY	\$907.70
CROWBAR'S	TRANSP. PARTS	\$25.10
DIVIS ETHAN	OFFICIAL/JUDGE	\$160.00
EDMENTUM, INC	PROF SERV: EDUCATION	\$3,200.00
ELSMORE SWIM SHOP/AQUATIC	INSTRUCTIONAL SUPPLIES	\$247.41
ENABLING TECHNOLOGIES	OTHER TECH SER	\$7,800.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$3,504,583.32
FEDERER MICHAEL	OFFICIAL/JUDGE	\$80.00
FERGUSON ASHLEY	MISC REVENUE	\$4.00
FOLLETT CONTENT SOLUTIONS, LLC	LIBRARY BOOKS	\$1,227.77
FONSECA JODIE	Staff Tuition & Continue ED payment	\$1,920.00
FRANKLIN COVEY	INSTRUCTIONAL SUPPLIES	\$1,376.96
GASWAY CO, J P	GENERAL SUPPLIES	\$2,444.25
GAZETTE COMMUNICATIONS INC	ADVERTISING	\$579.72
GOODWILL OF THE HEARTLAND	PROF SERV: EDUCATION	\$751.00
HARMS DYLAN	OFFICIAL/JUDGE	\$80.00
HOGLUND BUS CO. INC	TRANSP. PARTS	\$1,968.50
HY-VEE FOOD STORE-8556	GENERAL SUPPLIES	\$600.00
HY-VEE FOOD STORE-8556	INSTRUCTIONAL SUPPLIES	\$1,054.62
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$70,439.77
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$301,190.14
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$70,439.77
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$301,190.14
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$397,787.72
INTERSTATE ALL BATTERY CENTER	REPAIR PARTS	\$477.00
IOWA CHORAL DIRECTORS ASSN.	DUES AND FEES	\$144.00
IOWA CHORAL DIRECTORS ASSN.	INSTRUCTIONAL SUPPLIES	\$132.00
IOWA DEPT OF HUMAN SERVICES	MEDICAID REIMBURSE	\$78,512.15
IOWA DEPT OF NATURAL RESOURCES	DUES AND FEES	\$130.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$362,959.65
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$544,728.23
IOWA SHARES	EE LIAB-CHARITY	\$23.00
ISFIS	OTHER PROFESSIONAL	\$2,208.00
JASCHEN JON	OFFICIAL/JUDGE	\$80.00
JOHNSTONE SUPPLY	HEAT/PLUMBING SUPPLY	\$412.75
JUNIOR ACHIEVEMENT	DUES AND FEES	\$15,717.18
KIRKWOOD COMM COLLEGE	TUITION-COMM COLLEGE	\$800.00
KONE INC	OTHER PROFESSIONAL	\$13,402.32
LINDER TIRE SERVICE INC	REPAIR PARTS	\$143.24
LINDER TIRE SERVICE INC	TIRES AND TUBES	\$1,357.62
LINN CO-OP OIL	DIESEL	\$12,803.40
LINN CO-OP OIL	GASOLINE	\$11,082.74
LINN COUNTY SHERIFF	EE LIAB-GARNISHMENTS	\$175.12
LINN-MAR FOUNDATION	EE LIAB-CHARITY	\$517.83
LINN-MAR IPERS ADVANCE	IPERS	\$276.22



# Linn-Mar Community School District

## IA - Warrants Paid Listing

Criteria

Date Range: 01/20/2023 - 02/02/2023

Fiscal Year: 2022-2023

Vendor Name	Description	Check Total
LUCK'S MUSIC LIBRARY	INSTRUCTIONAL SUPPLIES	\$72.00
LYNCH FORD	TRANSP. PARTS	\$142.80
LYSNE ANGELA	TUITION COLLEGE/UNIV	\$69.50
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$5,834.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$11,076.57
MADISON NATIONAL LIFE INS. CO., INC	RETIREE INSURANCE	(\$220.00)
MARCO TECHNOLOGIES, LLC	Copies	\$6,299.14
MARCO TECHNOLOGIES, LLC	GENERAL SUPPLIES	\$473.51
MARION INDEPENDENT SCHOOLS	INSTRUCTIONAL SUPPLIES	\$180.00
MARION IRON CO.	INSTRUCTIONAL SUPPLIES	\$80.00
MARION JANITORIAL SUPPLY CO	INSTRUCTIONAL SUPPLIES	\$14.30
MARION WATER DEPT	WATER/SEWER	\$9,614.05
MEDIACOM	INTERNET- COVID RELATED	\$436.25
MEDIACOM	TELEPHONE	\$306.90
MENARDS -13127	GENERAL SUPPLIES	\$255.92
MENARDS -13127	INSTRUCTIONAL SUPPLIES	\$91.58
METRO INTERAGENCY INS PROG.	EE LIAB-DENTAL INSURANCE	\$26,310.67
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$577,443.71
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$22,740.13
METRO INTERAGENCY INS PROG.	ER LIAB-MEDICAL INSURANCE	\$28,420.00
METRO INTERAGENCY INS PROG.	RETIREE INSURANCE	\$29,825.96
MICROBRIC, LLC	INSTRUCTIONAL SUPPLIES	\$1,469.00
MICROSOFT CORPORATION	COMP/TECH HARDWARE	\$600.58
MID AMERICAN ENERGY	NATURAL GAS	\$13,488.85
MIDAMERICAN ENERGY SERVICES, LLC	NATURAL GAS	\$28,935.78
MIDWAY OUTDOOR EQUIPMENT INC	REPAIR PARTS	\$139.61
MORROW JONATHAN	OFFICIAL/JUDGE	\$125.00
NANOPAC, INC.	INSTRUCTIONAL SUPPLIES	\$2,995.00
NASCO	INSTRUCTIONAL SUPPLIES	\$1,232.47
NOTEWORTHY MUSIC SERVICES, INC	PROF SERV: EDUCATION	\$580.00
OFFERMAN SARAH	GENERAL SUPPLIES	\$2.99
OFFICE EXPRESS	GENERAL SUPPLIES	\$204.79
ORKIN PEST CONTROL	OTHER PROFESSIONAL	\$360.00
PAPA JOHNS PIZZA	INSTRUCTIONAL SUPPLIES	\$307.32
PATIK KIM	OFFICIAL/JUDGE	\$80.00
PATRICK TROY	OFFICIAL/JUDGE	\$80.00
PAUL REVERE LIFE INS. CO.	DISTRICT LIFE INSURANCE	\$234.00
PEEPLS JAMAAL	OFFICIAL/JUDGE	\$70.00
PEPPER J.W. & SON, INC	INSTRUCTIONAL SUPPLIES	\$214.75
PERFORMANCE FOODSERVICE - CEDAR RAPIDS	INSTRUCTIONAL SUPPLIES	\$56.36
PETE'S PIANO SERVICE	PROF SERV: EDUCATION	\$720.00
PLUMB SUPPLY CO.	HEAT/PLUMBING SUPPLY	\$2,773.72
POTTS AMANDA	MISC REVENUE	\$12.00
POWERSCHOOL GROUP LLC	COMPUTER SOFTWARE	\$2,459.17
PROFESSIONAL PLUMBING SERVICE, INC	HEAT/PLUMBING SUPPLY	\$2,250.00

# Linn-Mar Community School District

## IA - Warrants Paid Listing

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Fiscal Year: 2022-2023

Vendor Name	Description	Check Total
PROVIDENT LIFE/ACCIDENT INS. CO.	DISTRICT LIFE INSURANCE	\$3,021.59
PSAT/NMSQT	INSTRUCTIONAL SUPPLIES	\$2,394.00
QUILL CORPORATION	INSTRUCTIONAL SUPPLIES	\$1,317.17
RISE VISION INC	COMPUTER SOFTWARE	\$2,304.00
ROCK VALLEY PHYSICAL THERAPY CENTER	PROF SERV: EDUCATION	\$15,000.00
ROTARY CLUB OF MARION-EAST CEDAR RAPIDS	DUES AND FEES	\$195.00
ROYAL IMAGING SUPPLIES	INSTRUCTIONAL SUPPLIES	\$404.50
SADLER POWER TRAIN	TRANSP. PARTS	\$983.48
SCHOOL SPECIALTY LLC	INSTRUCTIONAL SUPPLIES	\$1,474.83
SCHULTZ STRINGS INC	EQUIPMENT REPAIR	\$206.34
STEGER TED	OFFICIAL/JUDGE	\$80.00
STOREY KENWORTHY	INSTRUCTIONAL SUPPLIES	\$544.42
STREFF ELECTRIC INC	REPAIR/MAINT SERVICE	\$640.00
SUN LIFE FINANCIAL EBG	EE LIAB-VOL/SUN LIFE INS	\$4,049.65
SWAMP FOX BOOKSTORE & SWAMP FOX KIDS	LIBRARY BOOKS	\$277.68
SWANK MOVIE LICENSING USA	INSTRUCTIONAL SUPPLIES	\$516.00
SYNOVIA SOLUTIONS, LLC	GENERAL SOFTWARE	\$288.35
THE CURIOSITY PATH, LLC	INSTRUCTIONAL SUPPLIES	\$240.00
THOMPSON TRUCK & TRAILER	TRANSP. PARTS	\$128.97
TIMBERLINE BILLING SERVICE LLC	DATA PROCESSING AND	\$10,648.84
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$169,710.47
TROENDLE MARK	OFFICIAL/JUDGE	\$150.00
TX Child Support SDU	EE LIAB-GARNISHMENTS	\$278.50
U.S. CELLULAR	TELEPHONE	\$204.40
UNITED REFRIGERATION	HEAT/PLUMBING SUPPLY	\$645.58
UNITED WAY OF EAST CENTRAL IOWA	EE LIAB-CHARITY	\$299.67
UNUM LIFE INS. CO.	ER LIAB-DISTRICT DISABILITY	\$1,105.33
VERIZON WIRELESS	INTERNET- COVID RELATED	\$3,773.64
VERIZON WIRELESS	TELEPHONE	\$360.15
VERNIER SOFTWARE & TECHNOLOGY	INSTRUCTIONAL SUPPLIES	\$78.00
VERSTEEGH RON	OFFICIAL/JUDGE	\$160.00
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$81,345.45
WAGNER MITCHELL	OFFICIAL/JUDGE	\$160.00
WALL RACHEL	TRAVEL	\$125.00
WELTER STORAGE EQUIPMENT CO INC	GENERAL SUPPLIES	\$2,536.00
WELTER STORAGE EQUIPMENT CO INC	INSTRUCTIONAL SUPPLIES	\$409.00
WEST MUSIC CO	INSTRUCTIONAL SUPPLIES	\$5,535.12
ZANER BLOSER	FOUNDATION GRANT INST SUPPLIES	\$19,799.85

**Fund Total: \$6,982,427.99**

### Fund: LOCAL OPT SALES TAX

CONVERGE ONE	CONSTRUCTION SERV	\$76,257.92
OPN ARCHITECTS, INC.	ARCHITECT	\$62,070.79

**Fund Total: \$138,328.71**



# Linn-Mar Community School District

## IA - Warrants Paid Listing

Criteria

Date Range: 01/20/2023 - 02/02/2023

Fiscal Year: 2022-2023

Vendor Name	Description	Check Total
<b>Fund: NUTRITION SERVICES</b>		
ELLIOTT STACY	UNEARNED REVENUE	\$54.10
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$78,103.48
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$1,503.92
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$6,430.65
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$1,503.92
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$6,430.65
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$5,154.10
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$12,396.18
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$18,604.01
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$182.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$194.23
MARCO TECHNOLOGIES, LLC	Copies	\$3.38
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$22,804.67
MIENKE DESIREE	UNEARNED REVENUE	\$109.90
OFFICE EXPRESS	GENERAL SUPPLIES	\$70.12
OLSON BRETA	UNEARNED REVENUE	\$79.50
RAPIDS WHOLESALE EQUIP CO	GENERAL SUPPLIES	\$3,056.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$2,328.58
VOYA RETIREMENT INSURANCE	EE LIAB-403 (B)	\$220.00
<b>Fund Total:</b>		<b>\$159,229.89</b>
<b>Fund: PHY PLANT &amp; EQ LEVY</b>		
CEDAR RAPIDS WINSUPPLY PLUMBING CO	BLDG. CONST SUPPLIES	\$3,444.01
CULVER'S CORRIDOR STORAGE, LLC	COVID STORAGE LEASE	\$2,375.00
EMPOWERED PROPERTIES, LLC	FACILITY RENTAL	\$3,500.00
HALL & HALL ENGINEERS INC	ARCHITECT	\$7,825.00
MTI DISTRIBUTING INC	EQUIPMENT >\$5,000	\$13,752.18
SHIVE-HATTERY INC.	ARCHITECT	\$3,500.00
SHIVE-HATTERY INC.	CONSTRUCTION SERV	\$4,337.70
STREFF ELECTRIC INC	CONSTRUCTION SERV	\$45,128.86
WEST MUSIC CO	EQUIPMENT >\$5,000	\$2,658.00
<b>Fund Total:</b>		<b>\$86,520.75</b>
<b>Fund: PUB ED &amp; REC LEVY</b>		
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$1,957.05
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$36.44
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$155.84
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$36.44
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$155.84
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$124.69
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$167.48
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$251.36
MADISON NATIONAL LIFE INS. CO., INC	DISTRICT LIFE INSURANCE	\$2.50
MADISON NATIONAL LIFE INS. CO., INC	ER LIAB-DISTRICT DISABILITY	\$5.83
METRO INTERAGENCY INS PROG.	EE LIAB-MEDICAL INSURANCE	\$325.66
METRO INTERAGENCY INS PROG.	ER LIAB-DENTAL INS	\$20.76

# Linn-Mar Community School District

## IA - Warrants Paid Listing

Criteria

Date Range: 01/20/2023 - 02/02/2023

Fiscal Year: 2022-2023

Vendor Name	Description	Check Total
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$89.52
ZIPPY' S SALT BARN LLC	GROUNDS UPKEEP	\$2,188.80

**Fund Total: \$5,518.21**

**Fund: STUDENT ACTIVITY**

ABOUASSALY CHRISTIANE	INSTRUCTIONAL SUPPLIES	\$190.41
AMBROSY TODD	OFFICIAL/JUDGE	\$60.00
AMERICAN HEART ASSOCIATION, INC	INSTRUCTIONAL SUPPLIES	\$745.01
AMERICAN SPECIALTIES	INSTRUCTIONAL SUPPLIES	\$1,770.89
APPLEGATE BENJAMIN	OFFICIAL/JUDGE	\$176.36
BARNARD INSTRUMENT REPAIR, INC	INSTRUCTIONAL SUPPLIES	\$80.00
BERMEL JEFF	OFFICIAL/JUDGE	\$100.00
BRANDON SMITH	OFFICIAL/JUDGE	\$123.92
BSN SPORTS	INSTRUCTIONAL SUPPLIES	\$2,860.00
CALLAHAN MEGAN	INSTRUCTIONAL SUPPLIES	\$1,350.00
CEDAR RAPIDS WASHINGTON HIGH SCHOOL	DUES AND FEES	\$60.00
CLEVELAND STACY	OFFICIAL/JUDGE	\$50.00
CLINTON COMM. SCHOOL DISTRICT	DUES AND FEES	\$150.00
CONDON MICHAEL J	OFFICIAL/JUDGE	\$200.00
CONNOLLY, WILLIAM	OFFICIAL/JUDGE	\$140.00
CONSERVATION DISTRICTS OF IOWA	DUES AND FEES	\$80.00
COTTON GALLERY LTD.	INSTRUCTIONAL SUPPLIES	\$1,989.00
CRAWFORD GREG	OFFICIAL/JUDGE	\$125.00
CUSICK DAVID	OFFICIAL/JUDGE	\$100.00
DAVIS ISAAC	OFFICIAL/JUDGE	\$60.00
DOLPHIN RANDALL	OFFICIAL/JUDGE	\$180.00
DONNER MATTHEW	OFFICIAL/JUDGE	\$150.00
DUGGAN KYLE	OFFICIAL/JUDGE	\$300.00
DUMOLIEN JORDAN	OFFICIAL/JUDGE	\$60.00
DVORAK JOHN	OFFICIAL/JUDGE	\$60.00
EPIC EVENT CENTER LLC	INSTRUCTIONAL SUPPLIES	\$670.00
FARMERS STATE BANK	EE LIAB-DIR DEP NET PAY	\$4,772.76
FLOOD KEVIN	OFFICIAL/JUDGE	\$150.00
FONTENOT JOSEPH	OFFICIAL/JUDGE	\$133.40
GASSMANN MARK	OFFICIAL/JUDGE	\$100.00
GRAYBILL COMMUNICATIONS	INSTRUCTIONAL SUPPLIES	\$264.00
GRIFFITHS FRED	OFFICIAL/JUDGE	\$69.20
HAHN NIKOLAS	OFFICIAL/JUDGE	\$60.00
HARTWIG RON	OFFICIAL/JUDGE	\$140.00
HEIDELBAUER CHRISTOPHER	OFFICIAL/JUDGE	\$150.00
HEMSLEY ROSS	OFFICIAL/JUDGE	\$137.72
HENDERSON DENNIS	OFFICIAL/JUDGE	\$70.00
HORST JEFF	OFFICIAL/JUDGE	\$100.00
HOYT BOB	OFFICIAL/JUDGE	\$100.00
INTERNAL REVENUE SERVICE-9343	EE LIAB-MEDICARE	\$81.10
INTERNAL REVENUE SERVICE-9343	EE LIAB-SO SEC	\$346.81

# Linn-Mar Community School District

## IA - Warrants Paid Listing

Criteria

Date Range: 01/20/2023 - 02/02/2023

Fiscal Year: 2022-2023

Vendor Name	Description	Check Total
INTERNAL REVENUE SERVICE-9343	ER LIAB-MEDICARE	\$81.10
INTERNAL REVENUE SERVICE-9343	ER LIAB-SOC SEC	\$346.81
INTERNAL REVENUE SERVICE-9343	FEDERAL INCOME TAX WITHHOLDING	\$286.13
IOWA CITY AREA SPORTS COMMISSION	DUES AND FEES	\$500.00
IOWA HIGH SCHOOL SPEECH ASSOC	DUES AND FEES	\$106.00
IOWA PUBLIC EMPL RETIR SYSTEM	EE LIAB-IPERS	\$356.43
IOWA PUBLIC EMPL RETIR SYSTEM	ER LIAB-IPERS	\$534.89
JANSSEN STEPHEN	OFFICIAL/JUDGE	\$73.28
JASCHEN JON	OFFICIAL/JUDGE	\$150.00
JASPERS JACK	OFFICIAL/JUDGE	\$120.00
JOHNSON BRADLEY DAVID	OFFICIAL/JUDGE	\$60.00
KEEL JOHN W	OFFICIAL/JUDGE	\$240.00
KLEIN STEVE	OFFICIAL/JUDGE	\$100.00
KOEHN ANDREW	OFFICIAL/JUDGE	\$100.00
KOLLER MICHELLE	OFFICIAL/JUDGE	\$123.92
LAW DAVID	OFFICIAL/JUDGE	\$70.00
LUENSE BRET	OFFICIAL/JUDGE	\$90.00
LYNOTT GABE	OFFICIAL/JUDGE	\$335.00
MAJOR RONALD	OFFICIAL/JUDGE	\$260.00
MENARDS -13127	INSTRUCTIONAL SUPPLIES	\$93.00
MH ADVERTISING SPECIALTIES	INSTRUCTIONAL SUPPLIES	\$477.86
MILLER MATT	OFFICIAL/JUDGE	\$60.00
MILTON ANDY	OFFICIAL/JUDGE	\$141.40
MONTICELLO SPORTS	INSTRUCTIONAL SUPPLIES	\$1,021.00
MORROW JONATHAN	OFFICIAL/JUDGE	\$70.00
MURRAY CRAIG	OFFICIAL/JUDGE	\$250.00
NEIGHBOR BRENT	OFFICIAL/JUDGE	\$120.98
NOST MATT	OFFICIAL/JUDGE	\$127.42
OLSON ERIC	OFFICIAL/JUDGE	\$133.40
PACKINGHAM JIM	OFFICIAL/JUDGE	\$185.00
PANTINI ANDY	OFFICIAL/JUDGE	\$300.00
PATIK KIM	OFFICIAL/JUDGE	\$69.20
PERFECT GAME INC	INSTRUCTIONAL SUPPLIES	\$1,852.50
PRAIRIE HIGH SCHOOL	DUES AND FEES	\$100.00
PRINT TRANSFORMATIONS	INSTRUCTIONAL SUPPLIES	\$180.00
RECKER CHAD	OFFICIAL/JUDGE	\$60.00
REPKO MIKE	OFFICIAL/JUDGE	\$290.00
RIMA DAVE	OFFICIAL/JUDGE	\$180.00
RIPLEY RICHARD	OFFICIAL/JUDGE	\$70.00
ROBERT SMITH JR	OFFICIAL/JUDGE	\$125.30
ROBSON ALEXIS	INSTRUCTIONAL SUPPLIES	\$5,443.88
SHOW CHOIR NATIONALS	TRAVEL	\$40,792.00
SIEREN RANDY	OFFICIAL/JUDGE	\$100.00
SOUTHARD LINDA	INSTRUCTIONAL SUPPLIES	\$300.00
STEITZER MATTHEW	OFFICIAL/JUDGE	\$70.00



## Linn-Mar Community School District

### IA - Warrants Paid Listing

Criteria

**Date Range:** 01/20/2023 - 02/02/2023

**Fiscal Year:** 2022-2023

Vendor Name	Description	Check Total
SULLIVAN BRENDAN	OFFICIAL/JUDGE	\$70.00
THE POINTE SCHOOL OF DANCE	INSTRUCTIONAL SUPPLIES	\$68.00
TREASURER ST OF IA	STATE INCOME TAX WITHHOLDING	\$114.94
TROTT TROPHIES	INSTRUCTIONAL SUPPLIES	\$144.30
TURNER CAM	OFFICIAL/JUDGE	\$100.00
WAGNER STEVEN	OFFICIAL/JUDGE	\$81.56
WALDERBACH ADAM	OFFICIAL/JUDGE	\$100.00
WANGLER JONATHAN	OFFICIAL/JUDGE	\$70.00
WASHINGTON PATRONS OF PERFORMING ARTS	DUES AND FEES	\$1,500.00
WILDEN RAY	OFFICIAL/JUDGE	\$139.10
WILSON WILLIAM	OFFICIAL/JUDGE	\$70.00
WOOD LOREN	OFFICIAL/JUDGE	\$70.00

**Fund Total: \$77,579.98**

**Grand Total: \$7,457,405.28**

**End of Report**



## Marzano Resources Purchase Agreement

Effective January 24, 2023, Marzano Resources, LLC ("Marzano Resources"), located at 555 N. Morton St., Bloomington, IN 47404, and Linn-Mar Community School District ("Customer"), located at 2999 N. Tenth Street, Marion, IA 52302 agree as follows:

1. **Summary:** Customer will purchase the following Marzano Resources products and services:

Products and Services	Total
Marzano High Reliability Schools Services	\$2,000.00
<b>Total</b>	<b>\$2,000.00</b>

2. **Payment Terms:** Customer will provide Marzano Resources a total contract amount of \$2,000.00 (USD) which will be invoiced immediately upon executing this contract. Payment should be made out to Marzano Resources, 555 N. Morton St., Bloomington, IN 47404, for the full amount due under this Agreement plus any applicable taxes. All payments are due net 30 days from the actual date of invoice. All past due invoices are subject to a monthly finance charge as allowed by law. Marzano Resources will invoice Customer based on the following schedule:

Description	Payment	Expected Invoice Date
HRS Certification	\$2,000.00	Upon execution of Agreement

### 3. Marzano High Reliability Schools Services

**3.1 HRS Certification:** Customer will purchase HRS Certification for the schools listed in Exhibit A for \$2,000 per school. Customer's school teams will collect evidence and artifacts for a specific High Reliability Schools level and submit them to Marzano Resources via a Marzano Resources Moodle online learner management system (the "Marzano Resources Moodle"). A Marzano Resources Reviewer will review and provide written feedback on the submissions. Marzano Resources will certify schools after approving the school teams' data and evidence. Customer has one year to complete the certification process starting on the date Marzano Resources provides customer with access to the Marzano Resources Moodle. A school may only be active in one HRS level at a time, and if a school is working toward certification in multiple levels, access to subsequent levels will be provided upon certification of the preceding level. Certification lasts 5 years from the date a school is certified and is extended by beginning the next level of certification. All HRS survey responses will be the property of Marzano Resources.

### 4. General Terms

**4.1. Intellectual Property:** Customer acknowledges that all tangible or electronic presentation materials, handouts, and/or program books used in conjunction with services performed under this Agreement are pre-existing and that no materials will be developed specifically for Customer. All previously owned rights will be retained, and Customer may not reproduce any materials not designated reproducible without express written permission. All audio, video, and digital recording of the services by Customer is prohibited.



**4.2. Force Majeure:** If an event beyond the parties' control makes performance impossible, illegal, or commercially impracticable (a "Force Majeure Event"), the parties will proceed as follows:

- a. If a Force Majeure Event prevents services from occurring on-site, the parties will arrange for the affected services to be delivered virtually on the scheduled dates.
- b. If a Force Majeure Event prevents services from occurring as scheduled, the parties will use best efforts to reschedule or make substitutions for affected services or products.
- c. If a Force Majeure Event prevents performance entirely, neither party will have any further liability to the other party for the prevented performance.
- d. All obligations unaffected by a Force Majeure Event will remain in place.

**4.3. Entire Agreement:** This Agreement, any purchase orders issued pursuant to this Agreement, any RFP in place between the parties, any other written agreement executed by the parties for the same services included in this Agreement, and any exhibits attached hereto constitute the entire agreement of the parties and supersede any prior or contemporaneous written or oral understanding or agreement. No waiver or modification of any of the terms of the Agreement will be effective unless made in writing and signed by both parties, and the unenforceability, invalidity, or illegality of any provision of this Agreement will not render the other provisions unenforceable, invalid, or illegal. Any waiver by either party of any default or breach hereunder will not constitute a waiver of any provision of this Agreement or of any subsequent default or breach of the same or a different kind.

This Agreement is acknowledged and accepted by Customer and Marzano Resources:

\_\_\_\_\_  
Brittania Morey  
School Board President  
Linn-Mar Community School District

\_\_\_\_\_  
Date

\_\_\_\_\_  
Jacob Wipf  
Director of Educational Services  
Marzano Resources, LLC

\_\_\_\_\_  
Date

**Exhibit A**  
**List of Schools**

**District Name:** Linn-Mar Community School District

School	Contact	Phone	Email	Level	Price
Hazel Point Intermediate	Chad Buchholz	319-200-1600	<a href="mailto:cbuchholz@linnmar.k12.ia.us">cbuchholz@linnmar.k12.ia.us</a>	Level 1 Certification	\$2,000.00

**CONTACT INFORMATION**

Please provide the following information.

**Who will be the contact person for the work?**

Contact: \_\_\_\_\_  
Title: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Email: \_\_\_\_\_  
Cell #: \_\_\_\_\_  
Fax: \_\_\_\_\_

**Who will receive and pay the invoices?**

Contact: \_\_\_\_\_  
Title: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Email: \_\_\_\_\_  
Fax: \_\_\_\_\_

**Shipping Information *(required for resource delivery)***

Shipping Contact: \_\_\_\_\_  
Shipping Address: \_\_\_\_\_  
City, State, Zip: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Delivery Date: \_\_\_\_\_  
Delivery Times: \_\_\_\_\_  
☐ Do you have a Delivery Dock?  
Choose one: ☐ Do you have double doors (for pallet)?  
☐ Do you require inside delivery?

LICENSE AGREEMENT  
COMMERCIAL

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

1. DEFINITIONS

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

2. LICENSE

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

3. LICENSOR'S CONTROL

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

4. USE OF THE TRADEMARK

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

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

## 5. TERMINATION

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

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

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

## 6. REPORTING AND PAYMENTS

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

## 7. MISCELLANEOUS

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

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

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

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

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

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

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

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



RECEIVED

By: SD Date: 1.20.23

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

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

**Licensee: (Commercial)**

Full Name of Entity: OHIO PYLE PRINTS, INC.

Contact's Title/Position: PRESIDENT

Contact's Name (print): CHARLES ANDERSON

Contact's Signature:  Date Signed: 1-16-23

Contact Information: Phone: 1-800-365-7365

Email: hscsl@ohiopyleprints.com

Full Address: 410 Dinnerbell Rd  
Ohio Pyle, PA 15470

**Licensor:**

Linn-Mar Community School District  
2999 N 10<sup>th</sup> Street, Marion, IA 52302  
District Contact: Kevin Fry, Communications/Media Coordinator  
Email: [kfry@linnmar.k12.ia.us](mailto:kfry@linnmar.k12.ia.us)  
Phone: (319) 730-3530

Board President's Name (printed): \_\_\_\_\_

Board President's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Exhibit A

a)



b)



c)



d)



e)



f) Linn-Mar Community School District

g) Linn-Mar Lions

## Exhibit B

Commercial

Royalty Rate: 8%

Licensed Markets: Everything not prohibited by Code of Conduct

Customers: Everyone

Term: One (1) year

Reporting Period: Quarterly

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 an the applicable laws, the higher standard will prevail.

# 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 **JENNIFER LOEB**, 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:** Sharing Mountain Climbing Experiences with Students
2. **GROUP/DEPARTMENT WORKING WITH:** Venture Academics
3. **AMOUNT OF PAYMENT:** \$250.00

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 **February 7, 2023**, which is the date of completion. *An invoice for services should be sent to: Linn-Mar Community School District, Attn: Accounts Payable, 2999 N 10<sup>th</sup> 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 **February 7, 2023** and shall continue in effect until **February 7, 2023**, 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 22nd day of Jan., 2023.

**Independent Contractor Signature:**

**Linn-Mar CSD Representative Signature:**

  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**Title:** Guest Speaker

**Title:** School Board President

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

RECEIVED  
1/26/23

Exhibit 706.1

Code 1005.4-E1



## Fundraising Request Form

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

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

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

School Name Linn Mar High School Sponsoring Group Linn Mar Step Team  
 Contact Name Janessa Carr Contact Phone 319-892-4884  
 Contact E-Mail janessa.carr@linnmar.k12.ia.us District Account Step Team

### Description of Activity

*\*all information must be provided in order to be approved\**

Fundraising Activity Business Step Team Poster Sponsorships  
 Activity From/To Dates Funds will be collected during the month of February  
 Estimated Proceeds \$1,000 - \$1500  
 Purpose and Use of Funds (MUST BE SPECIFIC) Poster Distribution, Step Team Uniforms, Food for Step Team Social Events, future performance/competition fees.

*\* I am approving that this request is necessary to provide funds for the purpose described above.*

Building Admin

Signature of Approval

Date

Business Office Review:	Office Use Only <u>[Signature]</u> Date <u>1/26/23</u>	Summary Due Date: <u>Mar 30, 2023</u>
School Board Review/Approval:	_____	_____
	Date _____	_____



RECEIVED  
1/26/23

Exhibit 706.2

Code 1005.4-E1

## Fundraising Request Form

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

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

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

School Name Linn Mar High School Sponsoring Group Linn Mar Step Team  
Contact Name Janessa Carr Contact Phone 319-892-4884  
Contact E-Mail janessa.carr@linnmar.k12 District Account Step Team  
ia.us

### Description of Activity

*\*all information must be provided in order to be approved\**

Fundraising Activity Black History Month Performance Program

Activity From/To Dates 2/16/23 6PM-7PM

Estimated Proceeds \$500

Purpose and Use of Funds (MUST BE SPECIFIC) Raise funds for Step Team

Poster Distribution, Step Team Uniforms, Food for step

team social events, future performance/competition fees

*\* I am approving that this request is necessary to provide funds for the purpose described above.*

Building Admin

[Signature]

Signature of Approval

1/26/23

Date

Business Office

Review:

[Signature]

Office Use Only

1/26/23

Date

Summary Due Date:

Apr 11, 2023

School Board

Review/Approval:

Date



RECEIVED

Exhibit 706.3

By: SD Date: 1/13/23

## Fundraising Request Form

Code: 1005.4-E1

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

Request Form Due	Board Approval Date	Fundraiser Start Date
First day of school for fundraisers occurring from October 1 <sup>st</sup> thru December 31 <sup>st</sup>	First meeting in September	Fundraisers should NOT start until the day immediately following board approval
Last day of school before Thanksgiving break for fundraisers occurring from January 1 <sup>st</sup> thru March 31 <sup>st</sup>	December meeting	
By February 15 <sup>th</sup> for fundraisers occurring from April 1 <sup>st</sup> thru May 31 <sup>st</sup>	March meeting	
By April 15 <sup>th</sup> for fundraisers occurring from June 1 <sup>st</sup> thru September 30 <sup>th</sup>	First meeting in May	

**REMINDERS:** All groups are required to submit a request for each fundraiser to the Business Office specifying how all funds raised will be spent. A Fundraising Project Summary (Refer to Policy 1005.4-E2) is due six weeks after the fundraiser ends. Proceeds should be spent during the year funds are raised.

Building Name: High-School Sponsoring Group: Girls Soccer

Contact Name: Marco de Leon Contact Phone: 319-981-4294

Contact Email: mdeleon@linnmar.k12.ia.us District Account Code: 21-3209-1900-920-6826

Description of Fundraising Activity (All information is required for the request to be considered)

Fundraising Activity: Fan Shirt

Activity Start/End Dates: Feb 13th - Feb 24th Estimated Proceeds: \$1,400

Purpose/Use of Funds Raised (Must be specific): Rain Jackets

\* COACH SENT THESE IN LATE SO I TOLD HIM HE COULD NOT START THESE UNTIL APPROVED. TM

**Administrator Approval:**

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

Building Administrator's Signature: [Signature] Date: 1/14/23

**Business Office and Board Review/Approval:**

Business Office Review/Approval: [Signature] Date: 1/27/23

Board Review/Approval: \_\_\_\_\_ Date: \_\_\_\_\_

Summary Due Date: April 7, 2023

Revised: 6/22; 7/22



RECEIVED

By: 50 Date: 1/13/23

## Fundraising Request Form

Exhibit 706.4

Code: 1005.4-E1

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

Request Form Due	Board Approval Date	Fundraiser Start Date
First day of school for fundraisers occurring from October 1 <sup>st</sup> thru December 31 <sup>st</sup>	First meeting in September	Fundraisers should NOT start until the day immediately following board approval
Last day of school before Thanksgiving break for fundraisers occurring from January 1 <sup>st</sup> thru March 31 <sup>st</sup>	December meeting	
By February 15 <sup>th</sup> for fundraisers occurring from April 1 <sup>st</sup> thru May 31 <sup>st</sup>	March meeting	
By April 15 <sup>th</sup> for fundraisers occurring from June 1 <sup>st</sup> thru September 30 <sup>th</sup>	First meeting in May	

**REMINDERS:** All groups are required to submit a request for each fundraiser to the Business Office specifying how all funds raised will be spent. A Fundraising Project Summary (Refer to Policy 1005.4-E2) is due six weeks after the fundraiser ends. Proceeds should be spent during the year funds are raised.

Building Name: High-School Sponsoring Group: Girls Soccer

Contact Name: Marco de Leon Contact Phone: 319-981-4294

Contact Email: mdeleon@linnmar.k12.ia.us District Account Code: 21-3209-1900-920-6826  
0109

Description of Fundraising Activity (All information is required for the request to be considered)

Fundraising Activity: Donation Fundraiser

Activity Start/End Dates: March 16th - April 6th Estimated Proceeds: \$5,000

Purpose/Use of Funds Raised (Must be specific): Stipend for Varsity Assistant Coach Andrew McKnight.  
a coach sent this in late so I told him he could  
not start these until approved.  
TM

## Administrator Approval:

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

Building Administrator's Signature: [Signature] Date: 1/12/23

## Business Office and Board Review/Approval:

Business Office Review/Approval: [Signature] Date: 1/27/23

Board Review/Approval: \_\_\_\_\_ Date: \_\_\_\_\_

Summary Due Date: May 18, 2023

Revised: 6/22; 7/22





# Fundraising Request Form

Code: 1005.4-E1

Forms should be submitted to the Business Office per the following deadlines [Exhibit 706.5](#)

Request Form Due	Board Approval Date	Fundraiser Start Date
First day of school for fundraisers occurring from October 1 <sup>st</sup> thru December 31 <sup>st</sup>	First meeting in September	Fundraisers should NOT start until the day immediately following board approval
Last day of school before Thanksgiving break for fundraisers occurring from January 1 <sup>st</sup> thru March 31 <sup>st</sup>	December meeting	
By February 15 <sup>th</sup> for fundraisers occurring from April 1 <sup>st</sup> thru May 31 <sup>st</sup>	March meeting	
By April 15 <sup>th</sup> for fundraisers occurring from June 1 <sup>st</sup> thru September 30 <sup>th</sup>	First meeting in May	

**REMINDERS:** All groups are required to submit a request for each fundraiser to the Business Office specifying how all funds raised will be spent. A Fundraising Project Summary (Refer to Policy 1005.4-E2) is due six weeks after the fundraiser ends. Proceeds should be spent during the year funds are raised.

Building Name: High School Sponsoring Group: Key Club  
Steve Goodall, Assoc. Prin. 319-447-3621 (Steve)  
Contact Name: Jeff Gustafson, Principal Contact Phone: 319-447-3041 (Jeff)  
Contact Email: steve.goodall@linnmar.k12.iq.us  
gustafson@linnmar.k12.iq.us District Account Code: \_\_\_\_\_

Description of Fundraising Activity (All information is required for the request to be considered)

Fundraising Activity: Candy grams (may just be message grams)

Activity Start/End Dates: 2-7-23-2-13-23 (if approved) Estimated Proceeds: \$100<sup>00</sup>-200<sup>00</sup>

Purpose/Use of Funds Raised (Must be specific): \_\_\_\_\_

These funds will go to the Dance Marathon through U. of Iowa to UIHC Children's Fund. Due to conflicts, the Dance Marathon at LMHS has been cancelled. Key Club currently has no sponsor. Mr. Goodall has been helping these motivated students. They want to incorporate the sale of the 'grams' w/ Valentine's Day; thus, the late notice of this fund-raiser.

## Administrator Approval:

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

Building Administrator's Signature: J.M. Gustafson Date: 2-2-23

## Business Office and Board Review/Approval:

Business Office Review/Approval: [Signature] Date: 2/2/23

Board Review/Approval: \_\_\_\_\_ Date: \_\_\_\_\_

Summary Due Date: \_\_\_\_\_

Revised: 6/22; 7/22