



**Proclamation for Teacher Appreciation Week
(May 3-7, 2021)**

Whereas, Linn-Mar teachers play a critical role in educating and shaping our students who are the future leaders of our country; and

Whereas, Linn-Mar teachers are patient, hard-working, dedicated, and educated professionals that mold our students' lives in a positive direction; and

Whereas, throughout this unique school year due to the derecho, COVID, and all the additional duties and stressors that resulted; our Linn-Mar teachers went above and beyond to ensure the continued education of our students,

Therefore, I, Sondra Nelson, serving as President of the Linn-Mar Board of Education, do hereby proclaim May 3-7, 2021 as Teacher Appreciation Week; and I urge this week be observed by taking the time to recognize and acknowledge the lifelong impact Linn-Mar teachers have every day on the lives of our students.



**Proclamation for School Board Recognition Month
May 2021**

Whereas, the Linn-Mar Community School District Board of Directors derives its legal status from the Constitution of the State of Iowa and the statutes enacted by the General Assembly and, therefore, serves as an agent of the State in developing educational programs in accordance with the constitution and laws of Iowa; and

Whereas, the members of the Linn-Mar Community School District Board of Directors are volunteer, citizen leaders who play a crucial role in ensuring our students receive the best education possible as they set district policy, provide general direction for the District, lead by example, and work together to *Inspire Learning, Unlock Potential, and Empower Achievement* for the entire district; and

Whereas, the Iowa Association of School Boards has designated the month of May as School Board Recognition Month in recognition of the dedicated service of all Iowa school board members;

Therefore, as a way of showing our appreciation, I ask that you please join me in a round of applause for the dedication, guidance, and service the Linn-Mar Community School District Board of Directors provides to the District, our students, our staff, and the community.

Middle Level Board Presentation

4.26.21



Boulder Peak and Hazel Point 5th and 6th Intermediate

Virtual Building Visit

Oak Ridge Middle School

Teaching to onsite and online students simultaneously

Travis Axeen

Michelle Gapstur

Janelle Miller

PBIS Recognition Honors

- **Excelsior Middle School** is one of just 15 schools in the state to obtain a Banner Plus designation. Banner Plus teams are providing additional interventions to meet students' needs. By engaging families and staff, Excelsior and all Banner Plus schools are able to show that 70 percent of students are responding positively to PBIS supports.

Banner Plus recognition requirements

- **Tier 1 and Tier 2 interventions implemented with fidelity**
 - Teaching/Reviewing Class wide expectations (Tier 1)
 - Acknowledgement system (Tier 1)
 - Check in/ Check out and CICO w/ modifications (Tier 2)
 - SAIG Groups (Tier 2)
- **70% or more of students participating in Tier 2 interventions respond positively**
 - Reviewed daily with student(s), weekly with staff, and incorporated in DATA DAY monthly during TEAM meetings
- **Improved yearly outcomes in multiple areas**

Banner Plus recognition requirements

- **Looking for decrease in:**
 - Founded Bullying Referrals
 - Major Behavioral Referrals
 - Out of School Suspensions
 - Referrals for Special Ed placement
- **Looking for increase in:**
 - Attendance
 - Overall academic proficiency
 - Overall Culture and Climate





Inspire Learning.

Unlock Po

2019-2020

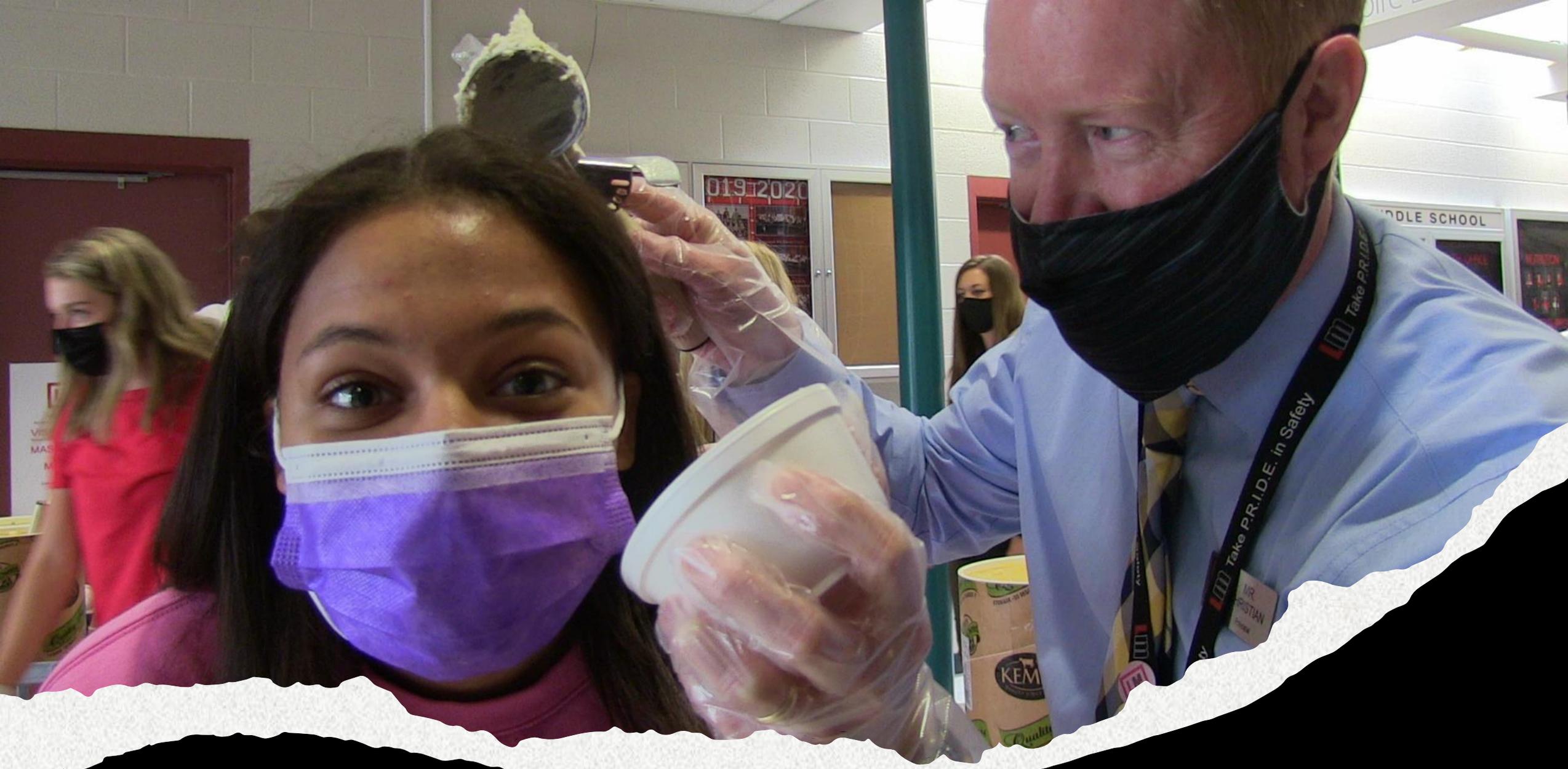
MAIN OFFICE

LM

STANDING

EXCE

R



RSA Future Change Framework

- thersa.org/approach
- Adaptive Schools
- Teacher Leader
- Teaching and Learning
- Admin Team, Shared by Kristi Hicks and Erica Rausch

District Reflection

- RSA Future Change Framework
 - A way of dealing with change that tackles long term vs. short term challenges. It diagnoses barriers and risks and enables you to track, make sense of, and resolve organizational challenges.

WE'VE DONE THESE THINGS TO RESPOND TO IMMEDIATE DEMANDS BUT THEY ARE SPECIFIC TO THE CRISIS

END
TEMPORARY MEASURES

WE'VE BEEN ABLE TO TRY THESE NEW THINGS AND THEY SHOW SOME SIGNS OF PROMISE FOR THE FUTURE

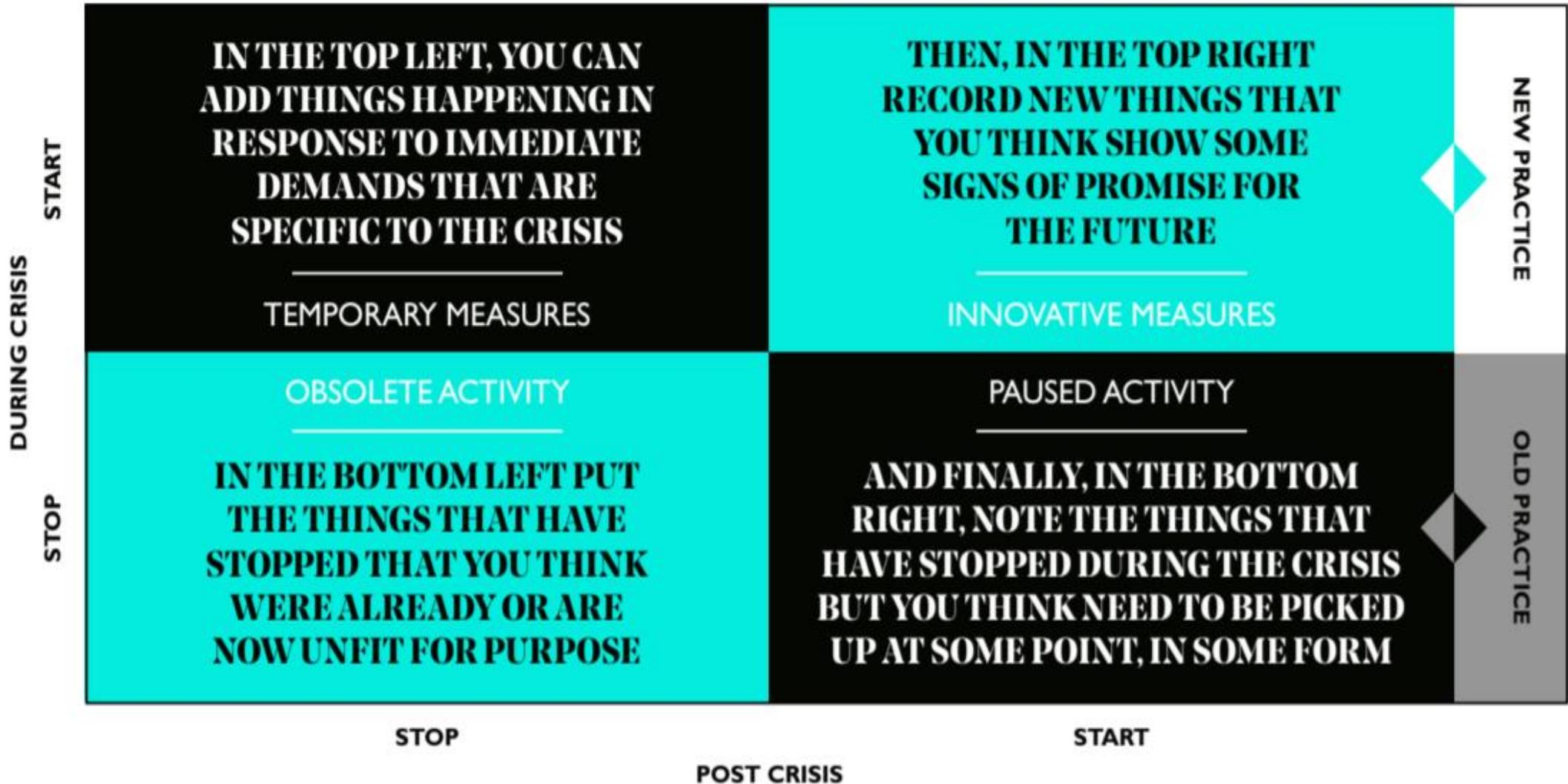
AMPLIFY
TEMPORARY MEASURES

LET GO
TEMPORARY MEASURES

WE'VE BEEN ABLE TO STOP DOING THESE THINGS THAT WERE ALREADY / ARE NOW UNFIT FOR PURPOSE

RESTART
TEMPORARY MEASURES

WE'VE HAD TO STOP THESE THINGS DURING THE CRISIS BUT THEY NEED TO BE PICKED UP IN SOME FORM



Next Steps

Re-visit our thoughts

Create capacity for change

Action plan change

Communicate and make change

Re-assess, revise/stay the course,
repeat

Updates from the Cabinet

April 26, 2021

Cabinet Members: Superintendent Bisgard, Assoc. Superintendent Wear, Mrs. Karla Christian (HR), Mr. JT Anderson (CFO), Mrs. Leisa Breitfelder (Student Services), and Mrs. Jeri Ramos (Tech)

Finance/Audit Committee April 22, 2021: The committee discussed the following items:

- Reviewed March 2021 financial reports
- Reviewed bills to be approved at the April 26th board meeting
- Discussed the upcoming summer 2021 construction projects, which included derecho roof replacement at several buildings, phase II classroom renovation at Wilkins, and gym HVAC unit replacement at Indian Creek
- Ten-year capital projects conversation and review
- Extension of the COVID-19 school lunch waiver through the 2021-22 school year
- Fiscal year 2021 certified budget amendment due to increased expenditures related to COVID
- Summary of federal relief money available to the district
- Changes to Policy 801.6 with the recommendation to increase the capitalization threshold from \$2,500 to \$5,000

Honors & Highlights

Community Outreach: Kudos to LM Girls Soccer for co-sponsoring, for the eleventh year in a row, the annual Cancer Awareness match with Cedar Rapids Kennedy Cougar Girls Soccer. Together over the years the teams have raised over \$25,000 in support of various organizations.



Athletic Honors: Congratulations to the following students on their recent Letter of Intent signings:

- Chris Baker (Football) - Coe College
- Cole Doty (Football) - South Dakota School of Mines
- Lilly Geelan (Cross Country & Track) - University of Central Missouri
- Sarah Murphy (Cross Country & Track) - University of Iowa
- Chloe Skidmore (Cross Country & Track) - University of Iowa
- Kasey Shanahan (Soccer) - Simpson College
- Brantley Christofferson (Soccer) - Loras College
- Bryce Parke (Wrestling) - Coe College
- Bricen White (Football) – Wartburg College
- Sarah Liang (Dance Team) - University of Minnesota
- Emma Casebolt (Soccer) - Loras College
- Evan Martin (Basketball) - Coe College
- Wyatt Willey (Wrestling) - University of Wisconsin Platteville
- Pearson Martin (Basketball) - Coe College



Department of Management
Form S-A Publication

NOTICE OF PUBLIC HEARING
Linn-Mar School District
AMENDMENT OF CURRENT BUDGET
FISCAL YEAR 2020/2021

Date of Public Hearing: May 10, 2021
Time of Public Hearing: 5:00 p.m.

Learning Resource Center Board Room
2999 North 10th Street
Marion, IA 52302

Location of Public Hearing:

The Board of Directors will conduct a public hearing at the above-noted time and place for the purpose of amending the current school budget by changing estimates of expenditures in the following areas by the following amounts:

Area	From	To	Reasons
Instruction	67,375,000	67,375,000	
Total Support Services	31,062,500	33,062,500	Increase due to COVID Related Expenditures
Noninstructional Programs	4,657,000	4,657,000	
Total Other Expenditures	44,484,045	44,484,045	

This change in estimates of expenditures will be financed from increased receipts and balances not budgeted or considered in the current budget. There will be no increase in taxes to be paid in the fiscal year ending June 30, 2021. At the hearing, any resident or taxpayer may present objections to, or arguments in favor of, any part of the proposed amendment. A detailed statement of additional receipts other than taxes, balances on hand at the close of the preceding fiscal year, and proposed expenditures, both past and anticipated, will be available at the hearing.



Inspire Learning.
Unlock Potential.
Empower Achievement.

**School Board Minutes
April 12, 2021**

100: Call to Order and Determination of a Quorum

The Linn-Mar school board meeting was called to order at 5:00 PM in the boardroom of the Learning Resource Center (2999 N 10th St, Marion). Roll was taken to determine a quorum. Present: Buchholz, Isenberg, Lausen, Morey, Nelson, and Wall. Absent: Weaver. Administration present: Bisgard, Anderson, Christian, Ramos, and Wear. Administration Absent: Breitfelder.

200: Adoption of the Agenda *Motion 126-04-12*

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

300: Public Hearing – Refer to Exhibits 602.1 and 603.1

A public hearing was held regarding the Certified Budget for fiscal year 2022. No comments received.

400: Audience Communications

No communications received.

500: Informational Reports, Discussions, and Presentations

501: Blended Learning Update – Exhibit 501.1

Tina March, Bowman Woods Elementary Principal, and her team [Shanna Helmke, Technology Integration Coach; Jennifer Frye, Instructional Coach; Carla Clanin, Media Specialist; and Michele Lake, First Grade Teacher] shared an update on their Blended Learning Program that focuses on innovation. Highlights included a history of the development of the program, an explanation of what Blended Learning is and the phases it progresses through, testimony from a classroom teacher's perspective, a video showcasing student engagement, and next steps.

502: Marion City Council

No report was given for the March 18th meeting. Superintendent Bisgard reported that during the April 8th meeting a request for a no parking zone on the west side of 27th Street in front of Wilkins Elementary was presented and approved by the Council.

503: Legislative Update

Morey and Bisgard shared updates on the various bills that have made it to the second funnel of consideration and a handout was provided to the board that summarized each bill. Bisgard also highlighted issues with the bill that could affect the PERL Levy, which is a \$315,000 annual revenue source for the district.

504: Cabinet Update – Exhibit 504.1

Superintendent Bisgard reported that student and staff COVID numbers are down, open houses are being planned for Boulder Peak and Hazel Point, and the first meeting of the recently-formed Facilities Advisory Committee will be held on May 17th. The Facilities Advisory Committee will focus on any amendments needed to the Ten-Year Capital Plan, with the goal of presenting recommendations to the board for consideration in December/January.

505: Review of Return-to-Learn Plan

Superintendent Bisgard facilitated a discussion on recommended changes to the Return-to-Learn Plan now that CDC and Iowa Public Health guidance has changed in regard to COVID.

Recommended changes included:

- Host open house events for Boulder Peak and Hazel Point; with social distancing practices in place.
- Begin scheduled student transitions between buildings.
- Changes to classroom structure/layout when additional space is an absolute necessity due to Family Choice students returning to onsite learning.
- Adoption of CDC guidance regarding social distancing for students from six feet down to three feet in classrooms if other mitigation measures are being followed.
- Face-to-face parent meetings, as needed, for IEPs, individual conferences, etc.
- Larger staff meetings, with social distancing practices in place.
- Sports and music camps to be offered over the summer.
- Swim lessons to be offered over the summer.
- Face masks will still be required for all (students, staff, visitors, etc.).

600: Unfinished Business

601: Approval of Return-to-Learn Plan **Motion 127-04-12**

MOTION by Morey to approve the changes to the Return-to-Learn Plan, as discussed, which follow CDC guidance. Second by Buchholz. Voice vote, all ayes. Motion carried.

602: Review of FY2022 Certified Budget – Exhibits 602.1 and 603.1 **Motion 128-04-12**

JT Anderson, Chief Financial/Operating Officer, shared a review of the fiscal year 2022 certified budget. Highlights included information on the purpose of the budget, proposed tax rates, district cost per pupil, certified and open enrollment trends, a breakdown of the general fund revenue and expenditures, information on the general fund levy, information on various funds, information on the estimated property tax levy, and next steps.

603: Approval of FY2022 Certified Budget – Exhibit 603.1 **Motion 129-04-12**

MOTION by Buchholz to approve the Certified Budget for fiscal year 2022, as presented. Second by Morey. Voice vote, all ayes. Motion carried.

604: Approval of Final Payment – Exhibit 604.1 **Motion 130-04-12**

MOTION by Lausen to approve final payment [#5] in the amount of \$22,941.96; to Garling Construction and accept the Indian Creek Elementary classroom renovation project as complete. Second by Morey. Voice vote, all ayes. Motion carried.

700: New Business

701: Resolution for Easement and Setting of Public Hearing – Exhibit 701.1 **Motion 131-04-12**

MOTION by Lausen to approve the resolution granting an easement for sanitary sewer facilities to the City of Marion on Oak Ridge Middle School grounds for one dollar (\$1.00) and to set a public hearing regarding the same for 5:00 PM on Monday, May 10, 2021. Second by Buchholz. Anderson clarified the property is in ditch area that is unusable by the district but will allow easier sewer connection for the City and easier sewer maintenance for the district if/when needed. Roll call vote. Ayes: Buchholz, Isenberg, Lausen, Morey, Nelson, and Wall. Motion carried.

702: Early Graduation Requests – Exhibit 702.1 Motion 132-04-12

MOTION by Morey to approve the early graduation requests, as presented. Second by Lausen. Voice vote, all ayes. Motion carried.

Deutmeyer, Macy	Pfab, Calvin	Strelow, Abigail
Jessen, Grace	Pfeiffer, Preston	Tweh, Abraham
Lane, Brooke	Rawlins, Jaddlei	Vieth, Carter
Nelson, Evan	Rocho, Cody	

703: Fundraising Requests – Exhibit 703.1 Motion 133-04-12

MOTION by Wall to approve the fundraising requests, as presented. Second by Morey. Voice vote, all ayes. Motion carried.

704: Open Enrollment Requests Motion 134-04-12

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

Approved IN for 2021-22 School Year

Name	Grade	Resident District	Reason
Campbell, Mercy	K	College CSD	On time
DeSotel, Oswell	K	North Linn CSD	On time
Johnson, Daphne	K	Cedar Rapids CSD	On time
Schloss, Avigail	K	Cedar Rapids CSD	On time
Shissler, Scarlett	K	Marion Independent	On time

Denied OUT for 2021-22 School Year

Name	Grade	Requested District	Reason
Ulmer, Sarah	10 th	Marion Independent	Late, no good cause

800: Consent Agenda Motion 135-04-12

MOTION by Morey to approve the consent agenda, as presented. Second by Lausen. Buchholz congratulated all of the retirees and thanked them for their service. Voice vote, all ayes. Motion carried.

801: Personnel

Certified Staff: Resignation

Name	Assignment	Dept Action	Reason
Cortez, Rebecca	HS: Academic Intervention Teacher	6/11/21	Relocation
Pottebaum Shelly	NE: Reading Teacher	6/11/21	Retirement
Pumroy, Marta	OR: Foreign Language Teacher	6/11/21	Personal
Strand, Anna	District Nurse	6/11/21	Retirement
Twachtmann, Barb	HS: Student Support Services Teacher	6/11/21	Retirement

Classified Staff: Assignment/Reassignment/Transfer

Name	Assignment	Dept Action	Salary Placement
Busenbark, Joyce	BP: From Custodian to Lead Custodian	3/1/21	SEIU C +.75, Step 11
Fuller, Brent	From EH to EX Custodian	3/10/21	Same
Hemesath, Cortnee	LRC: Supervisor of Business Services	4/1/21	\$69,000/year
Nichols, Amy	LG: Student Support Associate	3/22/21	LMSEAA II, Step 6
Neihart, Julia	BP: Paraprofessional	3/22/21	Same
Ocasio, Karla	LG: Student Support Associate	3/22/21	LMSEAA II, Step 6
Petersen, Shiela	NS: From EX General Help to OR General Help/Cashier	4/5/21	PTNS Step 3 +.25
Power, Rueben	O&M: District Sub Custodian	4/6/21	SEIU C, Step 1

Name	Assignment	Dept Action	Salary Placement
Reardanz, Lisa	BP: From Media Asst to School Counselor's Secretary	3/26/21	LMSEAA IV, Step 13
Werlein, Kathryn	HS: Student Support Associate	4/12/21	LMSEAA II, Step 6

Classified Staff: Resignation

Name	Assignment	Dept Action	Reason
Blanchett, Elizabeth	WE: Student Support Associate	3/10/21	Personal
Eddins, Michael	WE: Student Support Associate	4/1/21	Terminated
Edwards-Thomas, Cedric	HS: Student Supervisor	3/8/21	Terminated
Gericke, David	O&M: Certified Maintenance	3/19/21	Personal
Gibbs, Sonja	NE: Student Support Associate	6/9/21	Retirement
Malmberg, Terry	TR: Bus Driver	6/9/21	Retirement
Reid, Diane	NE: Student Support Associate	6/9/21	Retirement
Steward, Deb	TR: Secretary	7/1/21	Retirement
Winders, Elizabeth	EX: Student Support Associate	4/9/21	Other Employment
Wood, Kylie	EH: Student Support Associate	3/25/21	Personal

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

Name	Assignment	Dept Action	Salary Placement
Gaffney, Katie	EX: Assistant 7 th /8 th Gr Girls Track Coach	3/24/21	\$2,914
Hugo, Charlie	HS: From Assistant to Head Girls Swim Coach	3/9/21	\$4,372
Jochimsen, Melanie	OR: Head 7 th Gr Girls Basketball Coach	3/12/21	\$3,279
Thomas, Alyssa	HS: Head Varsity Girls Volleyball Coach	8/9/21	\$5,465

Co/Extra-Curricular Staff: Resignation

Name	Assignment	Dept Action	Reason
Hammes, Jennifer	HS: Head JV Poms Coach	3/23/21	Personal
Robinson, Brittany	HS: Head JV Girls Basketball Coach	4/7/21	Personal

802: Approval of March 8th Minutes – Exhibit 802.1

803: Approval of Bills – Exhibit 803.1

804: Approval of Contracts – Exhibits 804.1-16

1. Professional services agreement with Shive Hattery Architecture & Engineering regarding the Wilkins Elementary storm damage repairs and insurance documentation
2. Professional services agreement with Shive Hattery Architecture & Engineering regarding the Excelsior Middle School storm damage repairs and insurance documentation
3. Agreement with Dryspace for the LM High School roof repair project
4. Agreement with Dryspace for the Indian Creek roof repair project
5. Agreement with Jim Giese Commercial Roofing for the Excelsior roof repair project
6. Agreement with Septagon Construction for the Transportation/O&M building roof repair project
7. Agreement with Universal Climate Control for the Indian Creek gym HVAC project
8. Facility use agreement with American National Red Cross of Eastern Iowa
9. Strength and conditioning services agreement with Ability Physical Therapy
10. Agreement with Solution Tree for PLC and RTI professional development workshops
11. Agreement with Mental Health/Disability Services of East Central Region
12. Agreement with University of Northern Iowa for BA social work field placement
13. Agreement with Western Governors University for student teaching placement
14. Memorandum of understanding with Goodwill of the Heartland for student work experiences
15. Memorandum of understanding with Luther College for student teaching in 2021-22
16. Non-commercial licensing agreement with Nichole Carlson of Elite Fitness

17. Interagency agreements for Special Education services with BCLUW CSD (1), Cedar Rapids CSD (6), Marion Independent (1), Osage CSD (1), REM Iowa (1), and Sioux City CSD (2). *For student confidentiality, exhibits not provided.*

805: Informational Financial Reports – Exhibits 805.1-2

1. School Finance and Cash Balance Reports as of February 29, 2020
2. School Finance and Cash Balance Reports as of February 28, 2021

806: Disposition of Obsolete Equipment

Per Iowa Code (§§ 297.22-25) and school board policy 902.6, the district will list for sale obsolete equipment and furnishings on GovDeals.com. *Items for sale: Acra metal lathe, Logan metal lathe, Delta radial saw, and Powermatic belt/disc sander.*

900: Board Communications, Calendar, and Committees

901: Board Communications: No communications received.

902: Board Calendar

Date	Time	Event	Location/Comments
April 21	11:30 AM	Policy Committee	Virtual
April 22	7:30 AM	Finance/Audit Committee	LRC Conference Room 203
April 22	5:30 PM	Marion City Council (<i>Buchholz</i>)	Virtual
April 22	All Day	LM Foundation Dine Out for Schools Day	Arrangements Pending
April 26	5:00 PM	Board Meeting	Boardroom/YouTube
April 30	7:00 PM	LM Foundation Virtual Trivia Night	Arrangements Pending
Date	Time	Event	Location/Comments
May 4	5:00 PM	LIONS/Volunteer Awards	Arrangements pending
May 6	5:30 PM	Marion City Council (<i>Isenberg</i>)	Virtual
May 10	5:00 PM	Board Meeting	Boardroom/YouTube
May 10	7:00 PM	Senior Recognition Night	Arrangements Pending
May 14	1:00 PM	Success Center Graduation	Arrangements Pending
May 17	6:00 PM	Facilities Advisory Committee	Boardroom
May 18	Noon	SODA/TRY Luncheon	LRC Gym
May 19	4:00 PM	School Improvement Advisory (SIAC)	LRC Conference Room 6
May 20	7:30 AM	Finance/Audit Committee	LRC Conference Room 203
May 20	4:00 PM	COMPASS Celebration Picnic	Thomas Park
May 20	5:30 PM	Marion City Council (<i>Nelson</i>)	Virtual
May 24	5:00 PM	Board Meeting	Boardroom/YouTube
May 30	1:00 PM	LM High School Graduation	Alliant Energy Powerhouse Center
Date	Time	Event	Location/Comments
June 2	5-7 PM	BP Ribbon Cutting & Open House	Ribbon Cutting at 5:30 PM
June 2	5-7 PM	HP Ribbon Cutting & Open House	Ribbon Cutting at 6:00 PM
June 3	5:30 PM	Marion City Council Meeting	Virtual
June 10	7:30 AM	Finance/Audit Committee	LRC Conference Room 203
June 14	5:00 PM	Board Meeting	Boardroom/YouTube
June 17	5:30 PM	Marion City Council	Virtual
June 21	All	LM Foundation Lions Open	Hunters Ridge Golf Course

903: Committees and Advisories

Committee	2020-21 Representatives
Finance/Audit Committee	Buchholz, Isenberg, and Morey
Policy/Governance Committee	Lausen, Wall, and Weaver
Career & Technical Education Advisory (CTE)	Buchholz, Morey, and Nelson
School Improvement Advisory Committee (SIAC)	Buchholz, Isenberg, and Wall
Facilities Advisory Committee	Morey, Nelson, and Weaver
Iowa BIG Advisory Board	Lausen
Community Promise	Nelson
Linn County Conference Board	Buchholz

1000: Adjournment *Motion 136-04-12*

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

Sondra Nelson, Board President

JT Anderson, Board Secretary/Treasurer