Renaissance

2911 Peach Street, Wisconsin Rapids, WI 54494-1905 PO Box 8036, Wisconsin Rapids, WI 54495 Phone: (800) 338-4204 | Fax: (877) 280-7642 Federal I.D. 39-1559474

Federal I.D. 39-1559474 www.renaissance.com

Quote # Q-161979 v3

Linn-Mar Community School District - 145633 Primary Contact

Nathan Wear Email - nathan.wear@linnmar.k12.ia.us 2999 10th St Marion, IA 52302-5478 **Billing Contact**

Quote Summary	
School Count: 1	
Renaissance Products & Services Total	\$10,199.60
Estimated Sales Tax	\$0.00
Shipping Cost	\$0.00
Grand Total	USD \$10,199.60

This quote includes: FastBridge.

By signing below, Customer:

- Acknowledges that the Person signing this Quote is authorized to do so on behalf of Customer.
- Agrees Customer's access to and use of the Products and Services referenced in the Quote (and any other quote issued to
 Customer during the Subscription Period) are subject to compliance with the Renaissance Terms of Service and License located at
 https://doc.renlearn.com/KMNet/R62416.pdf, incorporated herein by reference.
- Acknowledges and agrees that the applicable Data Protection Addendum and Privacy Notices located at
 https://docs.renaissance.com/R62068 are incorporated into this Agreement. Additional information about Renaissance's privacy and security is available at https://www.renaissance.com/privacy/.

To accept this offer and place an order, please sign and return this Quote.

Requested Invoice Date: 01-Jul-2025

Renaissance will issue an invoice for this Quote on the Requested Invoice Date indicated above. If Customer requires a purchase order, Customer agrees to provide the purchase order to Renaissance prior to the Requested Invoice Date. Customer agreed to pay the invoice within 30 days after the Requested Invoice Date.

Customer indicates that no Purchase Order is required, and that Billing Contact information is correct.

Renaissance Learning, Inc.	Linn-Mar Community School District			
Ted Loll	Ву:			
Name: Ted Wolf	Name:			
Title: Chief Financial Officer	Title:			
Date: 04-May-2025	Date:			

Email: electronicorders@renaissance.com

If changes are necessary, or additional information is required, please contact your account executive Kim Curry at (515) 218-6389. Thank you.

Renaissance

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Quote # Q-161979 v3

All quotes and orders are subject to availability of merchandise. This Quote is valid for 60 days from the date under Renaissance's signature. Professional development expires one year from purchase date. Alterations to this quote will not be honored without Renaissance approval. Please note: Any pricing or discount indicated is subject to change with alterations to the quote. Tax has been estimated and is subject to change without notice. Unless you provide Renaissance with a valid and correct tax exemption certificate applicable to your purchase of product and the product ship-to location, you are responsible for sales and other taxes associated with this order.

United States government and agency transactions into Arizona: The Tax or AZ-TPT item(s) listed on this quote and subsequent invoice(s) is a charge to recover the cost of the Arizona Transaction Privilege Tax ('TPT'). The incidence of the TPT is on Renaissance Learning for the privilege of conducting business in the State of Arizona. Since the tax is not directly imposed on the United States, the constitutional immunity of the United States does not apply.

Hawaii residents only: Orders shipped to Hawaii residents will be subject to the 4.166% (4.712% O'ahu Is.) Hawaii General Excise tax. United States government and agency transactions into Hawaii: The Tax or General Excise Tax item(s) listed on this quote and subsequent invoice(s) is a charge to recover the cost of the Hawaii General Excise Tax. The incidence of the General Excise Tax is on Renaissance Learning for the privilege of conducting business in the State of Hawaii. Since the tax is not directly imposed on the United States, the constitutional immunity of the United States does not apply.

New Mexico residents only: Orders shipped to New Mexico residents will be subject to the 5.125% (Location Code: 88-888) Gross Receipts tax. United States government and agency transactions into New Mexico: The Tax or Gross Receipts Tax item(s) listed on this quote and subsequent invoice(s) is a charge to recover the cost of the New Mexico Gross Receipts Tax. The incidence of the Gross Receipts Tax is on Renaissance Learning for the privilege of conducting business in the State of New Mexico. Since the tax is not directly imposed on the United States, the constitutional immunity of the United States does not apply. Starting July 1, 2021 New Mexico requires sellers to collect tax on the state and local rate. This varies depending on the city and county.

Students can become their most amazing selves — only when teachers truly shine. Renaissance amplifies teachers' effectiveness in the classroom — transforming data into actionable insights to improve learning outcomes. Remember, we're here to ensure your successful implementation. Please allow 30-90 days for installation and set-up.

Renaissance

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Linn-Ma	Quote Details or Community School District		
Products & Services	Quantity	Unit Price	Total
FastBridge Quote Year 1 01-Jul-2025 – 30-Jun-2026			
FastBridge Subscription	150	\$6.36	\$954.00
FastBridge Subscription - IA AEA K-6	3556	\$2.60	\$9,245.60
		Quote Year 1 Subtotal	\$10,199.60
	Linn-Mar Communit	y School District Tota	\$10,199.60

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Date:

05/27/2025

Order Number: Revision: Q-678260

Order Form Expiration Date:

12/22/2025

ORDER FORM

Customer and Billing Address

Customer No.:

147198

Customer Name:

Linn-Mar Cmty School District

Billing Address:

3556 Winslow Rd Marion, IA 52302

Products and Services

Linn-Mar Cmty School District

Products	Qty	License Start Date	License End Date	License Term (Months)
Apex Learning Courses: Unlimited enrollment subscription	170	12/23/2025	07/31/2026	7
Courseware: Comprehensive Library - Program License	1	12/23/2025	07/31/2026	7
Customer Success Services	1	12/23/2025	12/22/2026	12
Courseware: Comprehensive Library - Program License	170	08/01/2026	12/22/2026	5
Clever - SIS Integration - Courseware/Exact Path	1	12/23/2025	12/22/2026	12

Linn-Mar Cmty School District Subtotal:

\$28,436.33

Total US Funds:

\$28,436.33

This Order shall have an effective date ("Effective Date") which is the earlier of (a) the date we accept your signed Order Form or (b) the initial License Start Date, if any, applicable to the products listed in the order summary above ("Order Summary") and shall remain in effect through the end of the Term.

To the extent this Order includes Purchases of Enrollment Products, they are governed by the terms and conditions listed in Appendix A. For all other products, unless otherwise specified in the Order Summary, the Start Date for your software subscription license(s) will be the date on which we have accepted your order and have issued log-in credentials. In the case of a purchase for multiple successive subscription licenses, the Start Date for each successive subscription will be the day immediately following the License Term expiration of the preceding license subscription.

*** Services purchased are valid for an annual term. Any service offering that is not used during the applicable term will expire and cannot be carried over or used in subsequent periods.

Taxes

Prices shown above do not include any state and local taxes that may apply. Any such taxes are the responsibility of the Customer and will appear on the final invoice. If the contracting entity is exempt from sales tax, please send the applicable tax exemption certificate to orders@edmentum.com or attach the certificate to this order form in the Signature section. We reserve the right to pursue collections to the fullest extent permitted by law for sales taxes that have been charged on invoices submitted prior to our receipt of a valid tax exemption certificate.

Edmentum I P.O. Box 776725 I Chicago, IL 60677-6725 I www.edmentum.com













edmentum^{*}

Date: Order Number: Revision: Order Form Expiration Date: 05/27/2025 Q-678260 1 12/22/2025

ORDER FORM

Invoicing and Payment Terms

The total amount in the Order Summary will be invoiced on the Effective Date.

You agree to pay all invoices within 15 days of receipt. Although we will generally not invoice you until after you enroll, use, or access, we reserve the right to immediately invoice you for any services you purchase.

Terms and Conditions

For the purposes of this Order Form, "you" and "your" refer to Customer, and "we", "us" and "our" refer to Edmentum Inc. and affiliates.

This Order Form and any documents it incorporates (including the Standard Purchase and License Terms located at http://www.edmentum.com/standardterms and the documents it references) form the entire agreement between you and us ("Agreement"). You acknowledge that any terms and conditions in your purchase order or any other documents you provide that enhance our obligations or restrictions or contradict the Agreement do not have force and effect. If this Agreement includes Professional Services, they are more fully described herein, in the Standard Terms and/or on an attached Statement of Work.

Purchase Order

This Agreement is non-cancellable. You will submit a purchase order to us for the full amount of this Order Form or, if applicable, for the amount listed on the first payment due date in Invoicing and Payment Terms, followed by additional purchase orders according to the Invoicing and Payment Terms. Your Order will not be scheduled for delivery until a conforming purchase order referencing this Order Form is submitted.

To the extent applicable, you will submit additional purchase orders ("Subsequent Purchase Orders") within ten (10) days of our notice to you that your Enrollment Products Purchases, in the aggregate, have exceeded the amount identified in the Initial Purchase Order for such products. If we waive a Subsequent Purchase Order requirement, you agree to pay the amounts identified on our invoice.

Acceptance

This offer will expire on the Order Form Expiration Date noted above unless we earlier withdraw or extend the offer in writing.

I represent that I have read the terms and conditions included in this Agreement, that I am authorized to accept this offer and the Agreement's terms and conditions on behalf of the customer identified above and that I do accept this offer on behalf of the customer who agrees to adhere to the Agreement's terms and conditions. To the extent that either parties process does not require that I execute this Order Form, I accept, acknowledge and agree to the terms and conditions identified in and referenced in this Agreement as signified by my receipt, use or access of the products and/or services identified.

Invoice Contact Information – Please Provide Your Finance Dept Contact Information

First Name:

Last Name:

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edmentum

Date: Order Number: Revision: 05/27/2025 Q-678260 1

Order Form Expiration Date:

1 12/22/2025

ORDER FORM

Email Address:

Customer Signature

Name (Printed or Typed) Katie Lowe Lancaster

Title Board President

Date

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28E AGREEMENT FOR SCHOOL RESOURCE OFFICER PROGRAM BETWEEN LINN-MAR SCHOOL DISTRICT AND THE CITY OF MARION, IOWA

THIS AGREEMENT, is made and entered into on <u>June 10th</u>, 2025 by and between LINN-MAR SCHOOL DISTRICT (hereinafter referred to as "LM") and THE CITY OF MARION, IOWA (hereinafter referred to as "the City").

WHEREAS, LM and the City share a mutual desire to provide law enforcement and related services to the schools in the Linn-Mar School District located within the City of Marion to help maintain a safe environment which will promote the safety, health, and general welfare of the students and staff, including freedom from intimidation; and

WHEREAS, LM and the City have in the past utilized a School Resource Officer to provide the services necessary to achieve goals associated with the above-described mutual desire; and

WHEREAS, LM and the City recognize the need to continue a School Resource Program for LM and the need to have one School Resource Officer (hereinafter "SRO") to work solely with LM, not to be shared with any other school district; and

WHEREAS, LM and the City recognize the benefits of the SRO program to the citizens of Marion, Iowa and particularly to the students of LM; and

WHEREAS, it is understood that this Agreement is between two public agencies and is entered into pursuant to the provisions of Iowa Code Chapter 28E and shall be electronically filed with the Iowa Secretary of State's Office upon execution, as required by law.

THEREFORE, LM and the City agree to the following terms:

ARTICLE I

PURPOSE

The purpose of this 28E Agreement is to formally establish the terms and conditions necessary to continue a School Resource Program for LM and for the City acting by and through the Marion Police Department (hereinafter "the Police Department"). The Police Department shall assign an SRO to serve the LM and not in any other school district. Except as otherwise provided, this 28E Agreement is not a contract which binds the City to provide any other services to LM. No special duty or duty act is created by this Agreement.

ARTICLE II

DURATION

The duration of this Agreement shall be for three years, and the SRO Program for LM shall run from July 1, 2024, through June 30, 2027.

ARTICLE III

DUTIES OF THE CITY OF MARION AND THE MARION POLICE DEPARTMENT

The City, acting by and through the Police Department, shall provide an SRO as follows:

A. Assignment of the SRO

The Police Department shall assign one regularly employed police officer to LM as an SRO for LM.

B. Supervision

- 1. The Police Department shall assign a full-time, higher ranking, employee to supervise the officer assigned to the SRO program. Notwithstanding, the SRO will still be subject to supervision from other Police Department personnel pursuant to the existing chain of command structure within the Police Department.
- 2. In addition to providing training and direction for the SRO, the SRO supervisor will serve as a liaison between the Police Department and LM administrators in order to resolve matters of mutual concern and to gather input for the SRO's annual Police Department performance evaluation.

C. Regular Duty Hours of the Student Resource Officer

The SRO shall be assigned to the LM Schools on a full-time basis of eight (8) hours each day when school is in regular session. The SRO shall typically be on one of the LM campuses from ½ hour prior to the start of class until ½ hour after classes are dismissed but has discretion to adjust starting and ending times to maintain a forty (40) hour work week. The SRO will be temporarily re-assigned by the Police Department during the following regularly scheduled school holidays:

- 1. Winter Break
- 2. Summer Break

In addition, the SRO may be temporarily reassigned by the Police Department during other school holidays and vacations, training periods, police emergencies, or other occasions, as agreed upon between LM and the Police Department, with the understanding that the Police Department shall be the final arbiter of all such

decisions.

Regular working hours may be adjusted on a situational basis, with the approval of the SRO supervisor or his/her designee. These adjustments may be to attend LM related events for which the presence of a law enforcement officer is required or desirable. Such adjustments shall be in accordance with the Fair Labor Standards Act and the Police Department's Bargaining Unit's contract with the City.

D. Equipment of Student Resource Officer

All equipment purchased by the Police Department for the SRO to perform their duties shall be the property of the Police Department. All equipment purchased by LM for use by the SRO will be the property of LM.

E. Duties of the Student Resource Officer

- 1. The SRO may provide instruction for specialized short-term programs at the LM schools when a member of the school administration or staff has invited the officer to do so, and the program has been approved by the SRO supervisor.
- 2. The SRO shall coordinate their non-law enforcement activities with the LM administration or the principal or a faculty member of the school or schools concerned and shall seek permission, advice, and guidance from the proper LM administrators or staff prior to enacting any programs within the schools to ensure all programs stay within the LM's polices and guidelines.
- 3. The SRO shall coordinate directly with the building principals or their designees.
- 4. Except as excused by other terms of this Agreement or with the consent of the SRO supervisor, the SRO shall be present at the assigned LM school during times of high activity, such as the beginning and end of each school day and lunch periods.
- 5. The SRO shall make presentations and provide instruction on various subjects to students such as a basic understanding of the laws, the roles of police officers, and the police mission.
- 6. The SRO shall encourage individual and small group discussions with students to establish rapport with the students.
- 7. When requested by a principal or other administrator, the SRO shall attend parent/faculty meetings to encourage support and understanding of the SRO program.
- 8. The SRO shall be available for conferences with students, parents, and faculty members to address and assist with problems of a law enforcement or crime prevention nature. The SRO shall not disclose confidential information obtained pursuant to a police investigation except as provided by law or a court order.
- 9. The SRO shall become familiar with community agencies that offer assistance to

- students and their families, including, but not limited to, mental health and substance abuse treatment facilities. The SRO shall act as a resource officer to the students, families, faculty, and staff and shall make referrals to these agencies as needed.
- 10. The SRO shall work with the administration and faculty of LM to develop plans and strategies to prevent and/or minimize the threat of harm that may result from student unrest.
- 11. The SRO shall adhere to school board policies, police policies, and all Federal, State, and local laws, should it become necessary for the SRO to conduct interviews withstudents.
- 12. The SRO shall take law enforcement action as necessary. The SRO should make the principal of the corresponding school aware of such action as smas possible. At a principal's request, the SRO shall take appropriate law enforcement action against intruders or unwanted guests who may appear at a school or school function, to the extent permitted by law. The SRO shall advise the principal of any additional police presence or assistance on campus after the incident or as time allows.
- 13. The SRO shall cooperate and give assistance to other law enforcement officers (both from the Marion Police Department and from other agencies) and government agencies in matters regarding their school assignments whenever the need arises.
- 14. The SRO shall attend and participate in LM activities when possible and when approved by both the SRO Supervisor or designee and the LM administration or designee.
- 15. The SRO may conduct investigations relating to LM students, staff, or assigned facilities. The SRO shall inform the appropriate LM administrator or principal as soon as possible, with a strong preference to informing LM prior to the commencement of any investigation.
- 16. The SRO shall maintain detailed and accurate records of his/her activities and provide a report to the Police Department and to LM administration each semester as requested. This report shall be for statistical purposes and shall not include confidential information relating to any investigation, arrest, intelligence, or student information.
- 17. The SRO shall collaborate with LM to collect data on time spent on select activities and perception data from students, staff, and if applicable, parents.
- 18. The SRO shall not act as a disciplinarian. All disciplinary responsibility shall be retained by LM. However, in the event LM believes that there has been a violation of the law, the SRO may be contacted to determine whether law enforcement action is appropriate.
- 19. The SRO shall work in the Department uniform respective of the Police Department policies. Theattire for each activity shall be prescribed by the SRO supervisor. There may be exceptions during special events or circumstances during with the SRO would be expected to be in uniform. The SRO shall carry a regulation sidearm

in accordancewith the Marion Police Department guidelines.

- 20. The SRO shall perform other duties as mutually agreed upon by the parties. However, the performance of any such duties should be reasonably related to the SRO Program as described in this Agreement and shall be consistent with federal, state, and local laws, Police Department rules and regulations, and LM policies, rules, and regulations. The City, acting through the Police Department, shall meet with designated LM personnel to resolve any and all questions arising under this paragraph.
- 21. The parties acknowledge the SRO may from time to time acquire confidential information concerning LM students, and others in the course of performing duties under this Agreement. It is agreed such non-law enforcement information or records shall be kept confidential by the SRO in compliance with LM policy and federal, state, and local laws.

ARTICLE III

RIGHTS AND DUTIES OF THE MARION INDEPENDENT SCHOOL DISTRICT

- A. LM shall provide the full time SRO with the following materials and facilities, which are deemed necessary to the performance of the SRO's duties:
 - 1. Access to an office equipped with air-conditioning, proper lighting, and a telephonethat will be used for business purposes.
 - 2. A location to store files and records which can be properly locked and secured.
 - 3. A desk with drawers, a chair, worktable, filing cabinet, and office supplies to use in the course of the SRO's duties.
 - 4. Access to a computer and/or secretarial support.
 - B. LM shall provide guidance to the SRO regarding any instruction or programming to be delivered or presented by the SRO.
 - C. Upon termination of this Agreement, all equipment provided to the SRO by LM as a part of this Agreement shall be retained by LM.
 - D. LM shall designate the SRO as a "school official" under the Family Educational Rights and Privacy Act (FERPA) and, as such, may provide the SRO with access to student information systems, to include access to information relating to all students enrolled in LM for the purpose of minimizing juvenile delinquency and truancy and maintaining student safety. Any information obtained by the SRO through such access shall be subject to the confidentiality provisions of state and federal law, including limitations on redisclosure.

ARTICLE IV

FINANCING THE SCHOOL RESOURCE OFFICER PROGRAM

The cost of the SRO position, to include salary and benefits, will be split between the City and LM as follows:

- A. SRO Salary: LM agrees that it will share the costs for salary and benefits for one new officer.
 - 1. The salary and benefits for a starting officer on July 1, 2025, will be \$106,063 per year. LM shall pay \$48,704 per year beginning July 1, 2025, and ending June 30, 2026.
- 2. The salary and benefits for a starting officer in FY27 have yet to be determined. LM agrees to pay 50% of the costs for salary and benefits for new officer in year three of this Agreement. No one year increase shall exceed 6%.
 - 3. The Police Department will provide the costs for salary and benefits for one new officer to LM, as soon as they are available upon ratification of the collective bargaining unit contracts for FY26 and FY27.
- B. The Police Department shall submit four (4) quarterly invoices to LM for payment of this amount each year. LM shall pay each invoice within thirty days of receipt of the invoice.
 - 1. The salary amount shown above includes the benefits which are paid to all Marion Police Officers.
- C. SRO Hiring, Training, and Equipment: The City of Marion agrees to pay for thefollowing items associated with the SRO for LM:
 - 1. The City, through the Police Department, shall provide a vehicle and all vehicle equipment for the SRO to use in completing his/her duties as an SRO for LM.
 - 2. The City, through the Police Department, shall provide the SRO with all necessary uniforms and personal equipment.
 - 3. The City, through the Police Department and Civil Service Commission, shall bear the costs associated with hiring, testing, and training the SRO.

The City and LM shall each maintain their own individual budgets with regard to their financial obligations under this Agreement.

ARTICLE V

EMPLOYMENT STATUS OF THE SCHOOL RESOURCE OFFICER

The SRO at all times shall remain an employee of the City and shall not be an employee, or agent of LM. LM and the City acknowledge that the SRO is a police officer who shall uphold the law under the direct supervision and control of the Police Department. The SRO shall remain responsive to the Police Department's chain of command.

The SRO shall be entitled to the same benefits he or she would otherwise be entitled to through his or her employment with the Police Department and shall not participate in any benefits plan offered by LM. The City shall be responsible for the withholding of any income tax.

Nothing in this Agreement or in any other understanding reached by the parties shall be construed as giving LM the right to control the professional judgment or conduct of the SRO.

ARTICLE VI

ASSIGNMENT OF THE STUDENT RESOURCE OFFICER

The Police Department and LM will mutually determine a suitable candidate, within the ranks of the Police Department, to fill any SRO vacancy within the LM. Thereafter, the Police Department shall be responsible for the hiring and training of the new SRO candidate to assign to LM.

ARTICLE VII

REPLACEMENT OF THE STUDENT RESOURCE OFFICER

In the event that LM has any reason to believe that the SRO is not effectively performing his or her duties or that any other disciplinary action needs to be taken with regard to the SRO, the appropriate LM administrator or designee shall do the following:

- 1. Contact the SRO supervisor in order to provide the Police Department with an opportunity to resolve the matter internally.
- 2. If the matter is not resolved in a reasonable amount of time, LM may provide a written request for the removal of the officer to the Chief of Police and the SRO supervisor. That request must provide a detailed reason or reasons that the request is being made.
- The parties may attempt to mediate a resolution, but ultimately if it is determined by the Chief of Police and the appropriate LM administrator to be an appropriate resolution, the officer shall be reassigned, and a replacement SRO shall be obtained and assigned to LM.

- 4. The Chief of Police may reassign the SRO officer based on Police Department rules, regulations, and/or operations order and when it is in the best interest of the citizens of Marion to do so.
- 5. In the event that the SRO is reassigned, resigns, or has a long absence, the Chief of Police shall consult with LM to assign a temporary replacement for the SRO within one week of receiving notice of the reassignment, resignation, or absence. The Police Department will provide a permanent replacement as soon as practical.

ARTICLE VIII

INSURANCE AND INDEMNIFICATION

To the extent permitted by law, each party will indemnify and hold harmless the other party from and against any and all losses, costs, damages, claims, and expenses, including reasonable attorney's fees and expenses, occasioned by or arising from the negligence or willful misconduct of itself and its agents, representatives, administrators, officers, and/or employees. Each party shall be responsible for the action or failure to take action by itself and its agents, representatives, administrators, officers, and/or employees. Neither party shall insure the actions of the other party.

ARTICLE IX

TERMINATION OF AGREEMENT

This Agreement may be terminated by either party, with or without cause upon sixty (60) days written notice. In the event that this Agreement is terminated, compensation shall be made to the City for all services performed through the date of termination, under the terms set forth in Article IV of this Agreement.

ARTICLE X

GOOD FAITH

LM, the City, their agents, officers, and employees agree to cooperate in good faith in fulfilling the terms of this Agreement. Unforeseen difficulties or questions will be resolved by negotiation between LM and the City, or their designees.

ARTICLE XI

MODIFICATION

This Agreement shall not be modified except by written agreement signed by both parties.

ARTICLE XII

NOTICES

Any written notices as required in this Agreement shall be sent to the addresses of the respective parties as set out in this Agreement.

Notices for LM shall be delivered to:

(Superintendent) Linn-Mar School District 2999 10th Street Marion, IA 52302

Notices for the City shall be delivered to:

(Chief of Police)
Marion Police Department
6315 US-151
Marion, IA 52302

ARTICLE XIII

ENTIRE AGREEMENT

This Agreement is the entire agreement and constitutes the full understanding of the parties, and no telms, conditions, understandings, or agreements pulporting to modify or vary the telms of this Agreement shall be binding unless made in writing and signed by both parties.

Further, this Agreement constitutes a final written expression of all of the terms of this Agreement and is a complete and exclusive statement of those terms.

ARTICLE XIV

SEVERABILITY

If any clause, provision or section of this Agreement shall, for any reason, be held illegal or invalid by any court, the illegality or invalidity of such clause, provision or section shall not affect any of the remaining clauses, provisions or sections, and the Agreement shall be construed and enforced as if such illegal or invalid clause, provision or section had not been contained herein. In case any agreement or obligation contained in this Agreement is held to be in violation of law, then such agreement or obligation shall be deemed to be the agreement or obligation of the parties to the full extent permitted by law.

ARTICLE XV

ADDITIONAL PROVISIONS RELATING TO IOWA CODE SECTION 28E.6

In accordance with Iowa Code Section 28E.6, LM and the City further state:

- A. This Agreement does not establish a separate legal entity to conduct the joint or cooperative undertaking of LM and the City for the SRO project. The City, acting through the Police Department shall act as administrator for purposes of IowaCode Section 28E.6(1)(a)
- B. No real or personal property shall be jointly acquired, held, or disposed of in the execution of this Agreement or the conduct of the SRO Program. Each party shall acquire, hold, and dispose of real property as otherwise provided in this Agreement.
- C. Pursuant to Iowa Code Section 28E.8, the City shall file this Agreement with the Iowa Secretary of State in an electronic format and in a manner specified by the Secretary of State.

ARTICLE XVI

THIRD-PARTY BENEFICIARIES

This Agreement is by and between the parties only. There are no third-party beneficiaries to this Agreement.

ARTICLE XVII

EXECUTION IN COUNTERPARTS

This Agreement may be simultaneously executed in several counterparts, each of which shall be an original and all of which shall constituted but one and the same instrument.

IN WITNESS THEREOF, the parties have caused this Agreement to be signed by their duly authorized officers.

LINN-MAR COMMUNITY SCHOOL DISTRICT	CITY OF MARION IOWA
By:President, Board of Directors	By: Mayor City of Marion
Attest:Secretary Board of Directors	Attest: Marion Iowa City Clerk
Date:	Date:



MEMORANDUM OF UNDERSTANDING

THIS AGREEMENT is made on the 9th day of June, 2025, by and between the City of Marion, hereinafter referred to as the "City," and Linn-Mar Community School District hereinafter referred to as the "Linn-Mar," together they shall be collectively referred to as "the Parties" and individually as "Party."

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

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

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

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

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

GENERAL LIABILITY:

Each Occurrence \$1,000,000
Personal and Advertising
Injury \$1,000,000
General Aggregate
\$2,000,000
Contractual Liability
Coverage for operations by independent service providers

AUTOMOBILE LIABILITY:

Combined Single Limit \$1,000,000 Hired, Owned, and Non-Owned Liability Contractual Liability

UMBRELLA/EXCESS LIABILITY

Limit: \$1,000,000

WORKERS COMPENSATION:

State Statutory Limits: \$500,000/\$500,000/\$500,000 Waiver of Subrogation in favor of the City of Marion

- 4. Linn-Mar agrees to indemnify and hold harmless the City and its officers, agents and employees from all loss, liability, claims, or expense (including reasonable attorneys' fees) arising out of negligent or intentional act or error or omission of Linn-Mar, its agents, servants, or employees in the performance of services under this agreement, whether direct or indirect, except that Linn-Mar shall not be liable under this section for damages arising out of injury or damage to persons or property directly caused or resulting from the sole negligence of the City or any of its officers, agents or employees.
- 5. The City agrees to indemnify and hold harmless the Linn-Mar and its officers, agents and employees from all loss, liability, claims, or expense (including reasonable attorneys' fees) arising out of negligent or intentional act or error or omission of the the City, its agents, servants, or employees in the performance of services under this agreement, whether direct or indirect, except that the City shall not be liable under this section for damages arising out of injury or damage to persons or property directly caused or resulting from the sole negligence of Linn-Mar or any of its officers, agents or employees.

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

CITY OF MARION, IOWA	LINN-MAR COMMUNITY SCHOOL DISTRICT
	Katie Lowe Lancaster, Board President
ATTEST:	
Rachel Rolender City Clerk	



GameTime c/o Cunningham Recreation PO Box 240981 Charlotte, NC 28224 800.438.2780 704.525.7356 FAX 05/19/2025 Quote # 170216-06-01

Wilkins Elem - Surfacing Change Order

Linn-Marr Community School District Attn: Andy Parke 3333 10th St. Marion, IA 52302 United States Phone: (319)447-3021

andy.parke@linnmar.k12.ia.us

Ship to Zip 52302

Quantity	Part #	Description	Unit Price	Amount
1	PIP	GT-Impax - Poured In Place - Additional Surfacing (1,470 SF)-	\$21,480.90	\$21,480.90
		 Price includes materials, shipping, installation, and dumpster rental for trash removal Site security after installation by others 4.25" thickness for 8-9' CFH (8435 SF) and 1.75" thickness for 3-4' CFH (1,470 SF) 50/50 Black/Standard Color: Aromatic binder included. Selected colors may amber. 5 year standard warranty Temperatures must be above 50 degrees throughout installation timeline. 		
		OPTION: Add \$48,120 for 4" Stone Substrate		
			Sub Total	\$21,480.90
			Total	\$21,480.90

Comments

- All containment borders, drainage, and site prep by others includes bringing area to proper grade and compaction.
- Required surfacing substrate by others (or see option).
- · Customer to provide access to site and area for staging.

GameTime c/o Cunningham Recreation PO Box 240981 Charlotte, NC 28224 800.438.2780 704.525.7356 FAX

Wilkins Elem - Surfacing Change Order

GAMETIME - TERMS & CONDITIONS:

- **PRICING:** Due to fluctuating economic conditions, pricing is valid for 30 days and is subject to change. Please request updated pricing if your quote is older than 30 days before making a purchase.
- TERMS OF SALE: For equipment & material purchases, Net 30 days from date of invoice for governmental agencies and those with approved credit. All others, full payment for equipment, taxes and freight up front. Balance for services & materials due upon completion or as otherwise negotiated upon credit application review. Pre-payment may be required for equipment orders totaling less than \$5,000. Payment by VISA, MasterCard, or AMEX is accepted (If you elect to pay by credit card, GameTime charges a 2.50% processing fee that is assessed on the amount of your payment. This fee is shown as a separate line item and included in the total amount charged to your credit card. You have the option to pay by check, ACH or Wire without any additional fees.). Checks should be made payable to Playcore Wisconsin, Inc. dba GameTime unless otherwise directed. Any order exceeding \$300,000 will require progress payments during the course of completion.
- CREDIT APPLICATION: Required for all non-governmental agencies and those entities who have not purchased from GameTime within the previous twelve calendar months.
- FINANCE CHARGE: A 1.5% monthly finance charge (or maximum permitted by law) will be added to all invoices over 30 days past due.
- CASH WITH ORDER DISCOUNT: Orders for GameTime equipment paid in full at time of order via check or electronic funds transfer (EFT) are eligible for a 3% cash-with-order (CWO) discount. Consult local sales representative for CWO terms.
- **ORDERS:** All orders shall be in writing by purchase order, signed quotation or similar documentation. Purchase orders must be made out to Playcore Wisconsin, Inc. dba GameTime.
- FREIGHT CHARGES: Shipments shall be F.O.B. destination. Freight charges prepaid and added separately.
- SHIPMENT: Standard Lead time is 6-8 weeks (some items may take longer) after receipt and acceptance of purchase order, credit
 application, color selections and approved drawings or submittals.
- PACKAGING: All goods shall be packaged in accordance with acceptable commercial practices and marked to preclude confusion during unloading and handling.
- RECEIPT OF GOODS: Customer shall coordinate, receive, unload, inspect and provide written acceptance of shipment. Any damage to packaging or equipment must be noted when signing delivery ticket. If damages are noted, receiver must submit a claim to Cunningham Recreation within 15 Days. Receiver is also responsible for taking inventory of the shipment and reporting any concealed damage or discrepancy in quantities received within 60 days of receipt.
- RETURNS: Returns are only available on shipments delivered within the last 60 days. A 25% (min.) restocking fee will be deducted from
 any credit due. Customer is responsible for all packaging & shipping charges. Credit is based on condition of items upon return. All returns
 must be in unused and merchantable condition. GameTime reserves the right to deduct costs associated with restoring returned goods to
 merchantable condition. Uprights & custom products cannot be returned.
- TAXES: Sales tax is shown as a separate line item when included. A copy of your tax exemption certificate must be submitted at time of order or taxes will be added to your invoice.

INSTALLATION CONDITIONS:

- ACCESS: The site must be clear, level, and provide unrestricted access for trucks and machinery. Any site that is inaccessible may incur additional charges.
- STORAGE: The customer is responsible for providing a secure area for off-loading and storing equipment during installation. Once equipment is delivered to the site, the owner assumes responsibility for any theft or vandalism unless alternative arrangements are made and documented in the quotation.
- FOOTER EXCAVATION: Installation pricing is based on footer excavation through earth/soil only, prior to the installation of drains, subbase, or surfacing. The customer is responsible for any unforeseen conditions such as buried utilities (public or private), tree stumps, rocks, or any other concealed materials or conditions that may result in additional labor or material costs.
- UTILITIES: The installer will contact 811 to locate all public utilities before layout and excavation of footer holes. The owner is responsible
 for identifying any private utilities. Cunningham Recreation and the installer are not liable for any damage to unmarked private utilities.
- ADDITIONAL COSTS: Pricing is based on a single mobilization for installation unless otherwise stated. The price includes only the items specified in this quotation. Additional site work or specialized equipment needs may result in price adjustments.
- SITE CONDITIONS: The site must have a slope of less than 1.5%. Any excavation or grading required to achieve an acceptable slope is the responsibility of others unless otherwise noted. All demolition and site preparation must be completed before the installation crew is mobilized.
- **GENERAL INSTALLATION NOTES:** Installation will be performed according to the manufacturer's specifications by a GameTime-certified installer. A one-year warranty on all labor is provided from the date of completion. Product warranty and service claims may not include labor.



GameTime c/o Cunningham Recreation PO Box 240981 Charlotte, NC 28224 800.438.2780 704.525.7356 FAX

Wilkins Elem - Surfacing Change Order

ACCEPTANCE OF QUOTATION:

Acceptance of this prop	osai indicates your agreemer	il lo life lerris and conditi	ons stated herein.
Accepted By (printed): _	Jonathan Galbraith	Title: Chief	f Financial /Operating Officer
Telephone: 319	-447-3008	Fax:	
P.O. Number:		Date:	
Purchase Amount: \$21,	480.90		
SALES TAX EXEMPTIO	N CERTIFICATE #:		
(PLEASE PROVIDE A C	COPY OF CERTIFICATE)		
Calcanaraan'a Cigaatii		Customer Signature	
Salesperson's Signature BILLING INFORMATIO		Customer Signature	Katie Lowe Lancaster, Board President
Bill to:			
Contact:			
Address:			
Address:			
City, State:		Zip:	
Tel:	Fax:		
E-mail:			
	•••		
SHIPPING INFORMATI			
Tel:	Fax:		



Change Order

PROJECT: (Name and address)

22210000

Linn-Mar Administration Building

3556 Winslow Road

Marion, IA 52302

OWNER: (Name and address)

Linn-Mar Community School District

2999 North Tenth Street

Marion, IA 52302

CONTRACT INFORMATION:

Contract For: New Linn-Mar Administration Building

Date: June 5, 2023

ARCHITECT: (Name and address)

OPN Architects

200 5th Ave. SE, Suite 201 Cedar Rapids, IA 52401

CHANGE ORDER INFORMATION:

Change Order Number: 019

Date: May 20, 2025

CONTRACTOR: (Name and address)

Peak Construction Group 660 Liberty Way, Unit C

COR

THE CONTRACT IS CHANGED AS FOLLOWS:

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

COR 044 - Credit for areas not sealed with acoustical caulking

(\$5,980.00)

TOTAL (\$5,980.00)

The original Contract Sum was 11,774,000.00 -118,106.80 The net change by previously authorized Change Orders The Contract Sum prior to this Change Order was 11,655,893.20 The Contract Sum will be decreased by this Change Order in the amount of 5,980.00 The new Contract Sum including this Change Order will be 11,649,913.20

The Contract Time will be unchanged by Zero (0) days.

The new date of Substantial Completion will be

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

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

OPN Architects	Peak Constuction Group	Linn-Mar Community School District
ARCHITECT (Firm name)	CONFRACTOR (Firm name)	OWNER (Firm name)
Gladule	Steve Oyen	
SIGNATURE	SIGNAPURE B16F4EC	SIGNATURE
Elisha Horsfall, AIA	Steve Oyen, Principal	Katie Lowe Lancaster, Board
		President
PRINTED NAME AND TITLE	PRINTED NAME AND TITLE	PRINTED NAME AND TITLE
05/20/2025	6/3/2025	
DATE	DATE	DATE

APPLICATION AND CERTIFICAT	TE FOR PAYMEN	Т		F	PAGE ONE O	F 8 PAGES
TO OWNER: Linn-Mar Community School District 2999 North 10th Street Marion, IA 52302 FROM CONTRACTOR: Peak Construction Group, Inc. 660 Liberty Way, Unit C North Liberty, IA 52317 CONTRACT FOR: General Construction		PROJECT: Linn-Mar Administration 3556 Winslow Road Marion, IA 52302 VIA ARCHITECT: OPN Architects, Inc. 200 5th Ave SE, Suite 20 Cedar Rapids, IA 52401	·	APPLICATION #: PERIOD TO: PROJECT NOS: CONTRACT DATE:	21 04/30/25 202304447 06/05/23	Distribution to: Owner X Const. Mgr Architect Contractor
CONTRACTOR'S APPLICATION FO Application is made for payment, as shown below, Continuation Sheet is attached.		tract.	The undersigned Contractor certifier belief the Work covered by this App Contract Documents, that all amour Certificates for Payment were issue payment shown therein is now due.	lication for Payment has be nts have been paid by the C	een completed in Contractor for Wo	accordance with the ork for which previous
1. ORIGINAL CONTRACT SUM 2. Net change by Change Orders 3. CONTRACT SUM TO DATE (Line 1 + 4. TOTAL COMPLETED & STORED TO (Column G on Continuation Sheet) 5. RETAINAGE: a. 5.0% of Completed Work (Columns D+E on Continuation Sheet) b of Stored Material Total Retainage (Line 5a + 5b or Total in Column 1 of Continuation Sheet) 6. TOTAL EARNED LESS RETAINAGE	\$ 58 eet\$	11,774,000.00 -118,106.80 11,655,893.20 11,655,893.20 2,794.66 174,838.40 11,481,054.80	CONTRACTOR: By: Strue Gyu 2031AB67B10F4E0 State of: lowa County of: Johnson Subscribed and sworn to before this 11th day of Notary Public: My Commission expires 125 ft. 125 FER CERTIFICATE FOR PAYI In accordance with Contract Documents	April, 2025 by: bt/tr		4/11/25 e data comprising
(Line 4 less Line 5 Total) 7. LESS PREVIOUS CERTIFICATES FO (Line 6 from prior Certificate) 8. CURRENT PAYMENT DUE 9. BALANCE TO FINISH, INCLUDING R (Line 3 less Line 6)	DR PAYMENT \$\$ RETAINAGE	11,073,098.54 407,956.26	application, the Architect certifies to information and belief the Work has with the Contract Documents, and the AMOUNT CERTIFIED(Attach explanation if amount certifications)	progressed as indicated, the Contractor is entitled to see the contractor	he quality of the payment of the A	Work is in accordance MOUNT CERTIFIED.
CHANGE ORDER SUMMARY Total changes approved in previous months by Owner	ADDITIONS \$15,448.29	DEDUCTIONS -\$133,555.09	application and on the Continuation ARCHITECT: By:	Sheet that are changed to	conform to the a	,
Total approved this Month			This Certificate is not negotiable. T			
TOTALS NET CHANGES by Change Order	\$15,448.29 -\$118	-\$133,555.09	herein. Issuance, payment and acc Owner of Contractor under this Con		thout prejudice to	any rights of the

Page 2 of 8 Pages ATTACHMENT TO PAY APPLICATION 21

APPLICATION NUMBER:

04/11/25 APPLICATION DATE:

30-Apr-25 PERIOD TO:

202304447 ARCHITECT'S PROJECT NO:

Α	В	С	D	E	F	G		Н	
Item	Description of Work	Scheduled		mpleted	Materials	Total	%	Balance	Retainage
No.		Value	From Previous	This Period	Presently	Completed	(G/C)	To Finish	
			Application		Stored	And Stored		(C - G)	
			(D + E)		(Not In D or E)	To Date (D + E + F)			
1	General Conditions	365,000.00	365,000.00		DOIE)	365,000.00	100%		18,250.00
2	Insurance and Bonding	155,069.40	155,069.40			155,069.40	100%		7,753.47
3	Mobilization	105,000.00	105,009.40			105,000.00	100%		5,250.00
4	Submittal Exchange	11,880.00	11,880.00			11,880.00	100%		594.00
5	Survey	16,500.00	16,500.00			16,500.00	100%		825.00
6	Concrete	10,300.00	10,300.00			10,300.00	10070		023.00
7	Material	133,790.00	133,790.00			133,790.00	100%		6,689.50
8	Rebar	55,200.00	55,200.00			55,200.00	100%		2,760.00
9	Labor	290,810.00	290,810.00			290,810.00	100%		14,540.50
10	Concrete Floor Finish	15,000.00	15,000.00			15,000.00	100%		750.00
11	Masonry	10,000.00	10,000.00			10,000.00	10070		700.00
12	Materials	237,000.00	237,000.00			237,000.00	100%		11,850.00
13	Labor	203,680.00	203,680.00			203,680.00	100%		10,184.00
14	Structural Steel	200,000.00	200,000.00			200,000.00	10070		10,104.00
15	Equipment	24,000.00	24,000.00			24,000.00	100%		1,200.00
16	Structural Material	304,098.00	304,098.00			304,098.00	100%		15,204.90
17	Misc. Material	172,337.00	172,337.00			172,337.00	100%		8,616.85
18	Drafting/Engineering	33,446.00	33,446.00			33,446.00	100%		1,672.30
19	Joist and Decking	214,369.00	214,369.00			214,369.00	100%		10,718.45
20	Labor	225,000.00	225,000.00			225,000.00	100%		11,250.00
21	Carpentry Material	183,825.00	183,825.00			183,825.00	100%		9,191.25
22	Carpentry Labor	205,040.00	205,040.00			205,040.00	100%		10,252.00
23	Casework Material	189,500.00	189,500.00			189,500.00	100%		9,475.00
24	Insulation	,	,			,			,
25	Weather Barrier Labor	30,000.00	30,000.00			30,000.00	100%		1,500.00
26	Weather Barrier Material	25,000.00	25,000.00			25,000.00	100%		1,250.00
27	Foamed in place	30,865.00	30,865.00			30,865.00	100%		1,543.25
28	Folding Partitions	116,548.00	116,548.00			116,548.00	100%		5,827.40
	SUBTOTALS PAGE 2	3,342,957.40	3,342,957.40			3,342,957.40	100%		167,147.87

Page 3 of 8 Pages

PERIOD TO:

ATTACHMENT TO PAY APPLICATION PROJECT:

APPLICATION NUMBER:

04/11/25 APPLICATION DATE:

30-Apr-25

21

ARCHITECT'S PROJECT NO:

202304447

Α	В	С	D	Е	F	G		Н	I
Item	Description of Work	Scheduled		mpleted	Materials	Total %		Balance	Retainage
No.		Value	From Previous	This Period	Presently	Completed	(G/C)	To Finish	
			Application		Stored	And Stored		(C - G)	
			(D + E)		(Not In	To Date			
29	Roofing				D or E)	(D + E + F)			
30	Mobilization	4,000.00	4,000.00			4,000.00	100%		200.00
31	EPDM Material	350,000.00	350,000.00			350,000.00	100%		17,500.00
32	EPDM Labor	120,000.00	120,000.00			120,000.00	100%		6,000.00
33	Metal Material	14,000.00	14,000.00			14,000.00	100%		700.00
34	Metal Labor	12,000.00	12,000.00			12,000.00	100%		600.00
35	Applied Fireproofing	500.00	500.00			500.00	100%		25.00
							100%		
37	Firestopping	2,500.00	2,500.00			2,500.00	100%		125.00
	Joint Sealants	8,267.00	8,267.00			8,267.00	100%		413.35
38	Doors	00.007.00	00.007.00			00.007.00	4000/		4 440 05
39	Hollow metal doors and frames	28,967.00	28,967.00			28,967.00	100%		1,448.35
40	Wood Doors	52,416.00	52,416.00			52,416.00	100%		2,620.80
41	Door Hardware - Allegion	50,966.00	50,966.00			50,966.00	100%		2,548.30
42	Door Hardware - Assa Abloy	14,345.00	14,345.00			14,345.00	100%		717.25
43	Door Hardware - Best/Stanley	29,008.00	29,008.00			29,008.00	100%		1,450.40
44	Auto Operators	11,823.00	11,823.00			11,823.00	100%		591.15
45	Glass and Glazing								
46	Interior Aluminum Door Material	119,500.00	119,500.00			119,500.00	100%		5,975.00
47	Interior Aluminum Door Install	39,605.00	39,605.00			39,605.00	100%		1,980.25
48	Glazed Aluminum Material	72,500.00	72,500.00			72,500.00	100%		3,625.00
49	Glazed Aluminum Engineering	6,000.00	6,000.00			6,000.00	100%		300.00
50	Glazed Aluminum Fabrication	7,700.00	7,700.00			7,700.00	100%		385.00
51	Glazed Aluminum Install	68,000.00	68,000.00			68,000.00	100%		3,400.00
52	Pass thru Material	1,525.00	1,525.00			1,525.00	100%		76.25
53	Pass Thru Labor	150.00	150.00			150.00	100%		7.50
54	Exterior Glass Material	81,100.00	81,100.00			81,100.00	100%		4,055.00
55	Interial Glass Material	12,140.00	12,140.00			12,140.00	100%		607.00
56	Sunshade Material	151,050.00	151,050.00			151,050.00	100%		7,552.50
	SUBTOTALS PAGE 3	4,601,019.40	4,601,019.40			4,601,019.40	100%		230,050.97

ATTACHMENT TO PAY APPLICATION PROJECT:

APPLICATION NUMBER:
APPLICATION DATE:

ATION DATE: 04/11/25 PERIOD TO: 30-Apr-25

21

ARCHITECT'S PROJECT NO: 202304447

Α	В	С	D	E	F	G		Н	I
Item	Description of Work	Scheduled		mpleted	Materials	Total	%	Balance	Retainage
No.		Value	From Previous	This Period	Presently	Completed	(G/C)	To Finish	
			Application		Stored	And Stored		(C - G)	
			(D + E)		(Not In	To Date			
<u></u>		47.000.00	47.000.00		D or E)	(D + E + F)	4000/		224.22
57	Sunshade Labor	17,280.00	17,280.00			17,280.00	100%		864.00
58	Equipment	8,350.00	8,350.00			8,350.00	100%		417.50
59	Mockup	4,100.00	4,100.00			4,100.00	100%		205.00
60	Sealant	2,000.00	2,000.00			2,000.00	100%		100.00
61	Overhead Doors								
62	Material	21,994.00	21,994.00			21,994.00	100%		1,099.70
63	Labor	1,921.00	1,921.00			1,921.00	100%		96.05
64	Loading Dock Equipment								
65	Material	15,434.00	15,434.00			15,434.00	100%		771.70
66	Labor	1,826.00	1,826.00			1,826.00	100%		91.30
67	Access Doors	2,500.00	2,500.00			2,500.00	100%		125.00
68	Flooring								
69	Carpet and Resilient Material	75,795.00	75,795.00			75,795.00	100%		3,789.75
70	Carpet and Resilient Labor	15,700.00	15,700.00			15,700.00	100%		785.00
71	Tile Material	50,208.00	50,208.00			50,208.00	100%		2,510.40
72	Tile Labor	30,434.00	30,434.00			30,434.00	100%		1,521.70
73	Gypsum Board Assemblies								
74	Material	327,100.00	327,100.00			327,100.00	100%		16,355.00
75	Labor	458,400.00	458,400.00			458,400.00	100%		22,920.00
76	Acoustical Ceiling	·	·			·			,
77	Materials	330,000.00	330,000.00			330,000.00	100%		16,500.00
78	Labor	115,000.00	115,000.00			115,000.00	100%		5,750.00
79	Painting	129,079.00	129,079.00			129,079.00	100%		6,453.95
80	Signage	120,01000	120,01010			, , , , , , , , , , , , , , , , , , , ,			0,100100
81	Type 1 ADA Room Number Signs	364.00	364.00			364.00	100%		18.20
82	Type 4 ADA Resroom Signs	1,235.00	1,235.00			1,235.00	100%		61.75
83	Type 5 ADA Max Occ. Signs	357.00	357.00			357.00	100%		17.85
84	Interior Back-lit Graphic	14,355.00	14,355.00			14,355.00	100%		717.75
—	SUBTOTALS PAGE 4	6,224,451.40	6,224,451.40			6,224,451.40	100%		311,222.57

Page 5 of 8 Pages

ATTACHMENT TO PAY APPLICATION PROJECT:

APPLICATION NUMBER: APPLICATION DATE:

21 04/11/25

30-Apr-25

ARCHITECT'S PROJECT NO:

PERIOD TO: 202304447

Α	В	С	D	E	F	G		Н	
Item	Description of Work	Scheduled		mpleted	Materials	Total	%	Balance	Retainage
No.		Value	From Previous	This Period	Presently	Completed	(G/C)	To Finish	
			Application		Stored	And Stored		(C - G)	
			(D + E)		(Not In	To Date			
85	Exterior Back lit Signs	16,272.00	16,272.00		D or E)	(D + E + F) 16,272.00	100%		813.60
86	Exterior Back-lit Signs Exterior Back-lit Address Signs	14,356.00	14,356.00			14,356.00	100%		717.80
87	Flat Cut Interior Signs	2,259.00	2,259.00			2,259.00	100%		112.95
88		-	950.00			·	100%		47.50
	Site Sign Panels	950.00	950.00			950.00	100%		47.50
89	Specialties	44.405.00	44.405.00			44.405.00	4000/		550.05
90	Toilet Compartments	11,165.00	11,165.00			11,165.00	100%		558.25
91	Wall and Corner Guards	1,686.00	1,686.00			1,686.00	100%		84.30
92	Toilet Accessories	16,472.00	16,472.00			16,472.00	100%		823.60
93	Fire Specialties	2,900.00	2,900.00			2,900.00	100%		145.00
94	Food Equipment								
95	Materials	75,649.00	75,649.00			75,649.00	100%		3,782.45
96	Installation	12,557.00	12,557.00			12,557.00	100%		627.85
97	Freight	2,749.00	2,749.00			2,749.00	100%		137.45
98	Window Shades	36,540.00	36,540.00			36,540.00	100%		1,827.00
99	Sprinkler								
100	Engineering	9,856.00	9,856.00			9,856.00	100%		492.80
101	Material	39,372.00	39,372.00			39,372.00	100%		1,968.60
102	Labor	79,182.00	79,182.00			79,182.00	100%		3,959.10
103	Subcontractors	17,300.00	17,300.00			17,300.00	100%		865.00
104	Mechanical and Plumbing								
105	Plumbing Labor	109,971.00	109,971.00			109,971.00	100%		5,498.55
106	Fixtures	79,894.00	79,894.00			79,894.00	100%		3,994.70
107	Mechanical Equipment/Line Sets	385,241.00	385,241.00			385,241.00	100%		19,262.05
108	Plumbing Pipe, Valves, Fittings	194,792.00	194,792.00			194,792.00	100%		9,739.60
109	A-1 Geothermal	291,500.00	291,500.00			291,500.00	100%		14,575.00
110	TAB	15,243.00	15,243.00			15,243.00	100%		762.15
111	Insulation	77,539.00	77,539.00			77,539.00	100%		3,876.95
112	Controls	306,870.00	306,870.00			306,870.00	100%		15,343.50
	SUBTOTALS PAGE 5	8,024,766.40	8,024,766.40			8,024,766.40	100%		401,238.32

Page 6 of 8 Pages

ATTACHMENT TO PAY APPLICATION PROJECT:

APPLICATION NUMBER:
APPLICATION DATE:

21 04/11/25

PERIOD TO: 30-Apr-25

ARCHITECT'S PROJECT NO: 202304447

Α	В	С	D	Е	F	G		Н	I
Item	Description of Work	Scheduled		mpleted	Materials	Total	%	Balance	Retainage
No.		Value	From Previous	This Period	Presently	Completed	(G/C)	To Finish	
			Application		Stored	And Stored To Date		(C - G)	
			(D + E)		(Not In D or E)	(D + E + F)			
113	Sheetmetal	357,036.00	357,036.00		D OI E)	357,036.00	100%		17,851.80
114	General Conditions	19,800.00	19,800.00			19,800.00	100%		990.00
115	Permit	3,217.00	3,217.00			3,217.00	100%		160.85
116	Rentals	13,750.00	13,750.00			13,750.00	100%		687.50
117	Mechanical Labor	201,147.00	201,147.00			201,147.00	100%		10,057.35
118	Electrical	201,147.00	201,147.00			201,147.00	10070		10,007.00
119	Submittals	4,800.00	4,800.00			4,800.00	100%		240.00
120	Fixtures	333,872.00	333,872.00			333,872.00	100%		16,693.60
121	Labor	101,868.00	101,868.00			101,868.00	100%		5,093.40
122	Switchgear	112,322.00	112,322.00			112,322.00	100%		5,616.10
123	Labor	8,576.00	8,576.00			8,576.00	100%		428.80
124	VFD	13,857.00	13,857.00			13,857.00	100%		692.85
125	Labor	4,800.00	4,800.00			4,800.00	100%		240.00
126	UPS	65,330.00	65,330.00			65,330.00	100%		3,266.50
127	Labor	3,300.00	3,300.00			3,300.00	100%		165.00
128	Div 28 Fire Alarm	55,250.00	55,250.00			55,250.00	100%		2,762.50
129	Div 28 Fire Alarm Labor	29,640.00	29,640.00			29,640.00	100%		1,482.00
130	Rough in material	264,354.00	264,354.00			264,354.00	100%		13,217.70
131	Labor	236,181.80	236,181.80			236,181.80	100%		11,809.09
132	Trim Material	9,000.00	9,000.00			9,000.00	100%		450.00
133	Labor	11,000.00	11,000.00			11,000.00	100%		550.00
134	Permit	5,000.00	5,000.00			5,000.00	100%		250.00
135	Equipment	15,100.00	15,100.00			15,100.00	100%		755.00
136	Temp Power and Lights	8,440.00	8,440.00			8,440.00	100%		422.00
137	Generator	110,625.00	110,625.00			110,625.00	100%		5,531.25
138	Labor	6,420.00	6,420.00			6,420.00	100%		321.00
139	Div 27 Cabling Material	151,870.23	151,870.23			151,870.23	100%		7,593.51
140	Labor	89,375.11	89,375.11			89,375.11	100%		4,468.76
	SUBTOTALS PAGE 6	10,260,697.54	10,260,697.54			10,260,697.54	100%		513,034.88

ATTACHMENT TO PAY APPLICATION PROJECT:

APPLICATION NUMBER: 21
APPLICATION DATE: 04/11/25

PERIOD TO: 30-Apr-25

ARCHITECT'S PROJECT NO: 202304447

Α	В	С	D	E	F	G		Н	I
Item	Description of Work	Scheduled	Work Co		Materials	Total	%	Balance	Retainage
No.		Value	From Previous	This Period	Presently	Completed	(G/C)	To Finish	
			Application		Stored	And Stored To Date		(C - G)	
			(D + E)		(Not In D or E)	(D + E + F)			
141	Div 27 Audio Video Materials	210,055.21	210,055.21		D OI E)	210,055.21	100%		10,502.76
142	Div 27 Audio Video Materials Div 27 Audio Video Labor	52,770.55	52,770.55			52,770.55	100%		2,638.53
143	Div 27 Intercom Mat	38,720.24	38,720.24			38,720.24	100%		1,936.01
144	Labor	15,723.78	15,723.78			15,723.78	100%		786.19
145	Div 27 Clock Mat	18,857.66	18,857.66			18,857.66	100%		942.88
146	Labor	1,200.00	1,200.00			1,200.00	100%		60.00
147	Div 28 Acces Control Mat	24,733.69	24,733.69			24,733.69	100%		1,236.68
148	Labor	21,305.21	21,305.21			21,305.21	100%		1,065.26
149	Div 28 Video Surveillance Mat	68,755.22	68,755.22			68,755.22	100%		3,437.76
150	labor	13,557.30	13,557.30			13,557.30	100%		677.87
151	Div 28 DAS Allowance	50,000.00	50,000.00			50,000.00	100%		2,500.00
152	labor	22,840.00	22,840.00			22,840.00	100%		1,142.00
153	Erosion and Landscaping								
154	SWPPP	4,000.00	4,000.00			4,000.00	100%		200.00
155	Erosion Control	7,070.00	7,070.00			7,070.00	100%		353.50
156	Seeding	12,000.00	12,000.00			12,000.00	100%		600.00
157	Landscaping	133,408.00	133,408.00			133,408.00	100%		6,670.40
158	Excavation								
159	Water main and sewer	104,453.47	104,453.47			104,453.47	100%		5,222.67
160	Storm sewer and subdrain	130,106.36	130,106.36			130,106.36	100%		6,505.32
161	Sanitary sewer	17,969.88	17,969.88			17,969.88	100%		898.49
162	Building Footings	38,095.00	38,095.00			38,095.00	100%		1,904.75
163	Grading Parking lot and sidewalks	37,793.75	37,793.75			37,793.75	100%		1,889.69
164	Grading dirt	64,710.00	64,710.00			64,710.00	100%		3,235.50
165	Grading Building	25,660.14	25,660.14			25,660.14	100%		1,283.01
166	Export Dirt	66,842.00	66,842.00			66,842.00	100%		3,342.10
167	Concrete Removal	2,680.00	2,680.00			2,680.00	100%		134.00
168	Mobilization	40,000.00	40,000.00			40,000.00	100%		2,000.00
	SUBTOTALS PAGE 7	11,484,005.00	11,484,005.00			11,484,005.00	100%		574,200.25

Page 8 of 8 Pages

PERIOD TO:

ATTACHMENT TO PAY APPLICATION PROJECT:

APPLICATION NUMBER: APPLICATION DATE:

21 04/11/25

30-Apr-25

ARCHITECT'S PROJECT NO:

202304447

Α	В	С	D	E	F	G		Н	I
Item	Description of Work	Scheduled	Work Co		Materials	Total	%	Balance	Retainage
No.		Value	From Previous	This Period	Presently	Completed	(G/C)	To Finish	
			Application		Stored	And Stored		(C - G)	
			(D + E)		(Not In D or E)	To Date (D + E + F)			
160	Concrete Paving	268,104.00	268,104.00		D OI E)	268,104.00	100%		13,405.20
	Pavement Markings	2,531.00	2,531.00			2,531.00	100%		126.55
	Site Furnishings	19,360.00	19,360.00			19,360.00	100%		968.00
172	one i urnamiga	19,500.00	19,000.00			19,000.00	10070		300.00
	CO 001 - ITC 002 Thermal Breaks, Wind Rat	(11,148.35)	(11,148.35)			(11,148.35)			(557.42)
	CO 002 - Additional Core Out	7,022.84	7,022.84			7,022.84	100%		351.14
	CO 003 - RFI 004, ITC 004, ITC 007	6,130.70	6,130.70			6,130.70	100%		306.54
	CO 004 - ITC 001, RFI 003, ITC 003	(207,953.94)	(207,953.94)			(207,953.94)	10070		(10,397.70)
	CO 005 - ITC 010, RFI 008	2,550.76	2,550.76			2,550.76	100%		127.54
	CO 006 - ITC 013, ITC 015	21,025.45	21,025.45			21,025.45	100%		1,051.27
	CO 007 - ITC 20	15,836.93	15,836.93			15,836.93	100%		791.85
180	CO 008 - Core out, ERU, Duct reroute	27,038.21	27,038.21			27,038.21	100%		1,351.91
181	CO 009 - Cable Pathway revision	5,306.41	5,306.41			5,306.41	100%		265.32
182	CO 010 - Rauland Intercom	9,428.18	9,428.18			9,428.18	100%		471.41
183	CO 011 - Resilient Channel Installation	1,295.86	1,295.86			1,295.86	100%		64.79
184	CO 012	14,273.51	14,273.51			14,273.51	100%		713.68
185	CO 013	11,845.32	11,845.32			11,845.32	100%		592.27
186	CO 014	7,488.18	7,488.18			7,488.18	100%		374.41
187	CO 015	4,769.28	4,769.28			4,769.28	100%		238.46
188	CO 016	(48,464.43)	(48,464.43)			(48,464.43)			(2,423.22)
189	CO 017	517.65	517.65			517.65	100%		25.88
190	CO 018	14,930.64	14,930.64			14,930.64	100%		746.53
191									
192									
193									
194									
195									
196									
	SUBTOTALS PAGE 8	11,655,893.20	11,655,893.20			11,655,893.20	100%		582,794.66



Change Order

PROJECT: (Name and address)
22216000 Linn Mar Performance Venue

3111 Tenth Street Marion, IA 52302

OWNER: (Name and address)
Linn-Mar Community School District

2999 North Tenth Street Marion, IA 52401 CONTRACT INFORMATION:

Contract For: General Construction

Date: 02-05-2024

ARCHITECT: (Name and address)
OPN Architects, Inc.

200 Fifth Avenue SE, Suite 201 Cedar Rapids, IA 52401 CHANGE ORDER INFORMATION: Change Order Number: 008

Date: 06-02-2025

CONTRACTOR: (Name and address)
McComas-Lacina Construction

1310 Highland Court Iowa City, IA 52240

THE CONTRACT IS CHANGED AS FOLLOWS:

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

COR 036	ITC-034	Curtain Room Floor and Roof Anchors	\$ 26,956.88
COR 037	RFI-113	Roof Parapet Knee Wall South of Area B Storm	\$ 14,540.06
COR 038.1	ITC-036R	Revised Ceiling in Area B Restrooms	(\$ 61.00)
COR 039	RFI-114	Roof Parapet Knee Wall Area B Storm Existing Roof	\$ 22,809.52
COR 040	RFI-109	Previous Door 16 Void Under Demolished Stoop	\$ 3,407.52
COR 041.3	RFI-116	Reveal Joints in Auditorium and Prefunction Spaces	\$ 24,253.35
COR 042.2	ITC-031	Expanded Doorways for Expansion Tanks	\$ 12,756.46
COR 043	RFI-119	Parapet Cap Infill per Roofing Consultant Request	\$ 3,503.53
COR 044	None	Mid American Charge for New Gas Meter Installation	\$ 9,035.77

TOTAL: \$ 117,202.09

The original Contract Sum was	\$ 25,507,000.00
The net change by previously authorized Change Orders	\$ -55191.21
The Contract Sum prior to this Change Order was	\$ 25,451,808.79
The Contract Sum will be increased by this Change Order in the amount of	\$ 117202.09
The new Contract Sum including this Change Order will be	\$ 25,569,010.88

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

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

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

ARCHITECT (Signature)	WY_			
ARCHITECT (Signature)	CONTRACTOR (Signature)	OWNER (Signature)		
BY: Kelly Slota, Construction Administrator	BY: Phil Keppler (Printed name and title)	BY: Katie Lowe Lancaster, Board President		
(Printed name, title, and license number if required)		(Printed name and title)		
06/02/2025	6/8/25 Date			
Date		Date		



AgVantage FS, a division of GROWMARK, Inc. 1600 8th St. SW, PO Box 828, Waverly, IA 50677 Phone: (800) 346-0058, Website: agvantagefs.com

Propane Heating Firm Price Contract

Contract Number: 25-0002					
Previous LP Usage: 23-24 Season 48456 gallons 24-25 Season 46764 gallons					
Customer Phone Number:					
GNED AND POST MARKED BY: July 15, 2025. gallons of Propane for delivery from July 1, 2025 through June 30, 2026. e not included in this contract.*					
ock - 60000 Commercial					
00 % Prepay Option #2 – Down-Payment					
Price per gallon = \$1.53 Down-Payment per gallon = \$0.00 Billing price per gallon = \$1.53 Gallons x amount down = Tax = Total Down-Payment =					
Check # Received Check Amount Invoice No. * Down payment is part of the price, not in addition to the price. * Down payments are non-refundable.					
ins in good standing. storage only for Buyer's account. the the price of this contract. the taxes (Iowa's home-heat tax is 1%). Seller's discretion. Company Use Only Heating LP Item #070013 Received By: Date Received: Booking Entered By: Booking Entered By:					



AGREEMENT TO PARTICIPATE IN SUBCENTRAL PROGRAM BETWEEN GRANT WOOD AREA EDUCATION AGENCY AND LINN MAR COMMUNITY SCHOOL DISTRICT

(July 1, 2025 through June 30, 2026)

This Agreement is between the District and Grant Wood Area Education Agency ("GWAEA").

The purpose of this Agreement is for District to participate in GWAEA's SubCentral system by which GWAEA assists school districts in obtaining substitutes for the District to hire. Services under this Agreement shall begin on July 1, 2025 through June 30, 2026.

GWAEA agrees to provide the following services:

- Select, hire, train and supervise GWAEA employee(s) to provide SubCentral services to the District under this Agreement.
- Assume all employment obligations pursuant to administering and supervising the GWAEA employee(s) who performs the SubCentral services called for under this Agreement.
- 3. Provide office space, email, voicemail, internet access and other necessary support services for GWAEA employee(s) responsible for the SubCentral program during the term of this Agreement.

STATUS OF GWAEA EMPLOYEES

The parties further agree:

- The GWAEA employee(s) administering the SubCentral program at all times are subject to GWAEA's collective bargaining agreements, if applicable, operating procedures and policies. The parties agree that District is not an employer of the GWAEA employee(s) who administers the SubCentral system.
- The GWAEA employee(s) will report to the designated GWAEA management staff member. The District may provide input to GWAEA's management staff member regarding the performance of the GWAEA employee(s) providing SubCentral services. All discipline and/or termination of employment decisions shall be made exclusively by GWAEA.
- District agrees that any substitutes hired by the District with the help of the SubCentral program are strictly and only employees of the District and have absolutely no employer/employee relationship with GWAEA. GWAEA



makes no representation that any particular substitute is competent or provides any recommendation for District's hiring decisions.

TERMS

Iowa Code § 279.69 Obligations

- Iowa Code § 279.69 provides that prior to hiring a school employee, the District "shall have access to and shall review the information in the Iowa court information system available to the general public, the sex offender registry information under § 692A.121 available to the general public, the central registry for child abuse information established under § 235A.14, and the central registry for dependent adult abuse information established under § 235B.5 for information regarding the applicant."
- 2. In order to assist District in meeting this statutory obligation, GWAEA agrees to do the following:
 - Provide District electronic access to: (1) criminal history information, sex offender registry information and child and dependent adult abuse registry information through its account under Iowa Code § 692.2 with Iowa's "single contract repository" ("SING"); and (2) professional licensure information available to the general public.
 - (b) GWAEA will provide an applicant with the waiver required by SING under by Iowa Code § 692.2(1)(b)(3) for the criminal history data that does not contain any disposition dates after eighteen months after arrest.
 - (c) GWAEA will provide the District information from Iowa Courts Online related to the applicant.
 - (d) GWAEA will obtain such information once during July or August of each year prior to the start of the regular school year (or any other month when the applicant first applies to participate in SubCentral). Each District will decide whether it is obligated to or wishes to update the information prior to the District making its hiring decision.
- The ultimate responsibility under Iowa Code § 279.69 for the District to 3. "have access to" and "review" the information provided by GWAEA is solely on the District.

II. Compliance with SING

As set forth above, GWAEA will obtain information from SING. As part of the SING criminal history check, GWAEA will obtain a waiver from the subject of the check.



- The District agrees that any access to the information obtained from 2. SING is only for official purposes. District delegates to GWAEA its right to obtain such information on behalf of the District or its superintendent as allowed by Iowa Code § 235A.15(2)(e)(16) and Iowa Code § 235B.6(2)(e)(8).
- When a District accesses such information, it will alert GWAEA that it has received the information, the date it received it, the purpose for receiving it and GWAEA will forward a written record to the Central Abuse Registry within thirty (30) days of such re-dissemination. Iowa Code § 235A.17 and 235B.8.

III. Use of Criminal History Background Checks

To the extent District uses any criminal arrest or conviction information provided by GWAEA, District acknowledges that it has reviewed EEOC Enforcement Guidance No. 915-002 (4/25/12) regarding the appropriate use of such information in District's hiring decisions.

IV. Fair Credit Reporting Act Obligations

- Information obtained by GWAEA may constitute a consumer report as defined by 15 U.S.C. § 1681a(d)(1)(B). The parties agree that GWAEA is not obtaining investigative consumer reports. 15 U.S.C. § 1691a(e).
- 2. District certifies it is receiving information to be used only for employment purposes. District has reviewed and agrees to comply with its obligations under the Fair Credit Reporting Act to provide all required notices and will comply with its terms. Any information District obtains will not be used in violation of any federal or state equal opportunity law or regulation. District certifies that it will provide notice required by Fair Credit Reporting Act including, but not limited to, the following:
 - If District uses a consumer report for employment purposes, before taking any adverse action against the applicant, it will provide the pre-adverse action notification required by federal law (including a copy of the report and a summary of the applicant's rights). 15 U.S.C. § 1681b(b)(3)(A).
 - (b) If District actually takes adverse action, including failure to hire the applicant, District will provide the post-adverse action notification (including a copy of the report and a summary of the applicant's rights). 15 U.S.C. § 1681m(a).
- As part of the online application process, GWAEA will provide the 3. applicant, solely in a single form, the disclosure that school districts participating in SubCentral may obtain a consumer report for



employment purposes and authorization from the applicant to obtain such a report (Attachment A).

GWAEA provides the District the attached "Summary of Your Rights 4. Under the Fair Credit Reporting Act" (Attachment B) and the "Notice to Users of Consumer Reports: Obligations of Users Under FCRA" (Attachment C).

V. Indemnification

District agrees to defend, indemnify and hold GWAEA harmless from any claims, administrative claims, lawsuits or other actions taken against GWAEA by any applicant hired by District.

VI. Compensation

- The District agrees to pay GWAEA an annual fee of \$30,361.80. This amount is determined by prorating the cost of SubCentral among each participating school district (based on the number of regular District employees enrolled in the system whose absences are covered by SubCentral).
- GWAEA will bill this fee in September 2025. 2.
- Reimburse GWAEA for the billed services within thirty (30) days of 3. receipt of the invoice.

GRANT WOOD AREA EDUCATION AGENCY	LINN MAR COMMUNITY SCHOOL DISTRICT
By: Day Day	Ву:
Randy Bauer Title: Board President	Title: Board President
Date: 5/14/25	Date:



District All Percent Armount				ubCentral Budge					
Software - Vista	Item	FY25	FY26	District		Total Percent	Billing Amount		
Salary/Benefits \$60,163 \$61,602 College 677 15.011% \$26,118.09	Software - Frontline	\$80,854	\$88,810	Cedar Rapids	1,817	40.288%	\$70,098.33		
Background Checks \$6,000 \$8,000	Software - Vista	\$10,000	\$10,280	Linn Mar	787	17.450%	\$30,361.80		
Summit S	Salary/Benefits	\$60,163	\$61,602	College	677	15.011%	\$26,118.09		
Travel \$0 \$0 \$0 Center Point-Urbana 121 2.683% \$4,668.08 Equipment \$2,000 \$2,000 Mount Vernon 115 2.550% \$4,436.60 Office Supplies \$500 \$500 Anamosa 103 2.284% \$3,973.65 Print Shop \$300 \$300 Monticello 80 1.774% \$3,086.33 Postage \$0 \$0 \$0 Alburnett 68 1.508% \$2,623.38 Prior Year Shortfall \$0 \$0 \$0 Springville 74 1.641% \$2,854.86 Estimated total \$162,317 \$173,992 Central City 64 1.419% \$2,469.07 One-time implementation fees \$9,000 GWAEA 28 0.621% \$1,080.22 Summit 13 0.288% \$501.53 Lisbon 115 2.550% \$4,436.60 \$4,500.00 \$8,936.60 fow a City Regina 69 1.530% \$2,661.96 \$4,500.00 \$7,161.90 fow a	Background Checks	\$6,000	\$8,000	Marion	188	4.169%	\$7,252.88		
Equipment \$2,000 \$2,000 Mount Vernon 115 2.550% \$4,436.60 Office Supplies \$500 \$500 Anamosa 103 2.284% \$3,973.65 Print Shop \$300 \$300 Monticello 80 1.774% \$3,086.33 Postage \$0 \$0 \$0 Alburnett 68 1.508% \$2,623.38 Prior Year Shortfall \$0 \$0 \$0 Springville 74 1.641% \$2,854.86 Estimated total \$162,317 \$173,992 Central City 64 1.419% \$2,469.07 One-time implementation fees \$9,000 GWAEA 28 0.621% \$1,080.22 Summit 13 0.288% \$501.53 Lisbon 115 2.550% \$4,436.60 \$4,500.00 \$8,936.61 Iowa City Regina 69 1.530% \$2,661.96 \$4,500.00 \$7,161.96 Totals 4,510 100% \$173,992.00 \$9,000.00 \$182,992 Hourly rate for teacher substitutes for 2025 = 2026 school year: \$18.75 per hour. We all agree that any Incentive pay above the \$18.75 / hr pay that is non-consecutive will be increased	Internet/Phone/Admin	\$2,500	\$2,500	Xavier Catholic	191	4.235%	\$7,368.62		
Office Supplies \$500 \$500 \$500 \$500 \$500 \$500 \$500 \$50	Travel	30	\$0	Center Point-Urbana	121	2.683%	\$4,668.08		
Print Shop \$300 \$300 Monticello 80 1.774% \$3,086.33 Postage \$0 \$0 \$0 Alburnett 68 1.508% \$2,623.38 Prior Year Shortfall \$0 \$0 Springville 74 1.641% \$2,854.86 Estimated total \$162,317 \$173,992 Central City 64 1.419% \$2,469.07 One-time implementation fees \$9,000 GWAEA 28 0.621% \$1,080.22 Summit 13 0.288% \$501.53 Lisbon 115 2.550% \$4,436.60 \$4,500.00 \$8,936.61 lowa City Regina 69 1.530% \$2,661.96 \$4,500.00 \$7,161.97 Totals 4,510 100% \$173,992.00 \$9,000.00 \$182,992 Hourly rate for teacher substitutes for 2025 = 2026 school year: \$18.75 per hour. We all agree that any Incentive pay above the \$18.75 / hr pay that is non-consecutive will be increased	Equipment	\$2,000	\$2,000	Mount Vernon	115	2.550%	\$4,436.60		
Postage \$0 \$0 \$0 Springville 74 1.641% \$2,854.86 Prior Year Shortfall \$0 \$0 Springville 74 1.641% \$2,854.86 Estimated total \$162,317 \$173,992 Central City 64 1.419% \$2,469.07 GWAEA 28 0.621% \$1,080.22 Summit 13 0.288% \$501.53 Lisbon 115 2.550% \$4,436.60 \$4,500.00 \$8,936.60 lowa City Regina 69 1.530% \$2,661.96 \$4,500.00 \$7,161.90 Totals 4,510 100% \$173,992.00 \$9,000.00 \$182,992 Hourly rate for teacher substitutes for 2025 = 2026 school year: \$ 18.75 per hour. We all agree that any Incentive pay above the \$ 18.75 / hr pay that is non-consecutive will be increased	Office Supplies	\$500	\$500	Anamosa	103	2.284%	\$3,973.65		
Prior Year Shortfall \$0 \$0 \$0 Springville 74 1.641% \$2,854.86 Estimated total \$162,317 \$173,992 Central City 64 1.419% \$2,469.07 One-time implementation fees \$9,000 GWAEA 28 0.621% \$1,080.22 \$182,992 Summit 13 0.288% \$501.53 Lisbon 115 2.550% \$4,436.60 \$4,500.00 \$8,936.6 lowa City Regina 69 1.530% \$2,661.96 \$4,500.00 \$7,161.9 Totals 4,510 100% \$173,992.00 \$9,000.00 \$182,992 Hourly rate for teacher substitutes for 2025 = 2026 school year: \$ 18.75 per hour. We all agree that any incentive pay above the \$ 18.75 / hr pay that is non-consecutive will be increased	Print Shop	\$300	\$300	Monticello	80	1.774%	\$3,086.33		
Estimated total \$162,317 \$173,992 Central City 64 1.419% \$2,469.07 One-time implementation fees \$9,000 GWAEA 28 0.621% \$1,080.22 Summit 13 0.288% \$501.53 Lisbon 115 2.550% \$4,436.60 \$4,500.00 \$8,936.6 lowa City Regina 69 1.530% \$2,661.96 \$4,500.00 \$7,161.9 Totals 4,510 100% \$173,992.00 \$9,000.00 \$182,992 Hourly rate for teacher substitutes for 2025 = 2026 school year: \$ 18.75 per hour. We all agree that any incentive pay above the \$ 18.75 / hr pay that is non-consecutive will be increased	Postage	50	\$0	Alburnett	68	1.508%	\$2,623.38		
One-time implementation fees \$9,000 GWAEA 28 0.621% \$1,080.22 \$182,992 Summit 13 0.288% \$501.53 Lisbon 115 2.550% \$4,436.60 \$4,500.00 \$8,936.6 lows City Regins 69 1.530% \$2,661.96 \$4,500.00 \$7,161.9 Totals 4,510 100% \$173,992.00 \$9,000.00 \$182,992 Hourly rate for teacher substitutes for 2025 = 2026 school year: \$ 18.75 per hour. We all agree that any Incentive pay above the \$ 18.75 / hr pay that is non-consecutive will be increased	Prior Year Shortfall	\$0	\$0	Springville	74	1.641%	\$2,854.86		
\$182,992 Summit	Estimated total	\$162,317	\$173,992	Central City	64	1.419%	\$2,469.07		
Lisbon 115 2.550% \$4,436,60 \$4,500.00 \$8,936.6 lowa City Regina 69 1.530% \$2,661.96 \$4,500.00 \$7,161.9 Totals 4,510 100% \$173,992.00 \$9,000.00 \$182,992 Hourly rate for teacher substitutes for 2025 = 2026 school year: \$ 18.75 per hour. We all agree that any incentive pay above the \$ 18.75 / hr pay that is non-consecutive will be increased	One-time implementation for	ees	\$9,000	GWAEA	28	0.621%	\$1,080.22		
lowa City Regina 69 1.530% \$2,661.96 \$4,500.00 \$7,161.96 Totals 4,510 100% \$173,992.00 \$9,000.00 \$182,992 Hourly rate for teacher substitutes for 2025 = 2026 school year: \$ 18.75 per hour. We all agree that any incentive pay above the \$ 18.75 / hr pay that is non-consecutive will be increased	and a set of some one of some or the second		\$182,992	Summit	13	0.288%	\$501.53		
Hourly rate for teacher substitutes for 2025 - 2026 school year: \$ 18.75 per hour. We all agree that any incentive pay above the \$ 18.75 / hr pay that is non-consecutive will be increased				Lisbon	115	2.550%	\$4,436.60	\$4,500.00	\$8,936.60
Hourly rate for teacher substitutes for 2025 - 2026 school year: \$ 18.75 per hour. We all agree that any incentive pay above the \$ 18.75 / hr pay that is non-consecutive will be increased			1	Iowa City Regina	69	1.530%	\$2,661.96	\$4,500.00	\$7,161.96
We all agree that any incentive pay above the \$ 18.75 / hr pay that is non-consecutive will be increased				Totals	4,510	100%	\$173,992.00	\$9,000.00	\$182,992.00
We all agree that any incentive pay above the \$ 18.75 / hr pay that is non-consecutive will be increased	Hourly rate for	teacher sub	stitutes for	2025 - 2026 school vea	r: \$ 18.75	per hour.			
							tive will be i	ncreased	
the statistic many many many			Z 10, F = 1 . Z 1	age, control described from the co	100 No. 100 No. 1		Jacque Carriera	2555 S. S. S. S. S.	
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DISCLOSURE UNDER FAIR CREDIT REPORTING ACT Consumer Report

School districts participating in SubCentral wish to obtain a Consumer Report concerning you from Grant Wood AEA, or any other consumer reporting agency. The Consumer Report may include information about you from any or all of the following: criminal records, records of civil lawsuits, sex offender registry, child and dependent adult abuse registry, and other public records. The Consumer Report, which may be obtained now and in the future in the event you become an employee of a school district, will be used for employment purposes only.

Please sign below, indicating your authorization for any of the school districts participating in SubCentral to obtain a Consumer Report concerning you.

AUTHORIZATION

I, [your name here]	, hereby authorize the
	otain a Consumer Report concerning me, sloyment if I become an employee, from a tent purposes.
Electronic Signature:	
Date:	





Para información en español, visite www.consumerfinance.gov/learnmore o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

- You must be told if information in your file has been used against you. Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment - or to take another adverse action against you - must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- You have the right to know what is in your file. You may request and obtain all the information about you in the files of a consumer reporting agency (your "file disclosure"). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- You have the right to ask for a credit score. Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- You have the right to dispute incomplete or inaccurate information. If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.





- Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information. Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- Consumer reporting agencies may not report outdated negative information. In most
 cases, a consumer reporting agency may not report negative information that is more than
 seven years old, or bankruptcies that are more than 10 years old.
- Access to your file is limited. A consumer reporting agency may provide information about
 you only to people with a valid need -- usually to consider an application with a creditor,
 insurer, employer, landlord, or other business. The FCRA specifies those with a valid need
 for access.
- You must give your consent for reports to be provided to employers. A consumer
 reporting agency may not give out information about you to your employer, or a potential
 employer, without your written consent given to the employer. Written consent generally is
 not required in the trucking industry. For more information, go to
 www.consumerfinance.gov/learnmore.
- You many limit "prescreened" offers of credit and insurance you get based on
 information in your credit report. Unsolicited "prescreened" offers for credit and
 insurance must include a toll-free phone number you can call if you choose to remove your
 name and address from the lists these offers are based on. You may opt out with the
 nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- You may seek damages from violators. If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- Identity theft victims and active duty military personnel have additional rights. For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:
1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates	a. Consumer Financial Protection Bureau 1700 G Street, N.W. Washington, DC 20552
b. Such affiliates that are not banks, savings associations, or credit unions also should list,	b. Federal Trade Commission: Consumer Response Center – FCRA



in addition to the CFPB:	Washington, DC 20580 (877) 382-4357
2. To the extent not included in item 1 above:	
a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act	a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050 b. Federal Reserve Consumer Help Center P.O. Box. 1200 Minneapolis, MN 55480
c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations	c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106
d. Federal Credit Unions	d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 1775 Duke Street Alexandria, VA 22314
3. Air carriers	Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590
Creditors Subject to the Surface Transportation Board	Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423
5. Creditors Subject to the Packers and	Nearest Packers and Stockyards
Stockyards Act, 1921	Administration area supervisor
6. Small Business Investment Companies	Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., 8th Floor Washington, DC 20416
7. Brokers and Dealers	Securities and Exchange Commission 100 F Street, N.E.



	Washington, DC 20549
8. Federal Land Banks, Federal Land Bank	Farm Credit Administration
Associations, Federal Intermediate Credit	1501 Farm Credit Drive
Banks, and Production Credit Associations	McLean, VA 22102-5090
9. Retailers, Finance Companies, and All Other	FTC Regional Office for region in which the
Creditors Not Listed Above	creditor operates or Federal Trade
	Commission: Consumer Response Center -
	FCRA
	Washington, DC 20580
	(877) 382-4357





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The CFPB's website, <u>www.consumerfinance.gov/learnmore</u>, has more information about the FCRA, including publications for businesses and the full text of the FCRA.

Citations for FCRA sections in the U.S. Code, 15 U.S.C. § 1681 et seq.:

Section 602	15 U.S.C. 1681	Section 615	15 U.S.C. 1681m
Section 603	15 U.S.C. 1681a	Section 616	15 U.S.C. 1681n
Section 604	15 U.S.C. 1681b	Section 617	15 U.S.C. 1681o
Section 605	15 U.S.C. 1681c	Section 618	15 U.S.C. 1681p
Section 605A	15 U.S.C. 1681cA	Section 619	15 U.S.C. 1681q
Section 605B	15 U.S.C. 1681cB	Section 620	15 U.S.C. 1681r
Section 606	15 U.S.C. 1681d	Section 621	15 U.S.C. 1681s
Section 607	15 U.S.C. 1681e	Section 622	15 U.S.C. 1681s-1
Section 608	15 U.S.C. 1681f	Section 623	15 U.S.C. 1681s-2
Section 609	15 U.S.C. 1681g	Section 624	15 U.S.C. 1681t
Section 610	15 U.S.C. 1681h	Section 625	15 U.S.C. 1681u
Section 611	15 U.S.C. 1681i	Section 626	15 U.S.C. 1681v
Section 612	15 U.S.C. 1681j	Section 627	15 U.S.C. 1681w
Section 613	15 U.S.C. 1681k	Section 628	15 U.S.C. 1681x
Section 614	15 U.S.C. 16811	Section 629	15 U.S.C. 1681v

APPENDIX N TO PART 1022—NOTICE OF USER RESPONSIBILITIES

The prescribed form for this disclosure is a separate document that is substantially substantially

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All users of consumer reports must comply with all applicable regulations. Information about applicable regulations currently in effect can be found at the Consumer Financial Protection Bureau's website, www.consumerfinance.com/dearnmare.

NOTICE TO USERS OF CONSUMER REPORTS: OBLIGATIONS OF USERS UNDER THE FCRA

The Fair Credit Reporting Act (FCRA), 15 U.S.C. 1681-1681y, requires that this notice be provided to inform users of consumer reports of their legal obligations. State law may impose additional requirements. The text of the FCRA is set forth in full at the Consumer Financial Protection Bureau's (CFPB) website at www.consumsrfinance.gov/leanmore. At the end of this document is a list of United States Code citations for the FCRA. Other information about user duties is also available at the CFPB's website. Users must consult the relevant provisions of the FCRA for details ubout their obligations under the FCRA.

The first section of this summary sets forth the responsibilities imposed by the FCRA on all users of consumer reports. The subsequent sections discuss the duties of users of reports that contain specific types of information, or that are used for certain purposes, and the legal consequences of violations. If you are a furnisher of information to a consumer reporting agency (CRA), you have additional obligations and will receive a separate notice from the CRA describing your duties as a furnisher.

1. OBLIGATIONS OF ALL USERS OF CONSUMER REPORTS

A. Users Must Have a Permissible Purpose

Congress has limited the use of consumer reports to protect consumers' privacy. All users must have a permissible purpose under the FCRA to obtain a consumer report. Section 604 contains a list of the permissible purposes under the law. These are:

- As ordered by a court or a federal grand jury subpoena. <u>Section 604(aX1)</u>
- As instructed by the consumer in writing. <u>Section 604(a)(72)</u>
- For the extension of credit as a result of an application from a consumer, or the review or collection of a consumer's account. <u>Section 604(a)(3)(A)</u>
- For employment purposes, including hiring and promotion decisions, where the
 consumer has given written permission. <u>Sections 604(a)(3)(B) and 604(b)</u>



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- For the underwriting of insurance as a result of an application from a consumer. Section 604(a)(3)(C)
- When there is a legitimate business need, in connection with a business transaction that is initiated by the consumer. Section 604(a)(3)(F)(i)
- To review a consumer's account to determine whether the consumer continues to meet the terms of the account. Section 604(a)(3)(F)(ii)
- To determine a consumer's eligibility for a license or other benefit granted by a governmental instrumentality required by law to consider an applicant's financial responsibility or status. Section 604(a)(1)(D)
- For use by a potential investor or servicer, or current insurer, in a valuation or assessment of the credit or prepayment risks associated with an existing credit obligation. Section 604(a)(3)(E)
- For use by state and local officials in connection with the determination of child support payments, or modifications and enforcement thereof. Sections 60-4(a)(4) and 60-4(a)(5)

In addition, creditors and insurers may obtain certain consumer report information for the purpose of making "prescreened" unsolicited offers of credit or insurance. Section 604(c). The particular obligations of users of "prescreened" information are described in Section VII below.

B. Users Must Provide Certifications

Section 604(f) prohibits any person from obtaining a consumer report from a consumer reporting agency (CRA) unless the person has certified to the CRA the permissible purpose(s) for which the report is being obtained and certifies that the report will not be used for any other

C. Users Must Notify Consumers When Adverse Actions Are Taken

The term "adverse action" is defined very broadly by Section 603. "Adverse actions" include all business, credit, and employment actions affecting consumers that can be considered to have a negative impact as defined by Section 603(k) of the FCRA – such as denying or canceling credit or insurance, or denying employment or promotion. No adverse action occurs in a credit transaction where the creditor makes a counteroffer that is accepted by the consumer.



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1. Adverse Actions Based on Information Obtained From a CRA

If a user takes any type of adverse action as defined by the FCRA that is based at least in part on information contained in a consumer report, Section 615(a) requires the user to notify the consumer. The notification may be done in writing, orally, or by electronic means. It must include the following:

- The name, address, and telephone number of the CRA (including a toll-free telephone number, if it is a nationwide CRA) that provided the report.
- A statement that the CRA did not make the adverse decision and is not able to explain why the decision was made.
- A statement setting forth the co sumer's right to obtain a free disclosure of the consumer's file from the CRA if the consumer makes a request within 60 days.
- A statement setting forth the consumer's right to dispute directly with the CRA the accuracy or completeness of any information provided by the CRA.
- Adverse Actions Based on Information Obtained From Third Parties Who Are Not Consumer Reporting Agencies

If a person denies (or increases the charge for) credit for personal, family, or household purposes based either wholly or partly upon information from a person other than a CRA, and the information is the type of consumer information covered by the FCRA, Section 615(b)(1) requires that the user clearly and accurately disclose to the consumer his or her right to be told the nature of the information that was relied upon if the consumer makes a written request within 60 days of notification. The user must provide the disclosure within a reasonable period of time following the consumer's written request.

3. Adverse Actions Based on Information Obtained From Affiliates

If a person takes an adverse action involving insurance, employment, or a credit transaction initiated by the consumer, based on information of the type covered by the FCRA, and this information was obtained from an entity affiliated with the user of the information by and this information was obtained from an entity affiliated with the user of the information by common ownership or control, Section 615(b)(2) requires the user to notify the consumer of the adverse action. The notice must inform the consumer that he or she may obtain a disclosure of the nature of the information relied upon by making a written request within 60 days of receiving the adverse action notice. If the consumer makes such a request, the user must disclose the nature of the information not later than 30 days after receiving the request. If consumer report information is shared among affiliates and then used for an adverse action, the user must make an adverse action disclosure as set forth in I.C.1 above adverse action disclosure as set forth in LC.1 above.



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D. Users Have Obligations When Fraud and Active Duty Military Alerts are in Files

When a consumer has placed a fraud alert, including one relating to identity theft, or an active duty military alert with a nationwide consumer reporting agency as defined in Section 605A(h) imposes limitations on users of reports obtained from the consumer reporting agency in certain circumstances, including the establishment of a new credit plan and the issuance of additional credit cards. For initial fraud alerts and active duty alerts, the user must have reasonable policies and procedures in place to form a belief that the user knows the identity of the applicant or contact the consumer at a telephone manber specified by the consumer; in the case of extended fraud aferts, the user must contact the consumer in accordance with the contact information provided in the consumer's alert.

E. Users Have Obligations When Notified of an Address Discrepancy

Section 605(h) requires nationwide CRAs, as defined in Section 603(p), to notify users that Section of only requires indowned CAOA, as denied in Section Oxigo, to nonly users that request reports when the address for a consumer provided by the user in requesting the report is substantially different from the addresses in the consumer's file. When this occurs, users must comply with regulations specifying the procedures to be followed. Federal regulations are available at https://www.consumerfinance.gov/learnmore.

F. Users Have Obligations When Disposing of Records

Section 628 requires that all users of consumer report information have in place procedures to properly dispose of records containing this information. Federal regulations have been issued that cover

II. CREDITORS MUST MAKE ADDITIONAL DISCLOSURES

If a person uses a consumer report in connection with an application for, or a grant, extension, or If a person uses a consumer report in connection with an appectation zer, or a grain, extension, or provision of, credit to a consumer on material terms that are materially less favorable than the most favorable terms available to a substantial proportion of consumers from or through that person, based in whole or in part on a consumer report, the person must provide a risk-based pricing notice to the consumer in accordance with regulations prescribed by the CFPB.

Section 609(g) requires a disclosure by all persons that make or arrange loans secured by residential real property (one to four units) and that use credit scores. These persons must



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provide credit scores and other information about credit scores to applicants, including the disclosure set forth in Section 609(g)(1)(D) ("Notice to the Home Loan Applicant").

III. OBLIGATIONS OF USERS WHEN CONSUMER REPORTS ARE OBTAINED FOR EMPLOYMENT PURPOSES

A. Employment Other Than in the Trucking Industry

If information from a CRA is used for employment purposes, the user has specific duties, which are set forth in Section 604(b) of the FCRA. The user must:

- Make a clear and conspicuous written disclosure to the consumer before the report is obtained, in a document that consists solely of the disclosure, that a consumreport may be obtained.
- Obtain from the consumer prior written authorization. Authorization to access reports during the term of employment may be obtained at the time of employment.
- Certify to the CRA that the above steps have been followed, that the information being obtained will not be used in violation of any federal or state equal opportunity law or regulation, and that, if any adverse action is to be taken based on the consumer report, a copy of the report and a summary of the consumer's rights will be provided to the consumer.
- Before taking an adverse action, the user must provide a copy of the report to the consumer as well as the summary of consumer's rights. (The user should receive this summary from the CRA.) A Section 615(a) adverse action notice should be sent after the adverse action is taken.

An adverse action notice also is required in employment sinuations if credit information (other than transactions and experience data) obtained from an affiliate is used to deny employment. Section 615(b)(2)

The procedures for investigative consumer reports and employee misconduct investigations are set forth below.

B. Employment in the Trucking Industry

Special rules apply for truck drivers where the only interaction between the consumer and the potential employer is by mail, telephone, or computer. In this case, the consumer may provide consent orally or electronically, and an adverse action may be made orally, in writing, or electronically. The consumer may obtain a copy of any report relied upon by the trucking



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company by contacting the company.

IV. OBLIGATIONS WHEN INVESTIGATIVE CONSUMER REPORTS ARE USED

Investigative consumer reports are a special type of consumer report in which information about a consumer's character, general reputation, personal characteristics, and mode of living is obtained through personal interviews by an entity or person that is a consumer reporting agency.

Consumers who are the subjects of such reports are given special rights under the FCRA. If a user intends to obtain an investigative consumer report, Section 606 requires the following:

- The user must disclose to the consumer that an investigative consumer report was, be obtained. This must be done in a written disclosure that is mailed, or otherwise delivered, to the consumer at some time before or not later than three days after more was first requested. The disclosure must include a the date on which the report was first requested. The disclosure must include a statement informing the consumer of his or her right to request additional disclosures of the nature and scope of the investigation as described below, and the summary of consumer rights required by Section 609 of the FCRA. (The summary of consumer rights will be provided by the CRA that conducts the
- The user must certify to the CRA that the disclosures set forth above have been made and that the user will make the disclosure described below.
- Upon the written request of a consumer made within a reasonable period of time after the disclosures required above, the user must make a complete disclosure of the nature and scope of the investigation. This must be made in a written statement that is mailed, or otherwise delivered, to the consumer no later than five days after the date on which the request was received from the consumer or the report was first requested, whichever is later in time.

V. SPECIAL PROCEDURES FOR EMPLOYEE INVESTIGATIONS

Section 603(x) provides special procedures for investigations of suspected misconduct by an employee or for compliance with Federal, state or local laws and regulations or the rules of a self-regulatory organization, and compliance with written policies of the employer. These investigations are not treated as consumer reports so long as the employer or its agent complies with the procedures set forth in Section 603(x), and a summary describing the nature and scope of the inquiry is made to the employee if an adverse action is taken based on the investigation.

VI. OBLIGATIONS OF USERS OF MEDICAL INFORMATION

Section 604(g) limits the use of medical information obtained from consumer reporting agencies (other than payment information that appears in a coded form that does not identify the



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medical provider). If the information is to be used for an insurance transaction, the consumer must give consent to the user of the report or the information must be coded. If the report is to be used for employment purposes – or in connection with a credit transaction (except as provided in federal regulations) – the consumer must provide specific written consent and the medical information must be relevant. Any user who receives medical information shall not disclose the information to any other person (except where necessary to carry out the purpose for which the information was disclosed, or as permitted by statute, regulation, or order).

VII. OBLIGATIONS OF USERS OF "PRESCREENED" LISTS

The FCRA permits creditors and insurers to obtain limited consumer report information for use in connection with unsolicited offers of credit or insurance under certain circumstances.

Sections 60310, 604(e), 604(e), and 615(d). This practice is known as "prescreening" and typically involves obtaining from a CRA a list of consumers who meet certain precatablished criteria. If any person intends to use prescreened lists, that person must (1) before the ofter is made, cetablish the criteria that will be relied upon to make the offer and to grant credit or insurance, and (2) maintain such criteria on file for a three-year period beginning on the date on which the offer is made to each consumer. In addition, any user must provide with each written solicitation a clear and conspicuous statement that:

- Information contained in a consumer's CRA file was used in connection with the transaction.
- The consumer received the offer because he or she satisfied the criteria for credit worthiness or insurability used to screen for the offer.
- Credit or insurance may not be extended if, after the consumer responds, it is
 determined that the consumer does not meet the criteria used for screening or any
 applicable criteria bearing on credit worthiness or insurability, or the consumer does
 not furnish required collateral.
- The consumer may prohibit the use of information in his or her file in connection with future prescreened offers of credit or insurance by contacting the notification system established by the CRA that provided the report. The statement must include the address and toll-free telephone number of the appropriate notification system.

In addition, the CFPB has established the format, type size, and manner of the disclosure required by Section 615(d), with which users must comply. The relevant regulation is 12 CFR 1022.54.



12 CFR Ch. X (1-1-16 Edition)

VIII. OBLIGATIONS OF RESELLERS

A. Disclosure and Certification Requirements
Section 607(e) requires any person who obtains a consumer report for resale to take the following steps:

- Disclose the identity of the end-user to the source CRA.
- Identify to the source CRA each permissible purpose for which the report will be furnished to the end-user.
- Establish and follow reasonable procedures to ensure that reports are resold only for permissible purposes, including procedures to obtain:
 (1) the identity of all end-users;
 - (2) certifications from all users of each purpose for which reports will be used;
 - (3) certifications that reports will not be used for any purpose other than the purpose(s) specified to the reseller. Resellers must make reasonable efforts to verify this information before selling the report.

B. Reinvestigations by Resellers

Under Section 611(f), if a consumer disputes the accuracy or completeness of information in a report prepared by a reseller, the reseller must determine whether this is a result of an action or omission on its part and, if so, correct or delete the information. If not, the reseller must send the dispute to the source CRA for reinvestigation. When any CRA notifies the reseller of the results of an investigation, the reseller must immediately convey the information to the consumer. the information to the consumer.

C. Fraud Alerts and Resellers .

Section 605A(f) requires resellers who receive fraud alerts or active duty alerts from another consumer reporting agency to include these in their reports.

IX. LIABILITY FOR VIOLATIONS OF THE FCRA

Failure to comply with the FCRA can result in state government or federal government enforcement actions, as well as private lawsuits. Sections 616, 617, and 621. In addition, any person who knowingly and willfully obtains a consumer report under false pretenses may face criminal prosecution. Section 619.

The CFPB's website, www.consumerfinance.gov/learninore, has more information about the FCRA, including publications for businesses and the full text of the FCRA.



Pt. 1024

Citations for FCRA sections in the U.S. Code, 15 U.S.C. § 1681 et seq.:

Section 602	15 U.S.C. 1681	Section 615	15 U.S.C. 1681m
Section 603	15 U.S.C. 1681a	Section 616	15 U.S.C. 1681n
Section 604	15 U.S.C. 1681b	Section 617	15 U.S.C. 1681o
Section 605	15 U.S.C. 1681c	Section 618	15 U.S.C. 1681p
Section 605A	15 U.S.C. 1681cA	Section 619	15 U.S.C. 1681q
Section 605B	15 U.S.C. 1681cB	Section 620	15 U.S.C. 1681r
Section 606	15 U.S.C. 1681d	Section 621	15 U.S.C. 1681s
Section 607	15 U.S.C. 1681e	Section 622	15 U.S.C. 1681s-1
Section 608	15 U.S.C. 1681f	Section 623	15 U.S.C. 1681s-2
Section 609	15 U.S.C. 1681g	Section 624	15 U.S.C. 1681t
Section 610	15 U.S.C 1681h	Section 625	15 U.S.C. 1681u
Section 611	15 U.S.C. 1681i	Section 626	15 U.S.C. 1681v
Section 612	15 U.S.C. 1681;	Section 627	15 U.S.C. 1681w
Section 613	15 U.S.C. 1681k	Section 628	15 U.S.C. 1681x
Section 614	1517 S.C. 16811	Section 629	15 U.S.C. 1681 v

[77 FR 67754, Nov. 14, 2012]

PART 1024—REAL ESTATE SETTLE-MENT PROCEDURES ACT (REGU-LATION X)

Subpart A—General Provisions

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1024.1 Designation.
1024.2 Definitions.
1024.3 E-Sign applicability.
1024.4 Reliance upon rule, regulation, or interpretation by the Bureau.
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1024.6 Special information booklet at time of loan application.

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1021.9 Reproduction of settlement state-ments.
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1024.15 Title companies.
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1024.18-1024.19 [Reserved]

1024.20 List of homeownership counseling

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1024.35 Error resolution procedures.

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APPENDIX C TO PART 1024—INSTRUCTIONS FOR COMPLETING GOOD FAITE ESTIMATE (GFE)
FORM

APPENDIX D TO PART 1024—APPLIATED RUSI-

FORM

APPENDIX D TO PART 1024—AFPLIATED BUSINESS ARRANGEMENT DISCLOSURE STATEMENT FORMAT

APPENDIX E TO PART 1024—AFPLIATED STATEMENT FORMAT

APPENDIX MS—MORTOAGE SERVICING
APPENDIX MS—TO PART 1024—SERVICING DISCLOSURE STATEMENT

APPENDIX MS-2 TO PART 1024—NOTICE OF
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APPENDIX MS-3 TO PART 1024—MODEL FORCEPLACED INSURANCE NOTICE FORMS

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CONTRACT FOR TRANSFER OF STATE FUNDING

This Contract for the Transfer of State AEA Special Education Funding ("Contract") is entered into as of the Effective Date by and between the Linn-Mar Community School District ("School District") and Grant Wood Area Education Agency ("AEA"), collectively referred to as "Parties."

- 1. Purpose The purpose of this Contract is to establish an automatic process for the transfer of ninety percent (90%) of the state funds allocated to the School District for AEA special education support services under Iowa Code Section 257.10(7) to the AEA in compliance with House File 2612.
- **2. Effective Date and Term** This Contract shall become effective on July 1, 2025, and shall remain in effect until June 30, 2028, or otherwise until modified or terminated by mutual agreement of the Parties or as required by law.

3. Payment Terms

- a. The School District agrees to transfer ninety percent (90%) of the state funds received for AEA special education support services to the AEA.
- b. The transfer of funds shall occur automatically in **ten (10) monthly payments each school calendar year**, consistent with the state aid payment schedule of the Department of Management.
- c. Payments shall be made no later than five (5) business days following the receipt of state aid funds by the School District.

4. Method of Payment

- a. The School District shall set up an ACH payment arrangement to ensure timely transfers.
- b. The AEA shall provide the necessary banking information to facilitate the ACH payments.

5. Compliance with Federal and State Requirements

- a. This Contract does not define the specific special education and support services to be provided by the AEA, as such services are governed by federal and state statutory obligations to provide School District students with Free and Appropriate Public Education (FAPE).
- b. The School District and AEA shall comply with all applicable federal and state laws, including IDEA requirements, in the use of the funds allocated under this Contract.

6. Reporting and Recordkeeping

a. The School District shall maintain accurate records of all payments made under this Contract.

- b. The AEA shall acknowledge and maintain records of receipt of funds and provide any necessary reporting as required by state or federal authorities.
- **7. Amendments and Modifications** Any amendments or modifications to this Contract must be made in writing and signed by both Parties.
- **8.** Indemnification Clause Both parties agree to defend, indemnify and hold harness the other party, and its employees, officers and directors, from and against any and all demands, claims, liabilities, damages, losses, and expenses (including reasonable attorney fees) resulting from or arising out of the negligence, misconduct, or other actions or omissions of the indemnifying party and/or agents in the performance of, or otherwise in connection with, this Agreement. If either party institutes and prevails in legal proceedings against the other party for recovery of any amounts due and owing under this provision, then the prevailing party will be entitled to recover from the other party all costs related to such recovery, including reasonable attorney fees and collection expenses incurred. The provisions of this section shall survive termination of this Agreement.
- **9. Governing Law** This Contract shall be governed by and construed in accordance with the laws of the State of Iowa.
- **10. Counterparts** This Contract may be executed in one or more counterparts, each of which shall be deemed to be an original, but all of which together shall constitute the same instrument.
- **11. Signatures** IN WITNESS WHEREOF, the Parties have executed this Contract as of the Effective Date.

Linn-Mar Community School District

By:		
Name: Katie Lowe Lancaster		
Title: Board President	Date:	
Grant Wood Area Education Agency		
By:		
Name: Randy Bauer		
Title: Board President	Date:	

STRENGTH AND CONDITIONING SERVICES AGREEMENT

This STRENGTH AND CONDITIONING SERVICES AGREEMENT (this "Agreement") is entered into as of the 10th day of June, 2025, between LINN-MAR COMMUNITY SCHOOL DISTRICT ("School") and ABILITY PHYSICAL THERAPY, P.C., (the "Contractor").

RECITALS

The School wishes to have Strength and Conditioning services performed by the Contractor and the Contractor wishes to provide the Strength and Conditioning services for the School.

NOW, THEREFORE, the parties hereto, intending to be legally bound, agree as follows:

- 1. <u>Services.</u> The Contractor shall provide one (1) Strength and Conditioning Coordinator employed by Ability Physical Therapy to provide strength and conditioning on-site supervision to the School during such times where strength and conditioning services are needed and requested. The Contractor shall provide comprehensive functional testing of all athletes at the School who choose to participate. The dates of testing will be mutually agreed upon by the coaching staff of the School and the Contractor.
- 2. <u>Term</u>. This Agreement may be terminated by either party on sixty (60) days' written notice for any reason or no reason.
- 3. <u>Facilities</u>. The School shall provide all necessary supplies and equipment required for Strength and conditioning training performed and to maintain storage of athlete information for workout programs and functional testing. Contractor shall furnish all equipment needed for functional testing.

4. Fees for Services.

- a. The Contractor agrees to provide Strength and conditioning services to the School for an annual sum of \$46,000.00. In consideration for the services under this agreement, the School agrees to the amount of \$46,000.00. The annual amount shall be divided between (12) twelve months. An invoice shall be submitted the first of each month for \$3,833.33.
- b. This fee would be for a maximum of 1600 hours of onsite services and offsite programming per year. Any additional hours of service would be billed at \$27.00 per hour. Hours worked for additional camps (by multiple workers) will be included in the 1600 hours per year along with an additional stipend of \$10.00 per individual participant for strength and conditioning camps.

- c. Advertising for both Ability Physical Therapy and Elite Fitness services in the Linn Mar School district will consist of video ads in the Gymnasium and at the Stadium as well as name recognition on all sports team posters where businesses are listed. Signage will also be placed in the strength and conditioning area of the high school.
- 5. <u>Duties</u>. Contractor agrees to provide only individuals experienced and qualified to perform Strength and conditioning services. The Contractor agrees those individuals shall perform their duties in accordance with the professional ethics and standards practice that may be prevailing during the Term of this Agreement, and in accordance with the policies, standards, and regulations that the School may from time to time establish. The School may reject or refuse the services of any individuals that the Contractor provides to the School under this Agreement.
- 6. <u>Records</u>. All records, reports, claims, and correspondence prepared by the Contractor in connection with the services rendered herein shall remain the property of the School, but will be made available for the use by Contractor provided that the same shall not be removed from the premises of the School without consent of the School.
- 7. <u>Professional Liability Insurance</u>. Contractor will provide its own professional liability insurance, with responsible insurance carrier licenses to do business in the State of Iowa. Such insurance shall be in the amount of One Million Dollars (\$1,000,000.00) per occurrence/Three Million Dollars (\$3,000,000.00) aggregate.
- 8. <u>Indemnification</u>. Contractor shall indemnify and hold School harmless from and against all liabilities, claims, debts, taxes, obligations, costs and expenses, including reasonable attorney's fees, court costs and costs of appeal, that School may incur or sustain as a result of any breach of this agreement or negligent or other wrongful conduct in the performance of this agreement by Contractor or as a result of failure to pay any employment or income taxes arising Contractor performance of Services for the School. 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 fees, costs, expert witness fees and litigation expenses incurred by the prevailing party, including those incurred on appeal.

School shall indemnify and hold Contractor harmless from and against all liabilities, claims, debts, taxes, obligations, costs and expenses, including reasonable attorney's fees, court costs and costs of appeal, that Contractor may incur or sustain as a result

of any breach of this agreement or negligent or other wrongful conduct in the performance of this agreement by Contractor. 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 fees, costs, expert witness fees and litigation expenses incurred by the prevailing party, including those incurred on appeal.

9. <u>Notices</u>. All notices, consents, demands or other communications required or permitted to be given pursuant to this Agreement shall be deemed sufficiently given when delivered personally, with a written receipt acknowledging delivery or telefaxed, or three (3) business days requested, with postage fee prepaid and addressed:

Contractor: Ability Physical Therapy

Attn: Michael Reiling 300 Virgil Avenue

Mount Vernon, Iowa 52314

School: Linn Mar Community School District

Attn: Chris Fechner 3111 10th Street Marion, IA 52302

Either party may change its address for notice hereunder by providing written notice of such a change to the other Party hereto.

<u>Severability</u>. Whenever possible, each provision of this agreement shall be interpreted in such a manner as to be effective and valid under applicable law, but if any provision of this Agreement shall be prohibited by or invalid under applicable law, such provision shall be ineffective to the extent of such provision or invalidity only, without invalidating the remainder of such provision or the remaining provisions of this Agreement.

<u>Assignment</u>. This Agreement may not be assigned to another by either party, without the written consent of the other party. The Contractor shall have any right to encumber or dispose of any right to receive payments hereunder, it being understood that such payments and the right hereto are non-assignable and nontransferable.

<u>Binding Effect</u>. The Agreement shall be binding upon and inure to the benefit of the Parties hereto, the Contractor's successors and assigns, and the successors and assigns of the School.

<u>Governing Law</u>. This Agreement shall be construed and enforced in accordance with and governed by the laws of the State of Iowa.

<u>Waiver</u>. Any waiver to be enforceable must be in writing and executed by the Party against whom the waiver is sought to be enforced.

<u>Counterparts</u>. The Agreement may be executed in two or more counterparts, which counterparts may be delivered by electronic facsimile such counterparts shall constitute one and the same instrument.

[SIGNATURES ON FOLLOWING PAGE]

SIGNATURE PAGE FOR STRENGTH AND CONDITIONING SERVICES AGREEMENT

IN WITNESS WHEREOF, the undersigned have Services Agreement as of the date set forth below to written.	
SCHOOL:	
LINN-MAR COMMUNITY SCHOOL DISTRICT	
By: Name: Katie Lowe Lancaster Title: Board President	Dated:
CONTRACTOR:	
ABILITY PHYSICAL THERAPY, P.C.	
By: Michael Reiling President	Dated:
rresident	
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COOPERATIVE AGREEMENT

by and between

THE UNIVERSITY OF IOWA and Linn-Mar Community Schools

This agreement is made and entered into this 10th day of June, 2025, ("Effective Date") by and between THE UNIVERSITY OF IOWA on behalf of its College of Education ("University") and Linn-Mar Community Schools (herinafter referred to as the "Field Placement Site").

WHEREAS, University seeks to provide students of the College of Education ("Students") with experience in a setting in which the Students, while under appropriate supervision, learn to apply the methods, skills and standards of licensed professionals.

WHEREAS, Field Placement Site seeks to obtain the assistance of Students and also to establish relationships with and contribute to the education of future licensed professionals.

WHEREAS, University and Field Placement Site intend to offer field experiences to Students to support the Students' development of applicable knowledge, dispositions, and performances in a variety of settings.

WHEREAS, the parties wish and intend by this Agreement to set forth the terms and conditions of engaging in a cooperative program through which the students of the University of Iowa's College of Education may obtain appropriate field experience.

NOW, THEREFORE, in consideration of the foregoing and the mutual promises set forth herein, the University and Field Placement Site agree as follows:

1.0 Rights and Responsibilities of University

- 1.1 The University's coordinator of field experiences shall determine eligibility of Students to participate in the field experience.
- 1.2 The placement of Students shall be accomplished on a cooperative basis involving both the University and the Field Placement Site including jointly defined qualifications for Students entering the field experience. The University will provide advance information to the Field Placement Site concerning the names of Students and dates for the field experiences to allow the Field Placement Site time and opportunity to reasonably accommodate the Students.
- 1.3 The University reserves the right to decline the services of any Field Placement Site's cooperating staff member, if any, subject to the non-discrimination provisions in Section 6.
- 1.4 The University's coordinator of field experiences, at any time, may terminate or change the assignment of any Student. Prior to doing so, the University's coordinator of field experiences shall make reasonable efforts to consult with all parties concerned regarding reasons for termination or changes in assignment University will provide the Field Placement Site written notification of such termination or change.
- 1.5 The University will inform and explain to the Students that, during the field experience at the Field Placement Site, they will be subject to the rules and regulations of the Field Placement Site, the University and the code of ethics of the profession.
- 1.6 The University, after consultation with appropriate representatives of the Field Placement Site, will plan and conduct the educational program for the Students' experiences. The University will provide the Field Placement Site with discipline-specific goals and objectives, including prescribed minimum expectations and responsibilities for the Students, cooperating staff members, the Field Placement Site, and individuals supervising the Students.
- 1.7 The University will provide reasonable opportunities for the staff of the Field Placement Site to participate in joint planning and evaluation of Student experiences and to participate in the development of Student schedules. The final evaluation of the Student is the responsibility of the University.

1.8 University will complete Iowa child and adult abuse background check on students.

2.0 Rights and Responsibilities of Field Placement Site.

- 2.1 The Field Placement Site will provide a suitable environment for learning experiences for Students which are planned, organized, and administered by qualified staff in conjunction with designated University personnel, in accordance with mutually agreed upon educational objectives and guidelines.
- 2.2 The Students shall be under the direct supervision of an appropriately licensed cooperating teacher/staff member who is employed to teach/provide services for which license by the Board of Education is required at the Field Placement Site.
- 2.3 The Field Placement Site reserves the right to exclude any Student from its premises in the event that such Student's conduct or state of health is deemed objectionable or detrimental to the proper administration of the Field Placement Site, subject to the non-discrimination provisions in Section 6. To assist University in its due process obligations to Students excluded or withdrawn from the field experience, the Field Placement Site will provide a written statement of the reason(s) for the exclusion or withdrawal.
- 2.4 The Field Placement Site shall provide an environment for the field experience that supports learning in context and shall facilitate the Student's professional growth through educational assignments.
- 2.5. The Field Placement Site shall assign and designate a point of contact that is to be responsible for planning and administering the field experience.
- 2.6 The Field Placement Site shall provide adequate facilities, equipment and supplies to meet the educational objectives of the field experience.
- 2.7 Students shall not be used as a replacement for teachers, administrators or any other staff member of the Field Placement Site.
- 2.8 The Field Placement Site acknowledges that many Student education records are protected by the Family Educational Rights and Privacy Act, and that Student permission must be obtained before releasing specific Student data to anyone other than University.

3.0 Liability.

- 3.1 The Field Placement Site agrees to indemnify, defend and hold harmless University from any and all claims arising from activities provided or supervised by the Field Placement Site. The Field Placement Site further agrees to indemnify, defend and hold harmless University from any and all liability, loss, damage, cause of action, cost and expense, including reasonable attorney fees, arising out of or in connection with any activities undertaken by the Field Placement Site, including its employees, in performing their duties and responsibilities under this Agreement or arising from a breach of the terms of this Agreement.
- 3.2 University agrees to be responsible for any and all claims and liability for injury to persons or property arising out of or caused by the negligence of its agents, employees, or officers in the performance of the duties and obligations contemplated in the Agreement to the extent permitted by Chapter 669 of the Code of Iowa.
- 3.3 The Field Placement Site agrees to indemnify, defend and hold Students harmless from any and all tort claims or demands, whether groundless or otherwise, arising out of an alleged act or omission occurring within the scope of their activities under this Agreement to the same extent the Field Placement Site shall do so for its officers and employees, as provided under Sections 272.27 and 670.8 of the Code of Iowa.

4.0 Compensation.

4.1 Compensation for Cooperating Teachers Supervising Student Teachers.

- 4.1.1 For a cooperating teacher who satisfactorily serves as a cooperating teacher for a Student for the full duration of a student teacher field experience, the University agrees to compensate the cooperating teacher a minimum of \$424 or with a non-transferable tuition voucher which may be used to cover the costs of tuition for one semester hour of graduate credit at University.
- 4.1.2 If a cooperating teacher serves as a cooperating teacher for less than the full duration of a Student's student teaching field experience for any reason, his/her compensation will be prorated.
- 4.2 Compensation for Cooperating Staff Supervising School Psychology or School Counseling Field Experiences.
 - 4.2.1 For a cooperating staff member who satisfactorily serves as a cooperating staff member for a Student for the full duration of a field experience in school psychology or school counseling, the University agrees to compensate the cooperating staff member a minimum of \$50.00.
 - 4.2.2 If a cooperating staff member serves as a cooperating staff member for less than the full duration of a Student's field experience in school psychology or school counseling for any reason, his/her compensation will be prorated accordingly in University's sole discretion.
- 4.3 Upon completion of the student teaching assignments, University will make payment for a cooperating teacher's/staff member's services within a reasonable time after receipt of written evidence from the Field Placement Site that a cooperating teacher/staff member has satisfactorily served as a cooperating teacher/staff member for a Student.
- 4.4 University will issue compensation in accordance with the Field Placement Site's policies and procedures. The Field Placement Site shall direct the cooperating teacher/staff members assigned to serve as a cooperating teacher/staff member for a Student to provide University appropriate documentation, including social security numbers and citizenship verification, when direct payment is made to cooperating teachers/staff members.
- 4.5 No compensation will be provided to the Field Placement Site or any cooperating staff member for any field experience other than those specifically provided for herein.

5.0 Term, Revisions and Termination.

- 5.1 This Agreement is for a term of two (2) years, beginning on the Effective Date of this Agreement, and may be renewed by mutual written consent of the parties for an unlimited number of renewal terms of two (2) years each
- 5.2 This Agreement may be terminated for any reason by either party upon one hundred twenty (120) days written notice. Should notice of termination be given, Students assigned to the Field Placement Site shall be allowed to complete any previously scheduled field experience then in progress at the Field Placement Site.
- 5.3 Requests for revision of this Agreement or notice of termination to the Field Placement Site shall be directed to:

Heather Jordan Linn-Mar Community Schools 3556 Winslow Road Marion, IA 52302

5.4 Requests for revision of this Agreement or notice of termination to the Field Placement Site shall be directed to:

Julie J Heidger, EdS
Director of Student Teaching & Field Experiences
College of Education
Student Field Experiences
310 Lindquist Center North
Iowa City, IA 52242-1529

- 6.0 Non-Discrimination. Each party shall be separately responsible for compliance with all anti-discrimination laws which may be applicable to their respective activities under this Agreement. The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideratic as an individual. The University also affirms its commitment to providing equal opportunities and equal access to University facilities. For additional information contact the Office of Equal Opportunity and Diversity, (319) 335-0705.
- 7.0 Governing Law. This Agreement shall be governed by and construed under the laws of the State of Iowa, which shall also be venue for any disputes arising hereunder.
- 8.0 Entire Agreement. This Agreement constitutes the entire understanding between the parties with respect to the subject matter hereof, and supersedes any and all prior understandings and agreements, oral or written, relating hereto. Any amendments hereof must be made in writing and agreed to by the parties.

IN WITNESS WHEREOF, the authorized representatives of the parties hereto have executed this Agreement.

FIELD PLACEMENT SITE	UNIVERSITY		
Ву:	By:		
Print Name:	David W. Kieft		
Its:	Its: Business Manager, University of Iowa		
Date:	Date:		