

*The Community Relations Office is proud to spotlight the*

## **Cedar Rapids Community Schools**

# **VOLUNTEER HALL OF FAME**

***2019-2020***

*The following individuals were selected by their school volunteer program to represent the many excellent volunteers that generously contribute to the academic success of students at that school.*



*Profile information is provided by building volunteer coordinators and school principals*

## **Arthur Elementary School**

### ***Arthur Hackett***

Arthur Hackett has been volunteering at Arthur for a couple of years. He takes students, a couple at a time, out in the hallway to read with them and work on comprehension. He has done a great job of helping students improve their comprehension skills. Arthur is very committed; we can count on him every week to help out with some of the fourth graders. He helps them write down the answers to the questions. Arthur takes his time with the students and keeps the environment calm. They are less frustrated when he helps them. They look eagerly towards his visits. Not only does Arthur help out in the classroom, he helps add up Hy-Vee receipts for our Enrichment Coordinator. Arthur is a great asset to our students and school. He is a joy to have in the classroom and the students enjoy their time with him as well.

## **Cedar River Academy Magnet School at Taylor Elementary School**

### ***Steve Nylin***

Steve Nylin has been in the background supporting the students, teachers, and families at Taylor Elementary for countless years. He first became involved as a parent leading the Parent Teacher Organization for the school. He helped organize the Taylor Community Access Network, which involves various local community organizations in supporting our school families. The yearly "Healthy Family Night" has been an ongoing event thanks to Steve's dedication. Additionally, he leads and supports the organization of the Taylor Neighborhood Association which sponsors our Back to School Celebration, summer programming events, Kindergarten Round Up, and supplies material for students. Steve has been very supportive of our school's transition to become The Cedar River Academy Magnet School by helping our community begin to establish sustainable practices to align with our magnet school theme of sustainability. Steve is a volunteer we can always count to support our events at CRA.

## **Cleveland Elementary School**

### ***Cari Lamb***

Cari Lamb is a wonderful example of what an outstanding volunteer is. Whether it's making slime with a classroom full of 2nd graders or wrapping them up in toilet paper for Halloween, she never disappoints on party day. She is often seen engaging with staff and students and always asking, "What can I do to help you?" She is always willing to bring treats or other supplies for the classroom. She has made countless phone calls to parents, community stores, and others on behalf of the PTA for various events. Her ability to collect donations for Cleveland Carnival, Staff Appreciation, and many other events is out of this world. As current PTA co-president and former PTA president, she brings passion and hard work to Cleveland and always strives for the best. We are so grateful to have her spend her time volunteering at Cleveland.

## **Coolidge Elementary School**

### ***Kim Cousins***

Kim is a volunteer every school would love to have! She has three amazing kids at Coolidge and volunteers in each of their classrooms regularly! She one of the events she runs is our jump rope for heart event, this year alone she helped raise over \$21,000!! She is co-chair for BINGO night, which is always a huge event!! Kim is always on call for anything she can help with! She helps with pictures, hearing and vision testing, all school events, and with class parties, always with a smile on her face! Kim helps Coolidge in more ways than she will ever know! It's so amazing to have a volunteer who is willing to help anyone or any child in the school even if we call that morning! Coolidge is blessed to have Kim as our volunteer and that is why Kim is our Outstanding Building Volunteer!

## **Erskine Elementary School**

### ***Christine Engel***

Christine Engel is a staple Erskine parent volunteer, both on the scene and behind the scene. Being one of the co-chairs for the Winter Party and Field Day have Christine actively involved in creating a culture of excitement for our students and families. Christine also coordinates flyers and other mailings that need to be counted and distributed. Classroom activities, field trips, PTA activities, and building events...you can find Christine doing whatever needs to be done. We appreciate her always willing, always cheerful approach to doing it #theErskineWay!

## **Garfield Elementary School**

### ***Ron DeChristopher***

Ron has been a faithful and reliable volunteer for several years. He reads to and with the kindergarten and first graders at Garfield. Ron is a ray of sunshine and always has a smile on his face! The students enjoy their time with him and look forward to it. He makes each of them feel special and tells them that he is happy to see them each time. Ron is flexible with our schedule and even attends field trips with the classes. He has provided books to students who could not afford them at the book fair. Ron rarely misses a day of volunteering and provides much needed stability & positivity for our students. Garfield would like to thank Ron for his dedication to our students!

## **Grant Elementary School**

### ***Susan Elliott-Bryan***

Susan and Miles, her therapy dog, have been coming to Grant for the past three years. The first graders at Grant look forward to their visit each week. Our first-grade students read stories to Miles every Tuesday and Thursday morning. Susan always makes sure the kids have a good fit book that they can be successful at reading while they are with her. They also each have a paper "bone" with their name on it that represents how many times they have read to Miles. Susan keeps track of this as well. Miles is a wonderful loving therapy dog for the kids. He lays on the floor as one of the students reads to him and the other student gets to pet him. The kids just love him so much! Susan and Miles have been such a wonderful addition to our school.

## **Grant Wood Elementary School**

### ***Dana Stanford***

Dana Stanford has a quiet demeanor but her assistance in her daughter, Melissa's 2nd grade classroom and around Grant Wood makes a LOUD impact! Dana arrives three days a week before the first bell rings to help prepare the classroom for the eager 2nd grade students. Once the day begins, Dana proceeds to work with students one-on-one or in small groups to help with reading. Dana's daughter adds, "My Mom has been like having an additional educator in the classroom. While I'm teaching small group reading other students benefit from having an adult help them with their independent work. In addition, she is so helpful with filing and clerical tasks which helps me focus on students' needs." Dana shares that one of her goals is to get all students proficient with their math facts, so she spends lots of quality time working with individual students to master both addition and subtraction facts each day. This dedication to helping young students began twenty-five years ago when Dana was a Special Education Para educator for the Cedar Rapids Community School District and then after twelve years, she retired, and immediately began volunteering at Grant Wood Elementary where her daughter not only teaches but where her other daughter, Melanie has two of her children attending. Dana added, "I love being in the same building with my two soon to be three grandchildren! It makes my volunteering even more special knowing I'm supporting my grandchildren's school." When asked why she gives so much of her time volunteering at Grant Wood, Dana quickly stated, "Helping kids is so important, they are our future!"

## **Harrison Elementary School**

### ***Shane Dyson***

Shane is one of the first to offer to volunteer for anything we need at Harrison. He knows the students by name, and they enjoy seeing him around the building, and is always willing to help them in any way he can. You can see him every day having lunch with students and going to recess with them. He has even gone out to purchase coats for kids that he has seen didn't have one. When we need something, he is there and willing to lend a helping hand-sometimes on short notice. He has even been known to take out the recycling when it is overflowing. Shane is part of our PTA and helps with our clothes closet for the families, our "PTA cafe" in the teachers' lounge for the teachers and you will always see him helping at the activities PTA puts on for our families at school or off site. He uses his creativity and wood working skills to help build different props for the functions. On Fridays he always brings snacks and drinks for the teachers and the cafeteria ladies. You will always see Shane with a smile on his face and a positive attitude. We are very grateful to have him here at Harrison and we appreciate everything he does.

## **Hiawatha Elementary School**

### ***Janice Anderson***

Jan Anderson has been a tremendous asset to the entire school community at Hiawatha Elementary. She retired from our building a few years ago, and now as a volunteer she continues to convey to the students how important it is to be Ready, Kind and Responsible. Jan works with both small and large groups of students on a weekly basis, and also helps out in the school library. Jan has helped tutor students who are struggling, worked to extend children's learning and also has helped to train teachers and students in the area of technology. She doesn't mind sitting with kids to help them finish up missing work, assist

with testing or help groups of students with whatever they are working on. Jan also enjoys sharing stories with classrooms full of kids. Her passion and commitment to students and their education is obvious to all, and it is also an asset to have a volunteer who is known and loved by the entire school staff. Another thing Jan does is she works closely with New Covenant Church. Jan and her church have helped set up luncheons, provided treats and gifts for staff and also have assisted families in need through the HACAP Food Pantry and other avenues. We here at Hiawatha all LOVE Jan and congratulate her on receiving the Hiawatha Elementary Outstanding Building Volunteer....she truly deserves it!

### **Hoover Elementary School**

#### ***Deb Kriegermeier***

Deb has been a regular volunteer in second grade for six years. She comes in twice a week and helps students with math and reading. At the beginning of the year she makes sure all of the students have supplies to start the year in Mrs. Nelson's classroom.

### **Jackson Elementary School**

#### ***Dale & Carolyn Evans***

Dale and Carolyn Evans are an asset to the Jackson Elementary community. They both started volunteering when their granddaughter started Kindergarten. Carolyn has served on the PTA executive board. Both Dale and Carolyn have worked with various teachers and students. They serve weekly tutoring students, giving them special attention and instruction. They invest in each student they work with, their educational journey, and show the student how valuable they are to our community. Their list of tasks could go on and on, here are some highlights: Organized and Implemented Read-A-Thon Fundraiser • Help with reading and literacy skills Kindergartners, First Graders • Assist in Computer Lab • Math competency and reading skills for Second Graders • Second Grade Assembly line project coordinators • Making Chair pockets for classrooms • Organizing and filling book orders Dale and Carolyn are always ready to lend in a helping hand with screening days, picture days, PTA events, book fairs, gymnastics unit in PE, you name it, they are there. "Our main motivation is to do our part to make sure each child has a good educational foundation, as retirees we cannot think of a better way to give back" (quote from Carolyn) Dale's excitement for math and kind smile are a staple to the Jackson community. Carolyn's laughter, love of reading, and fabulous collection of reading shirts are an asset to the Jackson Community. With well over 300 volunteer hours each year, we are grateful for the vital ways that Dale and Carolyn have been of service to the Jackson Community.

### **Johnson STEAM Academy Magnet School**

#### ***Corrie Block***

The Block's joined JSA as a lottery family and Corrie Block has been an amazing volunteer for the last four years. She has volunteered for Discovery Days, field trips, book fairs, classroom assistance, reading, PTA and Jane Boyd sponsored after school events, Teacher Appreciation events, a PTA member and on the PTA Board for 2 years, fundraising & celebration planning committees, fundraiser organizer, and so much more!! She is always willing to jump in and help out whenever there is a need, even taking time off work to do so. We are truly blessed to have her and her family as part of the JSA Team!

## **Kenwood Leadership Academy Magnet School**

### ***Mackenzie Ward***

Mackenzie is the volunteer mother Kenwood Leadership Academy can call at a drop of a hat. Whether we ask her to volunteer the whole day or an hour, she is always available to help our students. We can call her to run to each classroom to pick up students for the hearing van or teeth cleaning. We can call her to deliver popcorn to the students. She never says no. The 3rd and 4th grade classrooms love her to volunteer to help them with math and reading. Oh, to play games too. The teachers are so thankful for all her classroom commitment! Thank you for everything you do for us at KLA!

## **Madison Elementary School**

### ***Bailey Vifian***

Madison Elementary would like to nominate Bailey Vifian as this year's Outstanding Building Volunteer. She quickly builds positive relationships with students and staff, and her work and presence in the second-grade classroom is exceptional. The students benefit from Bailey's enthusiasm to help them learn no matter what they're doing. Bailey serves Madison students in many ways. She leads small math groups, conferences with students about their writing, and helps engage students in science lessons. On multiple occasions Bailey goes above and beyond by moving around her schedule so she can volunteer at special events, such as class projects, trips, and parties. Other support Bailey provides is helping students build confidence in reading and strengthening social skills while interacting with them during recess. The teachers are extremely thankful for such a kind and gifted person making a difference in our school. Bailey attends Jefferson High School where she is involved in show choir, tennis, bowling, yearbook, and National Honor Society. She is also taking college classes, has a job, and yet still finds time to volunteer! Since September Bailey has dedicated about four to seven hours a week enriching Madison students' educational experiences. We are incredibly lucky to know Bailey and look forward to working with her in the future when she becomes an amazing teacher!

## **Nixon Elementary School**

### ***Matthew Brown***

Nixon Elementary chose Matthew Brown (Pastor Chopper) as our Outstanding Building Volunteer for the 2019-2020 School Year. This is his third-year volunteering at Nixon School. Pastor Chopper is awesome. He meets with students for lunch once a week and provides unconditional compassionate conversation. He is willing to meet with any student we schedule him with because he is accepting of everyone. Pastor Chopper is at Nixon for two hours once a week. He has lunch with students during four different lunches. Pastor Chopper and members of his church have donated playground equipment to Nixon, food for staff during parent/teacher conferences, and holiday gifts to Nixon families. He participates in America Reads and has also recruited members of his church to read at America Reads, help at the Nixon Carnival and read with students. It is a privilege to have Pastor Chopper volunteer at Nixon and we hope he continues to be a member of Nixon's community family for many years to come!

## **Pierce Elementary School**

### ***Patty Kucera***

Patty was a teacher in our district for many years and is now a superstar volunteer in our district! She uses her years of teaching experience to continue to work with students who need additional help to meet grade level goals in reading, math or writing. For example, Patty works with students to strengthen their reading fluency by finding materials to match students' current instructional needs, making the materials, and then using them with students. She also has worked with students that have met goals that need a new challenge or extension. Patty comes several times a week and works with students across multiple grade levels. Teachers state that she is willing to work on anything that students might need, that she comes early to just lend a hand in class, and that she is positive, uplifting, and encouraging. Students are often heard saying, "Is in my turn?!" when she walks into the room. They can't wait to spend time learning with her! She builds strong relationships with students and takes the extra effort to get to know them. Pierce is very thankful that Patty continues to share her time and teaching talents to support our Pierce students.

## **Truman Elementary School**

### ***Alix Klein***

Alix has volunteered for the past two years with our Truman Tiger Glee Show Choir. She assists with choreography, music, and additional modeling for students. The students look forward to working with Alix and are eager to learn new dance moves or lyrics. In addition, Alix spent the entire first semester volunteering daily in third grade assisting students with writing, reading and math skills, and with individual projects. During her daily work she has mentored students and helped a few challenging students build stamina for daily schoolwork through support and one on one encouragement. She is willing to help out with whatever is needed in the classroom as well as other volunteer opportunities within the school. Alix's dedication and commitment are commendable. Her passion for helping students, music, and education shine through in her natural ability to relate and work with children.

## **Van Buren Elementary School**

### ***Chrissy Humrich***

Chrissy Humrich goes above and beyond to make sure the students, staff, and parents are connected at our building. She is our PTA's co-president and helps organize field days, fund raisers, monthly parent events, staff conference suppers and staff appreciation day to name a few. Chrissy is a busy mom and educator who always makes Van Buren a priority. We appreciate her smile and time!

## **Viola Gibson Elementary School**

### ***Erin Batten***

Hardly a day goes by when you do not see Erin at Viola Gibson. She came in daily for the first couple of months of the school year to help kindergartners open their lunch supplies and get accustomed to the lunch process. She is a licensed nurse and teaches a nutrition class to our students. She also uses her nursing skills to staff the first aid tent during our annual field days-how lucky are Viola Gibson students! We could not do some of our more involved gym units such as roller skating and gymnastics without volunteers. Erin is there 2-3 times a week to help instruct and to keep everyone safe. Viola Gibson has been without a yearbook

for the last four years. Erin has taken the lead to bring it back and has organized a 5th grade yearbook club to make decisions and provide input to make their yearbook one to remember for their last year at Gibson. She also helps in the front office when there is a project to be done. Lastly, she fills in whenever needed. Hearing and vision testing, picture day, you name it, she will be there to help if you need her!

### **Wright Elementary School**

#### ***Kim Mundt***

Kim has been a staple in our PTO since she was first involved two years ago. When our PTO president had to take a leave of absence this year, Kim jumped right in and took over immediately. Our small, but mighty, PTO has continually added new events to the calendar with entertaining family nights and new specialty fundraisers. Kim's efforts have been appreciated by all staff who she loves to spoil whether it is a drive to renew sanitation supplies in classrooms or providing delicious meals during conference nights. Kim is a giver and the relationships she has fostered over her two short years at Wright are why Kim is loved by staff and students. Thank you, Kim, for making Wright a special place.

### **Franklin Middle School**

#### ***Gretchen Paricka***

How fortunate Franklin Middle School is to have the Iowa PTA Executive Director make time to be an active parent and volunteer in our school. As a new 6th grade family, Gretchen Paricka jumped right in and shared her time in many behind-the-scenes volunteer positions and was instrumental in bringing our PTA bylaws up to current requirements. This past year, Gretchen stepped up to fill a vacancy for our PTA Secretary, attending monthly meetings and creating the minutes to keep communication open with all our families. When we sought a way to engage more parents, Gretchen took the lead on finding a video call-in format so Franklin PTA meetings could be accessed live by any parent off-campus. Franklin is the only CRCSD middle school currently offering this. Gretchen has also volunteered at each school event to-date: as the welcoming face of PTA and membership recruiter at Back-to-School Night; organizes in our student hygiene and clothing closet; cooking and clean up at the staff conference meals; chaperoning at our All-School Fundraiser Activity Day and the school dances; and she even brought her family to help host a staff celebration for our school ISPP Assessment scores and recognition by the district when no other volunteers were available during the school day.

### **Harding Middle School**

#### ***Kari Bruns***

Kari is one of those volunteers that every school wishes they had. She has put in many hours helping our students, staff, and PTA. She has volunteered in our IMC on a regular basis, counted Box Tops, sorted Hy-Vee receipts and been an active member of our PTA! She has organized parents to provide food for teacher appreciation week and been a parent who supports our student leadership. Kari is always thinking of things we can do to get parents involved and is the go-to when we need things done. Her positive attitude, smile and willingness to help is greatly appreciated by Harding staff, students and families!

**McKinley STEAM Academy Magnet School**  
***Jo Ellen & Steve Funk***

This year, our award for dedicated and enthusiastic volunteering goes not to one individual, but to two: the dynamic duo of Steve and JoEllen Funk. Steve is PTA president and leads the McKinley PTA with commitment and passion. In addition to serving as PTA president the last two years, Steve has volunteered his time at the fall open house, STEAMFest, and landscaping the school grounds. JoEllen Funk has spent countless hours beautifying McKinley's school grounds. When she took over as landscaping chair, she organized a clean-up day. After trimming and cleaning out the overgrown flower beds, she added a splash of color with bright, cheery flowers. These two are incredibly important volunteers and friends to McKinley--congratulations and thank you for both so much for all that you do!

**Roosevelt Creative Corridor Business Academy Magnet School**  
***Vicki Brendes***

Vicki has been volunteering at RCCBA since last fall. Each week, Vicki does an awesome job helping out and providing solid support in our school library. Vicki is often seen shelving books, keeping the library organized and helping to process and prepare new books. Vicki's support has enhanced efficiencies within the library and her efforts have significantly impacted student accessibility. In addition, her dedication has freed up our teacher librarian so that she can take on more building and district leadership opportunities. Vicki is leaving a legacy at Roosevelt by putting students at the center of all she does and through her pay-it-forward mindset. She has had strong family ties to Roosevelt over the years---Her daughter once attended school at Roosevelt and so has two of her grandchildren. A big thank you to Vicki for choosing to give her time and talent to RCCBA! We appreciate her and understand that it is volunteers like Vicki that make our school community a better place for our kids.

**Taft Middle School**  
***Paul Carter***

Paul Carter, a systems engineer at Collins Aerospace, is the volunteer mentor for Taft's Future Scientists and Engineers of American (FSEA) Club, which is part of the PACT program. Every Wednesday afternoon Paul arrives at Taft as school gets out, and enters a room full of bright, eager and energetic 6th grade students to teach them a little bit about engineering, teamwork, and perseverance. In addition to planning the projects, Paul also makes sure the club is funded each year through grants from Collins Aerospace. Paul has been the volunteer mentor for FSEA since his sons, Aaron and Joel Carter, attended Taft in the late 1990s, for over 20 years! He is still going strong this year, adding a few new projects and lots of hands on fun. In addition to his work with the FSEA club, Paul mentors Taft's Future City teams, and has helped many students turn their engineering ideas into reality.

**Wilson Middle School**  
***Arwen Grace Gilbert***

Arwen Grace Gilbert is a busy Junior student at Xavier High School. Arwen has a love of music, with her own classes and rehearsals to attend, yet she still found time to come once and sometimes, twice a week, for several months, to choreograph a song for the Wilson show choir. Arwen volunteered to share her performing experience by

choreographing and teaching dance to members of Wilson's "Star Elite" show choir during the 2019-2020 season. She was so patient and caring with the show choir members, and she brought such a positive energy to the group. Arwen participates in choir and is a member of the "Voice Concert Choir." Arwen has also been involved in show choir for the past 6 years and is a member of Xavier's varsity show choir, "Xhilation."

## **Jefferson High School**

### ***Lisa Lawrence***

Lisa Lawrence has been an invaluable volunteer in support of the students and Jefferson Band Program. Mrs. Lawrence serves as Secretary of the Jefferson Band Parent Association and has served in so many capacities assisting the Jefferson students, directors, and fellow parents. Lisa has volunteered at nearly every home football game, marching competition, and band event over the past three years. She has been the point person for organizing the uniform fittings for the marching band and concert bands, chaperoned trips, and is part of the parent crew assisting the frontline percussion members. A highlight achievement was the research, presentation, and implementation with the directors, parents, and students of the first annual Jefferson Band of Blue March-A-Thon. With this event, the Band of Blue marched four miles through our Jefferson Community, performed at 16 homes approximately 48 selections, and raised over \$14,700 for the Jefferson band program. Beyond the money raised, the event promoted community, teamwork, and great Jefferson Pride. We are honored to recognize Mrs. Lisa Lawrence for her ingenuity, dedication, and inspiring spirit on behalf of the West Side!

## **Kennedy High School**

### ***Troy & Ranae Andersen***

Troy and Ranae Andersen have been members of the Kennedy Band Parents Inc organization for many years. They began with their daughter Nicole ('14), then Nathan ('17) and now Josh ('20). They have always made themselves available to do whatever needed to be done to help the program run smoothly. Mrs. Andersen has been in charge of uniforms, which includes fitting each student, making sure alterations are completed and keeping a running and accurate inventory. For the past few years, she has been one of the KBP Inc treasurers. Most recently however, she stepped into the role of President. This position opened up mid-year and she stepped in without hesitation. This speaks to the type of person she is – she saw the need and took it upon herself to make sure the organization continued to run smoothly and efficiently for all those involved. Mr. Andersen has not only been vital in keeping our sound equipment updated and in working order, but also our lead truck / trailer driver. He very often took it upon himself to take both the truck and trailer to routine and emergency maintenance appointments. They both have given countless hours to the organization.... available anytime they were needed, no matter the task. No words can express the gratitude we have for the time and dedication they have given to the Kennedy band department.

**Metro High School**  
***Sarah Henderson***

Sarah is the k-12 learning specialist at the National Czech Slovak Museum & Library and has been working with the METRO High School STEAM Academy for the past three years. Sarah leverages the museums people and resources to support our programs project-based learning approach. Sarah has spent countless hours working directly with students, managing partners and project contacts, securing grants and funding for projects, and planning and conducting curriculum-based experiences. Sarah coordinates our projects mentors from throughout the Cedar Rapids Community and conducts business style meetings with students to improve their communication skills and build connections. Sarah cares about our buildings culture and unique mission. She builds personal connections with students and helps them see the connections their projects have on our community and students' lives. Sarah is constantly thinking of ways to involve METRO classes and programs in her work. She has worked on projects and events supporting our social studies, speech, robotics, theatre, and government classes. The vision and courage that Sarah brings to our collaboration was realized this past spring and fall as we saw students and community partners design, plan, construct, and finish a replica of the Berlin Wall on the museum campus. Sarah believed in the students, believed in their abilities and skills, and had the courage to stand by that project through its entirety. The project was culminated on the anniversary of the walls fall in Germany this past fall with an event that put students first. Sarah's work has a far-reaching impact on our students, schools and community and we very much appreciate all that she does for METRO High School.

**Washington High School**  
***Andrea Lewerenz-Norris***

Andrea is a key member of WAC and very instrumental in the success we have had this year. She helps with anything and everything! She was very involved with our membership/business sponsorship campaign, she did our sports' programs, has spent many hours in concessions, was co-chair of Hall of Fame celebration, golf outing, and volunteer at our Fall Sports Night and Homecoming Bonfire. I feel that she has been a positive liaison for all of the groups at Wash (PPA/PTA/WAC) and this has helped the communication greatly. She has spent hours and hours and worked so hard to help make things run smoothly and for the best for Wash - we are all very lucky to have her support!



# Cedar Rapids Community School District

*Every Learner: Future Ready*

## *Non-Discrimination Policy*

*It is the policy of the Cedar Rapids Community School District not to discriminate in educational programs on the basis of race, creed, color, gender, sexual orientation, marital status, gender identity, socioeconomic status, national origin, religion, disability, age (except for permitting/prohibiting students to engage in certain activities) or genetic information and in employment opportunities on the basis of age, race, creed, color, gender, sexual orientation, gender identity, national origin, religion, disability or genetic information. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact Justin Blietz, Director of Culture & Climate Secondary Education ([JBlietz@crschools.us](mailto:JBlietz@crschools.us)), and/or Linda Noggle, Executive Director of Talent Management, ([LNoggle@crschools.us](mailto:LNoggle@crschools.us)), Educational Leadership and Support Center, 2500 Edgewood Rd NW, Cedar Rapids, IA, (319) 558-2000.*