

Work Session

Tuesday, April 20, 2010 5:30 PM

Fridley Community Center, 6085 7th Street NE, Fridley, MN 55432

A. Fridley Foundation Update	Presenter: Dr. Peggy Flathmann
B. IB Update	Presenter: Dr. Peggy Flathmann
C. QComp MDE Review	Presenter: Dr. Peggy Flathmann
D. Retiree Recognition on May 19, 2010	Presenter: Dr. Peggy Flathmann
E. Legal Updates	Presenter: Dr. Peggy Flathmann
F. Staffing and Personnel Update	Presenter: Dr. Peggy Flathmann
F.1. Letters of Agreement for Insurance.....	
F.2. Unrequested Leave Proposal	
F.3. Non-renewal of non-tenured teaching staff	
F.4. Shelley Tallman Agreement.....	
G. Enrollment	Presenter: Dr. Peggy Flathmann
G.1. April 1, 2011	
G.2. 22 Year Enrollment Trends.....	
H. Summer Lunch Program	Presenter: Deb Smolinski
I. Second Reading of Policy 596 Academic Honesty	Presenter: Imina Oftedahl
J. Membership in the Minnesota State High School League	Presenter: Imina Oftedahl
K. Vending Machine Contracts	Presenter: Rochel Manders

L.	2010-11 Budget	Presenter: Rochel Manders
L.1.	Budget Assumptions.....	
L.2.	FPM Summary.....	
M.	Facility Analysis	Presenter: Dr. Peggy Flathmann
N.	Award Bids for Roof Projects	Presenter: Rochel Manders
O.	Health Insurance Reform Update From CBIZ	Presenter: Rochel Manders
P.	Commerce Bank Control Pay Advanced	Presenter: Rochel Manders
Q.	Salary Schedules Community Ed for 2010-11, 2011-12 Casual Employee for 2010-11, 2011-12	Presenter: Dr. Peggy Flathmann
R.	Integration Budget for Fiscal Year 2011	Presenter: Dr. Peggy Flathmann
S.	Fridley District Finance Advisory Committee	Presenter: Rochel Manders
T.	School Finances.com Research Series	Presenter: Dr. Peggy Flathmann
U.	Technology Plan	Presenter: Imina Oftedal and Matt Hammer
V.	ALC Online Programming 2010-11	Presenter: Kathy Kraemer and Rob Smith
W.	Adjournment	Presenter: Brad Richter

Mr. Mark Robertson, Head of School
Mr. Jeff Overlie, PYP Coordinator
Hayes Elementary School
615 Mississippi Street NE
Fridley, MN 55432
United States of America

15 April 2010

Dear colleagues,

Congratulations on your authorization to offer the International Baccalaureate Primary Years Programme and welcome to the International Baccalaureate community! We encourage you to continue to stay in contact with IB Americas so that we may be of continued service to you and your school community in the years ahead. You should have recently received a letter outlining the terms of your authorization from the IB director general, Jeffrey Beard. We look forward to the pleasure of returning to your school for the Primary Years Programme evaluation visit in three years.

We would also like to encourage you and your staff to become active members of the IB community by submitting an application to serve as an IB Americas volunteer. As you may know, we frequently call upon members of authorized schools to participate as workshop leaders, site visitors, and school consultants. These services provide assistance in ensuring quality throughout our region through the active participation of school practitioners and also serve to further develop the global community of learners throughout our organization. For more information, please visit the volunteer section of the IB Americas website, which may be accessed at <http://www.ibo.org/iba/volunteers/>.

In addition to welcoming you to the International Baccalaureate community, we wish to share with your school the commendations and recommendations that were made in the site visit team report. Please consider these points as you develop the Primary Years Programme in your school. We also encourage you to use the evaluation self-study documents, which are available on the Online curriculum centre (OCC) for the future development of the Primary Years Programme.

The IB commends:

- The clear and close connections between the school's published statements of mission and philosophy and the beliefs and values of the programme.
- The school for developing a climate of open communication and careful expression of ideas, attitudes and feelings.
- The school for attaching importance to language learning and the through the development of students mother tongue and acquisition of other languages.
- The governing body for explicitly supporting the programme and for allocating sufficient funds for the effective implementation and ongoing development of the programme.

- The school for appointing a programme coordinator with sufficient funding and resources to carry out the responsibilities of the programme.
- The principal and the programme coordinator for having a good understanding of the principles of the programme and demonstrate pedagogical leadership.
- The school for having systems in place to ensure the continuity of the programme, including an induction system for new staff and ongoing staff professional development.
- The school for promoting the role of the library/media centre in the implementation of the programme.
- The school for offering a language in addition to the language of instruction from the age of five.
- The school for developing a coherent articulated programme of inquiry.
- The school for ensuring that planning at the school includes provision for easy access to completed PYP planners.

The IB recommends that:

- The school continue to commit to the principles defined in the IB mission statement.
- The school continue to be committed to developing in students the qualities, attitudes and characteristic described in the IB learner profile.
- The school work towards providing opportunities for students to learn about issues of global significance that will lead to an understanding of human commonalities.
- The school look for community support for non-English speaking parents to increase involvement in the school and their children's learning.
- The coordinator ensure that all teachers have access to and use the OCC to further develop their understanding of the PYP through a review of PYP documents.
- The school continue to provide professional development opportunities for head/principal, programme coordinator, and teaching staff.
- The school develop a curriculum that is sensitive to cultural, gender, linguistic, ethnic, and religious differences.
- The school ensure that the programme of inquiry and corresponding unit planners are the product of sustained collaborative work that includes all teachers.
- Planning at the school addresses assessment issues throughout the planning process.
- Planning at the school be documented on PYP planners that are coherent records of the learning experiences of students in developing their understanding of central ideas.
- Teachers at the school develop a range and balance of teaching strategies to meet the objectives of the programme.
- Teaching and learning at the school addresses the needs of students who have reached different stages in their development and those who have different learning styles.
- Teaching at the school use inquiry across the curriculum and by all teachers.
- Assessment at the school be viewed as being integral with planning, teaching and learning.
- The school continue to provide students with regular opportunities for reflection on their own learning.
- The school continue to develop a system of storage and easy access to student work showing evidence of the process of learning and progress over time.
- The school provide opportunities for student action to be an integral part of the curriculum and/or an extension of the curriculum and these actions be documented on the planners.

Please feel free to contact our office at any time for advice or assistance. We wish you every success.

Sincerely,

A handwritten signature in black ink, appearing to read 'Drew Deustch', written in a cursive style.

Drew Deustch
IB Americas, regional director



March 26, 2010

Via E-Mail Delivery and First-Class Mail

Peggy Flathmann, Superintendent
Kirk Myhra, President of the Exclusive Representative of the Teachers
Fridley School District
6000 West Moore Lake Drive
Fridley, MN 55432

Dear Ms. Flathmann and Mr. Myhra:

Thank you for your work in developing and implementing an alternative compensation program in the Fridley School District.

This letter is notification that the Minnesota Department of Education (MDE) School Improvement Division has finalized the Q Comp Program Review of the Fridley School District for the 2009-10 school year. Attached to this letter are a copy of the Q Comp Rubric, a site report for each visited school, a district summary form (if more than one site was visited) and a document review report form.

The on-site Peer Reviews were facilitated by MDE School Improvement Division staff members. The Peer Review teams were primarily comprised of teachers, administrators or both from Q Comp districts and charter schools, and these teams had the responsibility to use the evidence gathered at each site through the interviews and team observations to place the site on the rubric. The Document Review is the result of both the physical review of submitted documents and any necessary follow-up from the on-site review.

The results of the Q Comp Program Review are meant to serve as a source of formative feedback to districts. We encourage districts to use these results for ongoing program development and improvement.

In addition, the following information is to remind districts of specific Q Comp program requirements:

- The Q Comp Annual report to the Commissioner of Education is due June 30, 2010.
- Annual schoolwide goal updates for each site, based on standardized assessments, must be submitted to MDE prior to October 1, 2010 for approval.

- Q Comp Plan changes must be submitted to MDE for approval prior to making the change. This type of request does not have a due date and may be submitted for consideration at any time during the year. Plan Changes are any change or adjustment made to the original Q Comp plan as outlined in the approval letter from the Commissioner of Education or subsequently approved plan changes.
- Negotiations updates are required by all implementing districts as a means of providing an update on the contract and must be submitted at the end of each negotiations cycle.

For your convenience, forms have been created to assist in these processes and are posted to the MDE Website (<http://education.state.mn.us>) located in the *Implementing Q Comp* section. If you should have any questions regarding the completion or submission of this information, please contact Kristie Anderson at (651) 582-8860 or via e-mail at kristie.anderson@state.mn.us.

Again, thank you for your application and participation in the Q Comp program. MDE looks forward to working with the Fridley School District over the next school year.

Sincerely,



Patricia K. King
Director of School Improvement

Q Comp Program Review Site Report

District Name: Fridley
 Site Name: Hayes Elementary School

The “X” cells indicate the site’s placement on the rubric based on the evidence obtained through interviews and team meeting observation.

Career Ladder Positions	Below Proficient	Proficient	Exemplary (All of Proficient +)
Hiring Process		X	
Job Description		X	
Release Time	X		
Impact		X	
Evaluation	X		
Salary Augmentation	X		
Training		X	
<i>Reason(s) for Below Proficient placement(s):</i>	Release Time: Additional or extended release time is not sufficient for the elementary coach to complete the responsibilities of the position during contract hours. Evaluation: There is not a formal evaluation process for all career ladder positions. Salary Augmentation: There is not a formal evaluation process in place, so the salary augmentation is not impacted by the evaluation.		

Job-embedded Professional Development	Below Proficient	Proficient	Exemplary (All of Proficient +)
Aligned to District		X	
Aligned to SMART Goals		X	
Documentation of Teams		X	
Team Format		X	
Team Meeting Time		X	
Transfer to Classroom			X
Calendar	X		
Learning Tied to Observations		X	
<i>Reason(s) for Below Proficient placement(s):</i>	Calendar: The professional development calendar lacks detail for observation cycles and walk throughs.		

Q Comp Program Review Site Report

Teacher Evaluation/Observation	Below Proficient	Proficient	Exemplary (All of Proficient +)
Aligned to PD Plan		X	
Three Times	X		
Rubric		X	
Participation		X	
Initial Training		X	
Ongoing Training		X	
Teacher Training		X	
Transfer to Classroom	X		
<i>Reason(s) for Below Proficient placement(s):</i>	Three times: One or more teachers had fewer than three formal annual observations with follow-up conferences. Transfer to Classroom: Teachers cannot describe or provide evidence of specific feedback tied to a rubric for three observations.		

Performance Pay	Below Proficient	Proficient	Exemplary (All of Proficient +)
Communication		X	
Schoolwide Gains		X	
Student Measures		X	
Evaluation/Observation		X	
<i>Reason(s) for Below Proficient placement(s):</i>			

Q Comp Program Review Site Report

District Name: Fridley
 Site Name: Fridley Middle School

The “X” cells indicate the site’s placement on the rubric based on the evidence obtained through interviews and team meeting observation.

Career Ladder Positions	Below Proficient	Proficient	Exemplary (All of Proficient +)
Hiring Process		X	
Job Description		X	
Release Time		X	
Impact		X	
Evaluation	X		
Salary Augmentation	X		
Training		X	
<i>Reason(s) for Below Proficient placement(s):</i>	Evaluation: There is not a formal evaluation process for all career ladder positions. Salary Augmentation: There is not a formal evaluation process in place so the salary augmentation is not impacted by the evaluation.		

Job-embedded Professional Development	Below Proficient	Proficient	Exemplary (All of Proficient +)
Aligned to District		X	
Aligned to SMART Goals		X	
Documentation of Teams	X		
Team Format		X	
Team Meeting Time		X	
Transfer to Classroom			X
Calendar		X	
Learning Tied to Observations		X	
<i>Reason(s) for Below Proficient placement(s):</i>	Documentation of Teams: Teachers knowledge was inconsistent regarding the structures, purpose and outcomes of team meetings.		

Q Comp Program Review Site Report

Teacher Evaluation/Observation	Below Proficient	Proficient	Exemplary (All of Proficient +)
Aligned to PD Plan		X	
Three Times	X		
Rubric		X	
Participation		X	
Initial Training		X	
Ongoing Training		X	
Teacher Training		X	
Transfer to Classroom	X		
<i>Reason(s) for Below Proficient placement(s):</i>	Three times: One or more teachers had fewer than three formal annual observations with follow-up conferences. Transfer to Classroom: Teachers cannot describe or provide evidence of specific feedback tied to a rubric for three observations.		

Performance Pay	Below Proficient	Proficient	Exemplary (All of Proficient +)
Communication		X	
Schoolwide Gains		X	
Student Measures		X	
Evaluation/Observation		X	
<i>Reason(s) for Below Proficient placement(s):</i>			

Q Comp Program Review District Summary

District Name: Fridley Public School District

This document provides an overall Program Review summary for the district indicating where each site was placed by the review team on the rubric based on the evidence obtained during the review. Additional details can be found on the individual site report.

Career Ladder Positions	Below Proficient	Proficient	Exemplary (All of Proficient +)
Hiring Process		Fridley Middle School Hayes Elementary School	
Job Description		Fridley Middle School Hayes Elementary School	
Release Time	Hayes Elementary School	Fridley Middle School	
Impact		Fridley Middle School Hayes Elementary School	
Evaluation	Fridley Middle School Hayes Elementary School		
Salary Augmentation	Fridley Middle School Hayes Elementary School		
Training		Fridley Middle School Hayes Elementary School	

Job-embedded Professional Development	Below Proficient	Proficient	Exemplary (All of Proficient +)
Aligned to District		Fridley Middle School Hayes Elementary School	
Aligned to SMART Goals		Fridley Middle School Hayes Elementary School	
Documentation of Teams	Fridley Middle School	Hayes Elementary School	
Team Format		Fridley Middle School Hayes Elementary School	
Team Meeting Time		Fridley Middle School Hayes Elementary School	
Transfer to Classroom			Fridley Middle School Hayes Elementary School
Calendar	Hayes Elementary School	Fridley Middle School	
Learning Tied to Observations		Fridley Middle School Hayes Elementary School	

Q Comp Program Review District Summary

Teacher Evaluation/Observation	Below Proficient	Proficient	Exemplary (All of Proficient +)
Aligned to PD Plan		Fridley Middle School Hayes Elementary School	
Three Times	Fridley Middle School Hayes Elementary School		
Rubric		Fridley Middle School Hayes Elementary School	
Participation		Fridley Middle School Hayes Elementary School	
Initial Training		Fridley Middle School Hayes Elementary School	
Ongoing Training		Fridley Middle School Hayes Elementary School	
Teacher Training		Fridley Middle School Hayes Elementary School	
Transfer to Classroom	Fridley Middle School Hayes Elementary School		

Performance Pay	Below Proficient	Proficient	Exemplary (All of Proficient +)
Communication		Fridley Middle School Hayes Elementary School	
Schoolwide Gains		Fridley Middle School Hayes Elementary School	
Student Measures		Fridley Middle School Hayes Elementary School	
Evaluation/Observation		Fridley Middle School Hayes Elementary School	

Document Review

District: Fridley
Reviewer: Janet Carlson

Documents	Yes / No
<ul style="list-style-type: none"> • An outline of the selection process used for career ladder positions. <ul style="list-style-type: none"> ○ Copies of the interview questions. 	Yes
<ul style="list-style-type: none"> • A copy of each job posting used for the career ladder positions. <ul style="list-style-type: none"> ○ Either the posting or some explanation of how it was advertised. 	Yes
<ul style="list-style-type: none"> • A copy of the evaluation form(s) used for career ladder positions. 	Yes
<ul style="list-style-type: none"> • An updated professional development calendar for each site <ul style="list-style-type: none"> ○ Not just one for the whole district. (Each site calendar will have district PD on it, but specific site events must be included). 	No
<ul style="list-style-type: none"> • The team meeting agendas and minutes for at least two teams per site. <ul style="list-style-type: none"> ○ Check that the agendas match up with the minutes taken. 	Yes
<ul style="list-style-type: none"> • Copies of the materials used to train all staff on the Q Comp plan. 	Yes
<ul style="list-style-type: none"> • Five redacted (names removed) observation/evaluation forms and individual growth plans/professional growth plans. <ul style="list-style-type: none"> ○ Growth plans are only required if used by the district. ○ Check for a final value/result on evaluations. ○ One of the five evaluations should be for a specialist (counselor, social worker, school nurse, etc.). ○ One of the five evaluations should be for a Career Ladder teacher (This should be of the career ladder teacher as a teacher leader in their leadership role). ○ Includes evaluation forms scored at different levels (high, medium, low) if available. 	Yes

Retirement

First Name	Last Name	Assignment	School	Retirement Date
Sandy	Dennis	Cook	High School	10/30/2009
Pat	Genosky	Paraprofessional	Hayes	6/10/2010
Bea	Kampf	Speech Clinician	District	7/1/2010
Lori	Krauss-Rintala	Language Arts Teacher	High School	6/11/2010
Lin	Mathison	Art Teacher	High School	6/18/2010
Adele	Munsterman	Spanish Teacher	High School	6/12/2009
Shelley	Tallman	Special Ed LD Teacher	High School	9/21/2010

Letter of Agreement

Between

Fridley Association of School Administrators and
Fridley School District #14

This letter of agreement is in regards to employee health insurance for the 2010-2011 school year only, and applies to full time employees in Fridley School District #14 who are both employed by the school district and qualify for full medical coverage.

Married employees who qualify for full coverage have the option to change their selected plan from a combined E +1 and single coverage, or from a combined family and single coverage, or from separate single coverage, to family coverage at the same level. In doing so, the husband and wife shall be “held harmless” in their own premium expenses by switching. In other words, the combined husband and wife contributions for family (at the same level) coverage shall not exceed the previous employee premium expenses for separate policies as outlined above, if the plan design choice is the same. (In other words, this applies if one moves from two policies of the same to a single family policy of the same.)

Because multiple options for insurance plans exist, with employees opting for various options, and to ensure employees will not incur additional premium costs, “held harmless shall be defined as follows: the married couples who choose to convert to family coverage at the same level shall have their original (combined) premiums reduced by \$125 per month, or \$1500 annually. Those already on a family plan (who have waived single coverage) shall have their out of pocket premium costs reduced by \$1500 annually.

When each married employee is at the same plan level, and the couple converts to a family plan at that same level, they shall pay the same premium for family coverage that they paid with the two individual plans, minus \$1500 annually.

It is understood that employees may stay with their original plans at their respective rates. The option of switching to one family plan in lieu of separate plans is available to District #14 married couples for the 2010-2011 school year, and in no way is required or expected by the School District or Fridley Association of School Administrators. This agreement shall be for the 2010-2011 year only, and does not set precedence for future contract years.

Fridley Association of School Administrators Representative

Date

Fridley School District #14 Representative

Date

Letter of Agreement

Between
Clerical, Library, Health, and Computer Assistants
(School Service Employees Union, Local 284)
and
Fridley School District #14

This Letter of Agreement is entered into between the Fridley Clerical, Library, Health, and Computer Assistants Unit, School Service Employees Union, SEIU Local 284 (Union) and Fridley School District 14 (School District).

WHEREAS, the School District and the Union have entered into a Master Agreement for the period July 1, 2008 through June 30, 2010, and

WHEREAS, this Letter of Agreement is in regards to employee health insurance for the 2010-2011 school year only, and applies to full time employees in Fridley School District #14 who are both employed by the school district and qualify for full medical coverage.

WHEREAS, married employees who qualify for full coverage have the option to change their selected plan from a combined E +1 and single coverage, or from a combined family and single coverage, or from separate single coverage, to family coverage at the same level. In doing so, the husband and wife shall be "held harmless" in their own premium expenses by switching. In other words, the combined husband and wife contributions for family (at the same level) coverage shall not exceed the previous employee premium expenses for separate policies as outlined above, if the plan design choice is the same. (In other words, this applies if one moves from two policies of the same to a single family policy of the same.)

WHEREAS, because multiple options for insurance plans exist, with employees opting for various options, and to ensure employees will not incur additional premium costs, "held harmless shall be defined as follows: the married couples who choose to convert to family coverage at the same level shall have their original (combined) premiums reduced by \$125 per month, or \$1500 annually. Those already on a family plan (who have waived single coverage) shall have their out of pocket premium costs reduced by \$1500 annually.

WHEREAS, when each married employee is at the same plan level, and the couple converts to a family plan at that same level, they shall pay the same premium for family coverage that they paid with the two individual plans, minus \$1500 annually.

NOW, THEREFORE, IT IS HEREBY AGREED THAT: It is understood that employees may stay with their original plans at their respective rates. The option of switching to one family plan in lieu of separate plans is available to District #14 married couples for the 2010-2011 school year, and in no way is required or expected by the School District or

the Fridley Clerical, Library, Health or Computer Assistants bargaining group. This agreement shall be for the 2010-2011 year only, and does not set precedence for future contract years. All other terms and conditions of employment shall be determined by the Master Agreement between the Union and the School District.

Clerical, Library, Health, and Computer Assistants Representatives
School Service Employees Union (SEIU), Local 284

Keith Niemi, Esq.
President, SEIU Local 284

Date

Union Steward

Date

Fridley School District #14 Representative

School Board Chair

Date

School Board Clerk

Date

Letter of Agreement
Between
Custodians or Custodian Engineers
and
Fridley School District #14

This letter of agreement is in regards to employee health insurance for the 2010-2011 school year only, and applies to full time employees in Fridley School District #14 who are both employed by the school district and qualify for full medical coverage.

Married employees who qualify for full coverage have the option to change their selected plan from a combined E +1 and single coverage, or from a combined family and single coverage, or from separate single coverage, to family coverage at the same level. In doing so, the husband and wife shall be “held harmless” in their own premium expenses by switching. In other words, the combined husband and wife contributions for family (at the same level) coverage shall not exceed the previous employee premium expenses for separate policies as outlined above, if the plan design choice is the same. (In other words, this applies if one moves from two policies of the same to a single family policy of the same.)

Because multiple options for insurance plans exist, with employees opting for various options, and to ensure employees will not incur additional premium costs, “held harmless shall be defined as follows: the married couples who choose to convert to family coverage at the same level shall have their original (combined) premiums reduced by \$125 per month, or \$1500 annually. Those already on a family plan (who have waived single coverage) shall have their out of pocket premium costs reduced by \$1500 annually.

When each married employee is at the same plan level, and the couple converts to a family plan at that same level, they shall pay the same premium for family coverage that they paid with the two individual plans, minus \$1500 annually.

It is understood that employees may stay with their original plans at their respective rates. The option of switching to one family plan in lieu of separate plans is available to District #14 married couples for the 2010-2011 school year, and in no way is required or expected by the School District or Fridley Custodians or Custodian Engineers. This agreement shall be for the 2010-2011 year only, and does not set precedence for future contract years.

Custodians or Custodian Engineers Representative

Date

Fridley School District #14 Representative

Date

Letter of Agreement

Between
Food Service Employees
(School Service Employees Union, Local 284)
and
Fridley School District #14

This Letter of Agreement is entered into between the Food Service Employees, School Service Employees Union, SEIU Local 284 (Union) and Fridley School District 14 (School District).

WHEREAS, the School District and the Union have entered into a Master Agreement for the period July 1, 2008 through June 30, 2010, and

WHEREAS, this Letter of Agreement is in regards to employee health insurance for the 2010-2011 school year only, and applies to full time employees in Fridley School District #14 who are both employed by the school district and qualify for full medical coverage.

WHEREAS, married employees who qualify for full coverage have the option to change their selected plan from a combined E +1 and single coverage, or from a combined family and single coverage, or from separate single coverage, to family coverage at the same level. In doing so, the husband and wife shall be "held harmless" in their own premium expenses by switching. In other words, the combined husband and wife contributions for family (at the same level) coverage shall not exceed the previous employee premium expenses for separate policies as outlined above, if the plan design choice is the same. (In other words, this applies if one moves from two policies of the same to a single family policy of the same.)

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NOW, THEREFORE, IT IS HEREBY AGREED THAT: It is understood that employees may stay with their original plans at their respective rates. The option of switching to one family plan in lieu of separate plans is available to District #14 married couples for the 2010-2011 school year, and in no way is required or expected by the School District or

the Fridley Food Service Employees bargaining group. This agreement shall be for the 2010-2011 year only, and does not set precedence for future contract years. All other terms and conditions of employment shall be determined by the Master Agreement between the Union and the School District.

Food Service Employees Representative
School Service Employees Union (SEIU), Local 284

Keith Niemi, Esq.
President, SEIU Local 284

Date

Union Steward

Date

Fridley School District #14 Representative

School Board Chair

Date

School Board Clerk

Date

Letter of Agreement

Between
Paraprofessionals
(School Service Employees Union, Local 284)
and
Fridley School District #14

This Letter of Agreement is in regards to employee health insurance for the 2010-2011 school year only, and applies to full time employees in Fridley School District #14 who are both employed by the school district and qualify for full medical coverage.

WHEREAS, the School District and the Union have entered into a Master Agreement for the period July 1, 2008 through June 30, 2010, and

WHEREAS, married employees who qualify for full coverage have the option to change their selected plan from a combined E +1 and single coverage, or from a combined family and single coverage, or from separate single coverage, to family coverage at the same level. In doing so, the husband and wife shall be "held harmless" in their own premium expenses by switching. In other words, the combined husband and wife contributions for family (at the same level) coverage shall not exceed the previous employee premium expenses for separate policies as outlined above, if the plan design choice is the same. (In other words, this applies if one moves from two policies of the same to a single family policy of the same.)

WHEREAS, because multiple options for insurance plans exist, with employees opting for various options, and to ensure employees will not incur additional premium costs, "held harmless shall be defined as follows: the married couples who choose to convert to family coverage at the same level shall have their original (combined) premiums reduced by \$125 per month, or \$1500 annually. Those already on a family plan (who have waived single coverage) shall have their out of pocket premium costs reduced by \$1500 annually.

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NOW, THEREFORE, IT IS HEREBY AGREED THAT: It is understood that employees may stay with their original plans at their respective rates. The option of switching to one family plan in lieu of separate plans is available to District #14 married couples for the 2010-2011 school year, and in no way is required or expected by the School District or Fridley Paraprofessionals. This agreement shall be for the 2010-2011 year only, and does not set precedence for future contract years. All other terms and conditions of employment shall be determined by the Master Agreement between the Union and the School District.

Paraprofessionals Representative
School Service employees Union (SEIU), Local 284

Keith Niemi, Esq.
President, SEIU Local 284

Date

Union Steward

Date

Fridley School District #14 Representative

School Board Chair

Date

School Board Clerk

Date

Letter of Agreement

Between

Fridley Education Association and
Fridley School District #14

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Married employees who qualify for full coverage have the option to change their selected plan from a combined E +1 and single coverage, or from a combined family and single coverage, or from separate single coverage, to family coverage at the same level. In doing so, the husband and wife shall be “held harmless” in their own premium expenses by switching. In other words, the combined husband and wife contributions for family (at the same level) coverage shall not exceed the previous employee premium expenses for separate policies as outlined above, if the plan design choice is the same. (In other words, this applies if one moves from two policies of the same to a single family policy of the same.)

Because multiple options for insurance plans exist, with employees opting for various options, and to ensure employees will not incur additional premium costs, “held harmless shall be defined as follows: the married couples who choose to convert to family coverage at the same level shall have their original (combined) premiums reduced by \$125 per month, or \$1500 annually. Those already on a family plan (who have waived single coverage) shall have their out of pocket premium costs reduced by \$1500 annually.

When each married employee is at the same plan level, and the couple converts to a family plan at that same level, they shall pay the same premium for family coverage that they paid with the two individual plans, minus \$1500 annually.

It is understood that employees may stay with their original plans at their respective rates. The option of switching to one family plan in lieu of separate plans is available to District #14 married couples for the 2010-2011 school year, and in no way is required or expected by the School District or Fridley Education Association. This agreement shall be for the 2010-2011 year only, and does not set precedence for future contract years.

Fridley Education Association Representative

Date

Fridley School District #14 Representative

Date

INDIVIDUAL AGREEMENT

This Agreement is entered into between Independent School District Number 14, Fridley, Minnesota, (hereinafter the "School District") and **Shelley Tallman** hereinafter "licensed teacher"), and the parties agree as follows:

1. **Parties.** The School District and this employee are negotiating this individual agreement outside the collective bargaining agreement. The School District and the employee are parties also to the regular collective bargaining agreement, in addition to the following agreement.
2. **Purpose.** The licensed teacher is retiring on September 21, 2010, and the School District is interested in accommodating this by having her work 15 days in the 2010-11 school year.
3. **Teacher retiring by September 21, 2010.** For this licensed teacher, who will retire from Fridley Schools no later than September 21, 2010, the School District create a work schedule for her to complete 15 work days prior to retirement date.
 - A. The licensed teacher shall work the equivalent of 15 full days beyond the contracted days for 2010-11. These days and corresponding duties shall be determined by the School District with input from the licensed teacher. The 15 days shall be compensated at the normal daily rate for 2010-11 per the collective bargaining agreement, and payment by the School District to the licensed teacher shall be according to the normal teacher payment schedule for 2010-11. The assigned days are as follows:
 - i. August 13, 16, 2010
 - ii. August 17, 18, 2010 HS Registration
 - iii. August, 19, 20, 2010
 - iv. August, 23, 24, 25, 2010
 - v. August 26, 27, 2010 New Teacher Workshop
 - vi. August 30,31 and September 1,2, 2010 Teacher Workshop
4. **Retirement Benefits.** The licensed teacher who determines to retire from the School District pursuant to the terms of this Agreement shall be eligible upon retirement for such retirement benefits she qualifies, if any, that are provided by the terms of the collective bargaining agreement between the parties.
5. **Limitation.** The provisions of this Agreement, and the benefits provided herein, are available only under the terms described above, and if the licensed teacher is retired from Fridley School District #14 no later than September 21, 2010.
6. **Effect.** This Agreement does not constitute a reopening of negotiations, nor does it reflect a precedent or past practice. It shall apply only to this individual licensed teacher, and in no way applies to any other. The Agreement shall "sunset" on (insert date).

INDEPENDENT SCHOOL DISTRICT NO. 14

Dated: _____, 2010

By _____
Its Superintendent

Dated: _____, 2010

By _____
Licensed Teacher

Dated: _____, 2010

By _____
Fridley Education Association President

**FRIDLEY SCHOOL DISTRICT
2009-10 GRADE LEVEL BY ENROLLMENT**

SCHOOL/ GRADE	First Friday	OCT 1 2009	NOV 1 2009	DEC 1 2009	JAN 1 2010	FEB 1 2010	MAR 1 2010	APR 1 2010	MAY 1 2010	JUN 1 2010	JUN 10 2010	* Adopted ADM 09/10	* Revised ADM 09/10	Projected / Apr 1 + or -	AVERAGE
HAYES - Reg Ed K	117	110	113	113	114	114	113	113							113
HK		5	5	4	2	4	4	4							4
K-AM		0	0	0	0	0	0	0							0
TOTAL HAYES K	117	115	118	117	116	118	117	117	0	0	0	100	100	17	117
1	94	91	89	88	87	85	86	86				94	94	-8	87
2	109	107	107	108	108	106	107	108				111	111	-3	107
3	98	98	98	95	95	95	94	95				101	101	-6	96
4	81	80	79	79	78	79	78	79				76	76	3	79
TOTAL HAYES K-4	499	491	491	487	484	483	482	485	0	0	0	482	482	3	486
RLS - Reg Ed K	131	117	115	115	115	113	116	116							115
HK		8	9	9	9	8	11	11							9
K-AM		1	1	1	1	1	1	1							1
TOTAL RLS K	131	126	125	125	125	122	128	128	0	0	0	105	105	23	126
1	107	105	105	103	102	106	106	106				112	112	-6	105
2	101	98	98	102	99	101	100	97				106	106	-9	99
3	99	97	97	97	95	98	99	100				99	99	1	98
4	91	87	88	88	86	89	88	87				88	88	-1	88
TOTAL RLS K-4	529	513	513	515	507	516	521	518	0	0	0	510	510	8	515
TOT K	248	241	243	242	241	240	245	245	0	0	0	205	205	40	242
TOT 1	201	196	194	191	189	191	192	192	0	0	0	206	206	-14	192
TOT 2	210	205	205	210	207	207	207	205	0	0	0	217	217	-12	207
TOT 3	197	195	195	192	190	193	193	195	0	0	0	200	200	-5	193
TOT 4	172	167	167	167	164	168	166	166	0	0	0	164	164	2	166
TOTAL K-4	1028	1004	1004	1002	991	999	1003	1003	0	0	0	992	992	11	1001
5	194	195	195	193	193	194	193	188				193	193	-5	193
6	186	189	187	187	187	188	193	192				191	191	1	189
7	213	215	208	208	204	204	203	203				190	190	13	206
8	220	220	209	206	198	201	203	203				212	212	-9	206
TOTAL 5-8	813	819	799	794	782	787	792	786	0	0	0	786	786	0	794
9	222	222	219	215	215	215	212	208				205	205	3	215
10	257	255	246	242	240	240	238	234				245	245	-11	242
11	230	229	231	230	224	224	224	218				232	232	-14	226
12	233	229	232	224	212	209	206	203				213	213	-10	216
TOTAL 9-12	942	935	928	911	891	888	880	863	0	0	0	895	895	-32	899
TOTAL K-12	2783	2758	2731	2707	2664	2674	2675	2652	0	0	0	2673	2673	-21	2694
MS ALC - Gr 7		6	4	4	7	7	7	7				15	8	13	6
MS ALC - Gr 8		18	10	10	17	16	16	14							14
HS ALC - Gr 9		3	4	6	4	5	7	15							6
HS ALC - Gr 10		7	6	16	15	16	22	30				100	70	99	16
HS ALC - Gr 11		31	35	50	52	52	56	78							51
HS ALC - Gr 12		47	51	53	48	54	59	46							51
TOT ALC	0	112	110	139	143	150	167	190	0	0	0	115	78	112	144
TRANS		14	14	13	13	13	13	13				0	15	-2	13
ECSE (Pre-School)												20	18		
Tuition												0	20		
Targeted Services												0	4		
GRAND TOTAL	2783	2884	2855	2859	2820	2837	2855	2855	0	0	0	2808	2808	47	2852

ADM														
		NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUN 10	Projections	Projections	Projections +/-	AVERAGE
K		243	242	241	240	245	245	0	0	0	205	205	40	208
1-3		594	593	586	591	592	592	0	0	0	623	623	-31	507
4-6		549	547	544	550	552	546	0	0	0	548	548	-2	470
7-12		1345	1325	1293	1293	1286	1269	0	0	0	1297	1297	-28	1116
TOTAL		2731	2707	2664	2674	2675	2652	0	0	0	2673	2673	-21	2300

PER PUPIL UNIT/WADM														
		NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUN 10	Projections	Projections	Projections +/-	AVERAGE
K		135.35	134.79	134.24	133.68	136.47	136.47	0.00	0.00	0.00	114.19	114.19	22.28	116
1-3 PPU		662.31	661.20	653.39	658.97	660.08	660.08	0.00	0.00	0.00	694.65	694.65	-34.565	565
4-6 PPU		581.94	579.82	576.64	583.00	585.12	578.76	0.00	0.00	0.00	580.88	580.88	-2.12	498
7-12 PPU		1748.50	1722.50	1680.90	1680.90	1671.80	1649.70	0.00	0.00	0.00	1686.10	1686.10	-36.4	1451
TOTAL		3128.10	3098.31	3045.17	3056.55	3053.47	3025.01	0.00	0.00	0.00	3075.81	3075.81	-50.805	2630
+/-														

ADM/WADM pulled from MARSS Local Reports												
		10/14/2009	11/18/2009	12/16/2009	2/11/2010 (interim submission)	3/31/2010 (interim submission)						AVERAGE
EC - 1.250		13.60	14.36	14.06	14.94	16.91						14.77
HK - 1.000		1.88	1.88	1.50	0.09	0.42						1.15
KG - 0.612		228.73	228.00	230.27	229.96	229.75						229.34
1-3 - 1.115		595.24	597.39	593.75	591.88	594.89						594.63
4-6 - 1.060		548.37	547.41	545.32	546.97	546.21						546.86
7-8 - 1.300		420.50	410.12	405.67	404.98	407.27						409.71
9-12 - 1.300		925.20	912.71	902.98	894.46	889.81						905.03
TOTAL ADM		2733.52	2711.87	2693.55	2683.28	2685.26	0.00	0.00	0.00	0.00		2701.50
TOTAL WADM		3153.24	3125.39	3101.32	3088.51	3090.65						3111.82

LEP pulled from MARSS Statewide Reports												
		10/14/2009	11/18/2009	12/29/2009	NOT AVAILABLE UNTIL AFTER APRIL SUBMISSION						AVERAGE	
Not Served		15	3	3								7.00
Served		367	388	393								382.67
Eligible for Funding		279	291	296								288.67
Not Eligible for Funding		88	97	97								94.00

FRIDLEY INDEPENDENT SCHOOL DISTRICT 14
SCHOOL ENROLLMENT REPORT
 April 1, 2010

	Hayes Elementary				Stevenson Elementary				Middle School	High School	Combined Totals				Res Out **	Non Res In ***	Tuition Out ****	Tuition In *****		
	Total	No. Sect.	Avg. Class	DI*	Total	No. Sect.	Avg. Class	DI*	Total	DI*	Total	DI*	Total	No. Sect.	Avg. Class	DI*				
All Day K	113	5	23.4	3	116	5	25.6	-1					229	10	22.9	2	10	56		
K-AM	0			0	1			0					1			0				
HK	4			-1	11			3					15			2		4		
1	86	4	21.5	-5	106	5	21.2	1					192	9	21.3	-4	5	31	3	
2	108	4	27.0	1	97	4	24.3	-1					205	8	25.6	0	9	47	2	
3	95	4	23.8	-3	100	4	25.0	3					195	8	24.4	0	27	44	1	
4	79	3	26.3	-1	87	3	29.0	0					166	6	27.7	-1	24	41	2	
	485	20	24.3	-6	518	21	24.7	5					1003	41	24.5	-1	75	223	8	0
5									Middle School				188			-7	14	44		
6													192			3	17	55		
7													203			-12	12	62	1	
8													203			-17	17	56		
5-8 (School 652 - ALC Full time Equivalent - FTE)													21			-3		9		
									M.S. Total				807			-36	60	226	1	0
12+ (School 551 - Sp Ed Transition Class)										High School			13			-1		4		
9-12 (School 552 - ALC Full time Equivalent -FTE)													169			81		64		
9													208			-14	14	71	2	
10													234			-21	21	89	1	
11													218			-11	16	71	4	
12													203			-26	19	60	5	
													H.S. Total			8	70	359	12	1
													District Total			-29 *	205	808	21	1

* DI = Difference as compared to October 1, 2009 enrollment report of 2884 students
 ** RESIDENT STUDENTS ATTENDING ELSEWHERE - UNIFORM FUNDING METHOD (INCLUDING OPEN ENROLLMENT)
 *** NONRESIDENT STUDENTS ATTENDING DISTRICT - UNIFORM FUNDING METHOD (INCLUDING OPEN ENROLLMENT)
 **** RESIDENT STUDENTS ATTENDING ELSEWHERE - TUITION AGREEMENT ONLY
 ***** NONRESIDENT STUDENTS ATTENDING DISTRICT - TUITION AGREEMENT ONLY

Preferred Ranges
K - Range 20-24
Grades 1-2 Range 21-25
Grades 3-4 Range 24-28
Grades 5-8 Range 30-34
Grades 9-12 Range 31-35

April 1, 2010 ENROLLMENT: IN AND OUT *					
	Resident District	Students In	Students Out	Net Gain/Loss	Ratio
1	Minneapolis	71	20	51	3.6
11	Anoka-Hennepin	176	17	159	10.4
12	Centennial	5	6	-1	0.8
13	Columbia Heights	258	54	204	4.8
15	St. Francis	2	0	2	
16	Spring Lake Park	116	32	84	3.6
110	Waconia	1	0	1	
112	Chaska	0	1	-1	
194	Lakeville	1	0	1	
199	Inver Grove Heights	1	0	1	
271	Bloomington	1	1	0	1.0
279	Osseo	91	10	81	9.1
280	Richfield	1	0	1	
281	Robbinsdale	6	0	6	
282	St. Anthony	2	5	-3	0.4
286	Brooklyn Center	38	4	34	9.5
294	Houston	0	5	-5	
621	Mounds View	27	39	-12	0.7
623	Roseville	2	0	2	
624	White Bear Lake	1	1	0	1.0
625	St. Paul	4	3	1	1.3
720	Shakopee	1	0	1	
728	Elk River	8	1	7	8.0
833	South Wash Cty	2	0	2	
	Buffalo-Hanover-				
877	Montrose	0	1	-1	
911	Cambridge-Isanti	2	1	1	2.0
	NE Metro				
916	Intermediate	0	2	-2	
	MN Transitions				
4017	Charter	0	1	-1	
	Urban Academy				
4088	Charter	0	1	-1	
	Global Academy				
4186	Charter	0	1	-1	
	Totals:	817	206	611	4.0
* NOTE: Counts include Early Childhood Special Ed through 12th grade					

SUMMARY OF 2009/2010 ENROLLMENT: IN AND OUT *					
Date	Students In	Students Out	Net Gain/Loss	Ratio	
10/1/2009	795	162	633	4.9	
11/1/2009	819	162	657	5.1	
12/1/2009	827	198	629	4.2	
1/1/2010	822	194	628	4.2	
2/1/2010	821	200	621	4.1	
3/1/2010	828	205	623	4.0	
4/1/2010	817	206	611	4.0	
Average:	818	190	629	4.3	
* NOTE: Counts include Early Childhood Special Ed through 12th grade					

ELL Students
2008/09 and 2009/10 school years

Bldg	2008/09										2009/10								
	FIRST FRIDAY	OCT 1	NOV 1	DEC 1	JAN 1	FEB 1	MAR 1	APR 1	MAY	JUN 1	OCT 1	NOV 1	DEC 1	JAN 1	FEB 1	MAR 1	APR 1	MAY 1	JUN 1
Hayes	55	53	73	70	71	72	73	71	71	71	84	86	83	85	82	78	81		
RLS	87	119	117	116	110	110	110	113	112	110	116	119	119	123	127	126	125		
FMS	98	94	90	88	94	97	98	97	97	95	106	105	103	100	99	97	96		
FHS	63	58	61	59	53	52	52	48	46	46	69	60	59	58	59	64	64		
FLIP (MS & HS)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Totals	303	324	341	333	328	331	333	329	326	322	375	370	364	366	367	365	366		
NOTE: Numbers are pulled from enrollment count data used for the Board Reports																			

District: 14

Name: FRIDLEY

Year	American Indian	Asian Pacific Islander	Hispanic	African American	White	Non-White	Total	% Non-White
88-89	10	82	29	36	2,395	157	2,552	6.2%
89-90	27	77	41	43	2,370	188	2,558	7.3%
90-91	32	85	35	59	2,353	211	2,564	8.2%
91-92	33	77	38	55	2,359	203	2,562	7.9%
92-93	27	70	29	58	2,410	184	2,594	7.1%
93-94	38	62	30	56	2,425	186	2,611	7.1%
94-95	62	64	27	65	2,391	218	2,609	8.4%
95-96	63	79	36	96	2,333	274	2,607	10.5%
96-97	68	78	44	112	2,395	302	2,697	11.2%
97-98	62	89	47	110	2,363	308	2,671	11.5%
98-99	48	84	46	127	2,301	305	2,606	11.7%
99-00	44	92	50	148	2,242	334	2,576	13.0%
00-01	58	109	57	178	2,140	402	2,542	15.8%
01-02	62	134	55	226	2,040	477	2,517	19.0%
02-03	74	182	79	321	1,912	656	2,568	25.5%
03-04	69	191	78	345	1,874	683	2,557	26.7%
04-05	59	184	111	374	1,770	728	2,498	29.1%
05-06	54	189	145	407	1,710	795	2,505	31.7%
06-07	54	199	194	503	1,700	950	2,650	35.8%
07-08	59	213	245	542	1,634	1,059	2,693	39.3%
08-09	71	202	237	577	1,606	1,087	2,693	40.4%
09-10	68	199	261	669	1,614	1,197	2,811	42.6%

Year	Free Lunch	Reduced Lunch	Free & Reduced Lunch	% Free & Reduced Lunch	Limited English Proficiency	% Limited English Proficiency	Special Education	% Special Education
97-98	428	197	625	23.4%	50	1.9%	301	11.3%
98-99	480	192	672	25.8%	61	2.3%	289	11.1%
99-00	480	194	674	26.2%	59	2.3%	274	10.6%
00-01	504	221	725	28.5%	80	3.1%	274	10.8%
01-02	527	225	752	29.9%	107	4.3%	264	10.5%
02-03	661	239	900	35.0%	132	5.1%	263	10.2%
03-04	676	226	902	35.3%	161	6.3%	304	11.9%
04-05	777	231	1,008	40.4%	246	9.8%	281	11.2%
05-06	824	271	1,095	43.7%	208	8.3%	311	12.4%
06-07	941	265	1,206	45.5%	239	9.0%	343	12.9%
07-08	975	277	1,252	46.5%	381	14.1%	345	12.8%
08-09	1,064	308	1,372	50.9%	346	12.8%	370	13.7%
09-10	1,242	261	1,503	53.5%	375	13.3%	393	14.0%



Fridley Public Schools

A World-Class Community of Learners

Fridley School District
6000 West Moore Lake Drive
Fridley, Minnesota 55432
Phone: 763-502-5022
Fax: 763-502-5050
debbie.smolinski@fridley.k12.mn.us

Debbie Smolinski
Food Service Director

Summer Food Service Program 2010

SFSP:

- Program administered by the MDE, Food and Nutrition Service and funded by the USDA
- Funding - \$3.25 per participant reimbursement for lunch service
- Participants - children 18 years of age or younger
(Do NOT need to be in any scheduled activity or program to eat lunch)
- Total budgeted participants 9,000
- Meal Pattern Requirements - Slightly less restrictive than the National School Lunch program. Each meal will be supplied as a unit
(cold bag lunch) There will not be any choices made by students
- Grant (Second Harvest Heartland)
Possible grant of up to \$2,000 per serving site
- Ship Grant – funding lunch bags (\$514.80)
- Ship Grant – funding menu planning meeting with cooks

Dates of Service:

- June 15- July 15th
- 18 serving days (closed Monday July 5th)

Locations Serving “Open Sites”:

- Fridley High School 11:00-11:30
- Hayes Elementary 10:45 – 11:05 Summer School, 11:15 – 12:15 walk-in
- Fridley Community Center (“Restricted Open Site”)
Only serving the programs within the building. No walk-in lunch service.



596 Academic Honesty

I. Background

Academic Honesty promotes personal integrity and good practice in teaching, learning, and assessment. Academic honesty shall be expected of all students, and teachers should be role models of this trait. Academic honesty is supported by several of the IB Learner Profile traits, which encourages students to be:

- A. Communicators: Expressing ideas and information confidently
- B. Principled: Acting with integrity and honesty, taking responsibility for their own actions
- C. Caring: Having respect for the needs and feelings of others
- D. Knowledgeable: Acquiring knowledge and developing understanding

Guidance for this policy and definitions of terms come from International Baccalaureate Organization.

II. General Statement of Policy

The school district places a high value on academic honesty. The school district shall establish procedures to communicate expectations of academic honesty and prevention of malpractice, including plagiarism, cheating, and collusion. The school district shall establish consequences for academic malpractice, including reporting instances to the International Baccalaureate organization when appropriate.

III. Definitions

- A. **Academic Honesty** is a set of values and skills that promote personal integrity and good practice in teaching, learning, and assessment. This is further defined as respect for the intellectual property of others and submission of only authentic pieces of work with the ideas of others fully acknowledged.
- B. **Malpractice** is behavior that results in a student gaining an unfair advantage over others. Malpractice includes plagiarism, collusion, duplication of work for multiple assessments, fabrication of data, accessing unauthorized material during an examination, or any other behavior that results in an unfair advantage or affects the score of another student.

- C. **Intellectual Property** includes different forms of property rights, such as patents, registered designs, trademarks, moral rights, and copyright. Forms of intellectual and creative expression must be respected and are protected by law.
- D. **Plagiarism** is the representation of the ideas or work of another person as the student's own, including copying text or works of art without proper acknowledgement.
- E. **Collusion** is defined as supporting malpractice by another student, including allowing one's work to be copied or submitted by another.

IV. **Role of School District**

It is the responsibility of the school district to ensure that students understand academic honesty, receive guidance on academic writing and research, and know the consequences of malpractice. The school district shall also fully support the IB in the prevention, detection, and investigation of malpractice in the Diploma Programme.

V. **Role of Teachers**

A. **Prevention**

Teachers shall provide candidates with a convention for acknowledging all sources with an organized and consistent approach across subjects. Teachers shall provide guidance to students on proper ways to express the work and ideas of others and warn students of the consequences of academic dishonesty.

B. **Detection and Reporting**

1. It is the responsibility of the teacher to confirm that, to the best of his or her knowledge, all work accepted is the authentic work of each student. Teachers are encouraged to make use of online services that prevent plagiarism.
2. Diploma Programme teachers shall follow the guidelines of the IB when authenticating the work of candidates and report suspicions of malpractice to the coordinator.

C. **Support of Policy**

1. Teachers shall support and act on the school policy. Teachers shall model good academic practice by practicing appropriate citation of sources in lectures and class presentations.
2. In addition, improper conduct by staff during IB examinations (internal or external) shall be brought to the attention of the IB.

VI. **Role of Students**

- A. The student is responsible for ensuring that all work submitted is authentic, with the work and ideas of others fully and correctly acknowledged.
- B. Diploma Programme candidates are required to provide their signature on all work submitted to the International Baccalaureate for assessment to confirm that the work is authentic.

VII. Communication of Policy

- A. This policy shall be available to students, parents, and staff on a school district maintained website.
- B. The policy shall be distributed to International Baccalaureate candidates before beginning the Diploma Programme and followed by reminders throughout the programme.

VIII. Consequences of Malpractice

- A. Consequences for academic dishonesty are addressed in each school's discipline policy and shall be handled accordingly.
- B. Instances of malpractice for Diploma Programme candidates shall be reported to and investigated by International Baccalaureate with cooperation by school administration, the IB coordinator, and the teacher(s) and student(s) involved.

SCHOOL BOARD ACTION

Adopted as Policy _____

The Minnesota State High School League provides educational opportunities for students through interscholastic athletic and fine arts programs and provides leadership and support for member schools.



Member of the National Federation of State High School Associations

April 2010

Dear Superintendent:

Minnesota Statutes 1993, Section 128C.01, requires individual school boards each year to authorize membership in the Minnesota State High School League. The Resolution for Membership affirms (1) that the board of education for your school delegates the control, supervision and regulation of League-sponsored athletic and fine arts activities to the Minnesota State High School League; (2) that your school board adopts the Constitution, Bylaws and Rules and Regulations of the League; and, (3) that the administration for and the responsibility for supervising the activities are assigned to your official school representative. I am enclosing the resolution form which provides for the appropriate school board action. The resolution form is provided in duplicate.

Please return one copy to the Minnesota State High School League and retain one copy for the school files. The deadline for returning the resolution form is September 1, 2010. If the form is not received by the above date, a \$250 late fee will be assessed. No school is eligible to compete in post-season tournaments unless the Resolution for Membership is on file in the League office.

Formal approval by the governing board of your school district or school must be made prior to August 1, 2010, to enable the League office to certify your continuation or new membership in the League. If your Designated School Board Representative has changed from the fall, please make that change in the MSHSL website database.

A billing for services, rule books and other supplies will be mailed to schools in mid-August as has been the accepted procedure in the past. This billing, which includes a \$100 service fee, will be based on the information your school submits to the League office regarding the activities you will sponsor during the 2010-2011 school year.

Please be reminded of the following:

1. September 1 is the due date for return of the resolution form. If you do not submit the resolution, your students ARE NOT covered by the catastrophic insurance plan, your school district must assume that responsibility, and your students will not be allowed to participate in League-sponsored events.
2. The resolution form must be completed in full, including signatures of the superintendent and clerk/secretary of the board of education.

I am sure that membership in the Minnesota State High School League will provide your students with rewarding benefits as they participate in the interscholastic activities sponsored by your school.

I would suggest that you place this resolution on your agenda as soon as possible and certainly not later than a June or July board meeting in order to avoid last-minute efforts late in the summer which may create problems for your board and administrative staff to meet the September 1, 2010 deadline.

Sincerely,

David V. Stead
Executive Director

DVS/lmj
Enclosures

Fast Drinks Plus
Owner: Paul Toenyan
21469 Killdeer St. NW
Oak Grove, Mn. 55011
612-978-7193

Vending Machine Agreement

This agreement is entered into by and between Paul Toenyan, DBA, Fast Drinks Plus, 21469 Killdeer St. NW Oak Grove, Mn. and Fridley High School, Fridley, Mn.

Proprietor hereby grants to Operator the exclusive right and privilege to operate and maintain vending machines on the premises of Proprietor located at Fridley High School and it is expressly understood and agreed sales of snacks on the aforementioned premises. Proprietor shall not cause or permit the sale of such items with the operation of vending by any other person, firm, or corporation including Proprietor.

Operator shall pay to the Proprietor for the exclusive right to sell assorted snacks on the described premises ten (10) percent of the Adjusted Gross Sales from sales through the machines.

This agreement shall commence from July 1, 2009 to July 1, 2010 and this commencement date shall be renewed automatically and continue for five (5) successive periods unless notice of termination is given to Operator in writing at least sixty (60) days in advance.

Executed at Fridley, Minnesota on the day and year beneath the signature of each party.

Dated: 4-6-10

PROPRIETOR

By: Kerbel Mander

Dated: 4/7/10

OPERATOR

Paul Toenyan



9633 85th Avenue North, Maple Grove, MN 55369
Phone: 763-425-3690
Fax: 763-425-3813
www.royalvending.com

Royal Vending Service Promise

Page ____ of ____

Customer Name and Delivery Address

Name Fridley Middle School

In Care of _____

Street 6100 W Moore Lake Drive

City Fridley State Minn Zip 55432

Del Instr. 1 _____

Machines to be installed:

Machine Type	Location	Price	Notes
1 AP 11.3	main Entry	254 - 1.25	10% Comm.
2			
3 LCM 2 Snack	Staff lounge	254 - 1.25	10% Comm.
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			

The terms on this and the reverse side are mutually understood and agreed to by:

Customer _____ Royal Vending, Inc _____

Authorized by Keriel Maeder Representative Jim Bealery

Print Name/Title Dir. of Finance Approved by Jim Bealery

Phone # (763) 502-5004 Title Sales Rep

Date 3-24-10 Date 3-24-10

Royal Vending Service Promise

“We promise to provide the highest standard quality and service during the term of our agreement with you. Your customer representative is trained and employed to meet your service needs”.

Whereas, Royal Vending, Inc. represent that we are duly qualified to operate a vending machine and office coffee service.
NOW THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS;

A. **PERMIT TO OPERATE:** You grant the exclusive right to Royal Vending, Inc. to operate and maintain office coffee services and vending machines for the retail sale of vending products at your location.

This agreement will have a term of 36 months by mutual agreement and shall be renewed for 36 month terms unless terminated by either party thirty (30) days prior to the anniversary date by written notice through certified mail specifying a termination date.

RESPONSIBILITIES OF Royal Vending, Inc.: Royal Vending, Inc. shall have the following responsibilities with the vending machine service (hereinafter referred to as vending machines) and office coffee service (hereinafter referred to as OCS)

1. Royal Vending, Inc. agrees to install, operate and maintain OCS and coin or currency operated vending machines capable of automatically dispensing permitted items within the area named on the reverse side of this agreement and in the area of the building now designated. It is understood that only OCS and vending machines will be permitted and it is expressly intended to preclude the operator from establishing a stand or shop for the purposes of selling any items and also to exclude any form of personal salesmanship. Royal Vending, Inc. must own, purchase or rent the equipment. You are not responsible for their procurement or cost unless otherwise stated on this agreement or attachment. All OCS and vending equipment security measures shall have the approval of you prior to installations. Royal Vending, Inc. shall guarantee that all equipment shall meet the approval of state and local health department specifications, and the specifications published by the United States Public Health Federation. Royal Vending, Inc. shall retain ownership of the OCS and vending equipment.
2. Royal Vending, Inc. will not erect or allow to be erected any signs, displays, or advertising devices in the buildings except for those signs contained on the vending machine, which are necessary for identification and the proper control and maintenance of the individual vending machines.
3. Royal Vending, Inc. will indemnify and hold harmless your company and its agents and carry and keep in force during the full term of this contract at the operators expense a policy or policies of insurance as insured in the amount of a \$3,000,000 (three million dollars) umbrella annual aggregate. WORKMENS COMPENSATION INSURANCE (AS REQUIRED BY LAW). The operator shall provide a certificate of insurance to you on demand.
4. Royal Vending, Inc. shall at all times, keep or cause to keep the machines in proper mechanical working order, making all necessary repairs, and keep or cause to keep the machines adequately stocked so as to insure continuous service.
5. Royal Vending, Inc. will make refunds whenever a customer makes a legitimate complaint. You have a refund system in which Royal Vending, Inc. will participate.
6. Royal Vending, Inc. shall assume all risk for any loss of and to its equipment, money and products from whatever cause including, but not limited to theft and vandalism provided that reasonable measures are taken from you.
7. You shall at all times retain the right to inspect the machines and vending area to assure maximum cleanliness and otherwise compliance with specifications.
8. All receipts from vending operation shall belong to Royal Vending, Inc, who shall be responsible for all operator costs herein noted.
9. This agreement may not be cancelled by you at any time without cause. You may cancel this agreement for breach, as determined by both you and Royal Vending, Inc., which shall consider such items as, but not limited to: insufficient insurance coverage; failure to enforce required standards of sanitation; or quality of services is unsatisfactory. You shall provide ten (10) calendar working days written notice of agreement breach and unless within ten (10) calendar days such neglect has ceased and arrangements made to correct, you may cancel the agreement by giving ninety (90) days notice in writing by registered or certified mail of its intention to cancel this agreement.
10. Royal Vending, Inc. will keep prices at the same price point for a minimum of one year. If for some unexpected economical change in costs Royal Vending, Inc. does reserve the right to adjust prices at your facility at any time and within the first year.
11. Signing Authority: The person signing this agreement on your behalf has the authority to do so.



Fridley School District
6000 West Moore Lake Drive
Fridley, Minnesota 55432
Phone: 763-502-5000
Fax: 763-502-5050

April 20, 2010

Fridley School Board

This letter is to clarify Fridley Public Schools relationship with Midwest Coca-Cola Bottling Company (MCCBC). Our local representative, Dan Chiodo, has declined to enter into a written contract with the District. Rather, he has verbally agreed to the following conditions of operation at the Fridley Community Center:

- MCCBC will stock two vending machines with Coca-Cola products
- MCCBC will pay the District a 40% commission on revenues generated from the sales of soda, lemonade and water

In addition MCCBC has verbally agreed to the following conditions of operation at RL Stevenson and Hayes Elementary Schools:

- District will stock machines
- District will purchase Coca-Cola soda products from MCCBC
- No commission is earned by the District from MCCBC

Thank you.

Rochel Manders
Director of Finance
Fridley Public Schools

M E M O R A N D U M

TO: Fridley School Board

FROM: Peggy Flathmann

DATE: June 15, 2010

SUBJECT: Adopted 2010-11 Budget Assumptions

Cathy Peggy
 Rochel Duane
 Debbie

R E V E N U E

#	TOPIC	DETAIL						WHO's RESPO
1	TAXES	Taxes are as per the December 2009 certified levy, payable 2010.						RM
2	ENROLLMENTS	GRADES		2009-10 REVISED		2010-11 ADOPTED		PF
		HK		15		15		
		K		190		229		
		1-3		623		644		
		4-6		548		574		
		7-12		1297		1286		
		TOTAL		2673		2748		
		2010-11 ADOPTED ENROLLMENT						
		SCHOOL	E	K	1-3	4-6	7-12	Total
		HAYES		122	315	99		536
		STEVENSON		122	329	99		550
		MIDDLE SCHOOL				376	399	775
		HIGH SCHOOL					887	887
		Subtotal		244	644	574	1286	2748
		TRANSITION					15	15
		HS ALC					80	80
		MS ALC					15	15
		TUITION			2	1	17	20
		TARGETED			1	1	2	4
		EARLY CHILDHOOD	18					18
		TOTAL		18	244	647	576	1415
							2900	

#	TOPIC	DETAIL				WHO's RESPO
	SPECIAL EDUCATION					
		RESIDENTS SERVED OUT OF DISTRICT		NON-RESIDENTS SERVED IN DISTRICT		
	GRADE	2009-10 Revised	2010-2011 Adopted	2009-10 Revised	2010-2011 Adopted	
	EC	8	8	5	5	
	HK	2	2	2	2	
	E	27	27	41	41	
	S	34	34	75	75	
	TOTAL	71	71	123	123	
	OTHER ENROLLMENT					
	PROGRAM	2009-10 Revised		2010-11 Adopted		
	EXTENDED TIME	30		30		
	LEP	255		255		
	PUPIL RANGE	pupil weight	2009-10 Revised		2010-11 Adopted	
	ECSE	1.25	22.50		22.50	
	K – HANDICAPPED	1	15.00		15.00	
	K	0.612	116.28		140.15	
	1-3	1.115	697.99		718.06	
	4-6	1.06	583.00		649.91	
	7-12	1.3	1,831.70		1,795.30	
	TOTAL (Excluding Extended Time & LEP)		3,266.47		3,340.92	
3	GER AND LDR	The General Education Revenue (GER) amount per pupil unit is expected to be \$5124 , the same as FY09. Most of the GER (state aid) is for the general operation of the school district. The 2% designation by the State for Staff Development is repealed for FY10 and FY11.			RM	
	EXTENDED TIME	Extended Time Funding will be \$4601 .				

#	TOPIC	DETAIL	WHO's RESPO
4	BASIC SKILLS REVENUE	<p>Basic Skills Revenue: Basic Skills revenue includes the former compensatory, Limited English Proficiency (LEP), and LEP concentration. While these revenues are combined into a single category, the total revenue is based on existing formulas for the individual components. The components are:</p> <p>Compensatory Revenue. School sites where pupils eligible for free and reduced priced lunches attend receive Compensatory Revenue based on the number of eligible pupils at the site on October 1 of the prior year. Compensatory Revenue increases as the percent of free and reduced price pupils at a</p> <p>Limited English Proficiency. Districts receive LEP revenue based on the cost of providing services to students with limited proficiency in English for their first five years of enrollment in Minnesota public schools. In addition, a per pupil amount is provided to districts with concentrations of LEP students. The per pupil funding increases as the concentration increases (though the concentration percentage is capped). The per pupil funding will remain the same for 2010-2011. The enrollment projection for ELL students will be 255.</p>	RM
5	ALTERNATIVE COMPENSATION	ALTERNATIVE COMPENSATION. For FY 2011, there will be no changes to the funding allocation for Alternative Compensation Pay.	RM
6	OPERATING REFERENDUM	Operating Referendum monies in the General Fund will equal \$997.07 per Residential Pupil Unit. Additional Referendum monies are allocated for All Day Kindergarten, FCC building costs, PYP and Gifted/Talented.	RM
7	OPEB BONDING	OPEB (Other Post Employment Benefits) levy revenue will be used to establish a revocable trust that will be used to pay OPEB on behalf of retired employees. The trust will be held by MN Trust and managed by PMA.	RM
8	OTHER STATE CATEGORICAL AIDS	<p>Other state categorical aids will be as follows:</p> <p>Special Education Revenue</p> <p>Special Education Revenue in 2010-11 is calculated by taking the current year's special education expenditures. Assuming a state average 4.5% annual increase in special education costs and a state average 7.8% annual increase in special transportation costs. However, Special Education aid is capped, so that if the total district entitlement for Special Education aid is greater than the cap, the amount each district would receive is prorated. For 2010-11, the statewide adjustment/proration factors are projected to be 88%.</p>	RM

#	TOPIC	DETAIL	WHO's RESPO
		<p style="text-align: center;">Base Year Revenue Includes:</p> <ul style="list-style-type: none"> Ø 68% of the salaries of teachers, persons providing related services to students and support service staff providing direct services to students. Ø 47% of supplies, materials and equipment up to \$47 per student. Ø 52% of the difference between the general education basic allowance and the cost to a resident district for special education services provided by contract with agencies other than school districts. Ø Funding for summer programs in categories listed above. <p style="text-align: center;">Special Education Excess Cost Aid</p> <p>If a district's special education cost per pupil unit that is not reimbursed by the special education formula is greater than 4.36% of the district's general revenue (which for the purpose of excess cost aid includes general education revenue plus referendum revenue per pupil unit minus operating capital and transportation sparsity revenue), a district will receive special education excess cost aid equal to 75% of the amount of the un-reimbursed cost minus 4.36% of the district' general revenue. However, excess cost aid is capped, so that if the total district entitlement for excess cost aid is greater than the cap, the amount each district would receive is prorated.</p>	
9	FEDERAL AIDS	Federal aids equal federal expenditures and include: all Title programs, Federal Special Education, American Reinvestment and Recovery Act (ARRA).	RM
10	RESALE ITEMS	Items for resale revenues equal items for resale expenditures	RM
11	ACTIVITY FEES AND GATE PROCEEDS	HS athletic fees will remain the same as the prior year at \$145 and MS activity fees will remain the same at \$85 for FY 2011. The fees generated by gate receipts will offset the cost of the activites program.	RM
12	SPECIAL PROGRAMS	Special program revenues equal special program expenditures and include local grants ie., SHIP, and ACCFC.	RM
13	INTEREST	Interest revenue is based on a rate of 1.25% and \$5 million will be borrowed for cash flow purposes. Cost of issuance and interest expense is at a combined rate of 1.40%. State aid payments for school districts is 73% current and 27% final for FY 2011.	RM
14	FOOD SERVICE	Food service revenues will exceed food service expenditures by \$17,000. There will be an increase in student type A lunch prices of \$.05. Milk prices will remain the same as the prior year.	RM

#	TOPIC	DETAIL	WHO'S RESPO
15	OPERATING CAPITAL	Operating capital revenue is available for repair and betterment of facilities, acquisition of land, purchase or lease of equipment, and purchase of books. Operating capital revenue is based on the two former components of a capital expenditure funding formula—facilities revenue and equipment revenue. The facilities component of the formula generates revenue of \$100 per pupil unit plus a weighting for the average age of the district's buildings. The equipment formula is \$73 per pupil unit. The total will be \$215.85 PPU.	RM
16	DEBT SERVICE FUND	Debt Service Fund revenues provides payment of the debt service.	RM
17	ALC FUNDING	All realized expenditures for ALC and extended year shall be included in the 90% average GER per pupil unit allocation revenue, based on state calculation. The ALC calculation is an amount equal to at least 90% of the district's average General Education Revenue minus .0485 times the formula allowance (without the Basic Skills, transportation sparsity, or transportation transition portions) per pupil unit times the number of pupil units attending an area learning program.	RM/RS
18	MA REIMBURSEMENT	The district will be pursuing federal reimbursement monies for medical assistance (MA) for eligible special education students receiving eligible services. These funds will be used to reimburse general education funds spent for special education.	IO/CL
19	UNEMPLOYMENT & LEASE LEVY	Building Lease Levies and Unemployment Levies are for 100% of cost.	RM

EXPENDITURES

#	TOPIC	DETAIL	WHO'S RESPO	
1	CLASS SIZE	Class size student/teacher range/average guidelines are as follows:	PF	
		GRADES		PREFERRED STUDENT TEACHER RATIO
		K		Range 20-24
		1-2		Range 21-25
		3-4		Range 24-28
		5-8		Range 30-34
		9-12		Range 31-35

#	TOPIC	DETAIL					WHO's RESPO
2	+/- STAFFING	Addition/reduction of instructional staff to be hired according to enrollment is as follows:					PF/IO
		Pupil Range	Certified Staff	Paraprofessionals	Custodians	Clerical/ Individual Contracts	
		K	0	0	0	0	
		1-2	-1	0	0	0	
		3-4	-1	0	0	0	
		Specialists	0	0	0	0	
		5-8	0	0	0	0	
		9-12	-1	0	0	0	
		ALC	0	0	0	0	
		ELL	1	0	0	0	
		Special Education	-1	-1.5	0	0	
		Q-Comp Teachers	delete	0	0	0	
TOTAL	-4.00 FTE	-1.5 hours/day	0	0			
3	NEW HIRE COSTS	Salaries for unsettled contracts will be revised when contracts have settled.					RM
		Expense	Teacher BA+20 Step 6	Clerical B22 Step 3	Custodian Step 5	Para Step 4	
		Salary	\$42,541	\$36,008	\$34,306	\$19,869	
		Health Insurance	\$8,455	\$8,455	\$8,455	\$8,455	
		LTD	\$0	\$0	\$0	\$0	
		Life Insurance	\$75	\$75	\$50	\$37	
		Dental Insurance	\$534	\$534	\$534	\$534	
		FICA 7.65%	\$3,254	\$2,755	\$2,624	\$1,520	
		TRA 5.5% PERA 7%	\$2,340	\$2,521	\$2,401	\$1,391	
TOTAL	\$57,199	\$50,346	\$48,370	\$31,805			
4	% INCREASE SALARY & FRINGE	Salaries and fringe benefits are actual amounts for settled contracts for the teachers, individuals, and principals. Unsettled contracts for classified employee groups and individual contracts will include steps and lanes only.					PF
5	GAS	Gas costs will decrease 7.2% over FY 10 costs and electricity will increase by 3.5%. The efficiencies of the JCI project and our hedging strategy with U.S. Energy are the main contributing factors for these decreases.					RM/DK

#	TOPIC	DETAIL				WHO's RESPO
6	INSTRUCTIONAL BUDGET	Instructional budget allocations are based on prior year budget amounts per ADM applied to current year ADM estimates.				RM
		SCHOOL	ORIG ALLOCATION	REDUCTIONS	BUDGET	
		Hayes	\$37,611		\$37,611	
		Stevenson	\$38,809		\$38,809	
		Middle School	\$56,974		\$56,974	
High School	\$65,001		\$65,001			
7	CURRICULUM	Curriculum materials are budgeted in Operating Capital monies in the amount of \$50,000.				IO
8	XEROX	Instructional xerographic machine allocations are automatically withdrawn from capital budgets.				RM
		SCHOOL	SUPPLIES	LEASE	AMOUNT	
		Hayes	\$756	\$18,502	\$19,258	
		Stevenson	\$408	\$19,146	\$19,554	
		Middle School	\$1,920	\$30,020	\$31,940	
High School	\$2,890	\$29,141	\$32,031			
District	\$4,031	\$9,539	\$13,570			
9	CONTINGENCY	The General Fund contingency account is budgeted at \$25,000.				PF
10	MISC.	Miscellaneous expenditures will remain stable.				RM
11	PURCHASED SERVICES	Purchased services and supplies will remain stable. The special education tuition budget is computed amount.				RM
13	ALC	Alternative Learning Center expenditures include: lease expense of \$40,000 paid to CE for use of their space, instructional of \$33,346 and salaries and benefits of \$805,784. The total ALC budget is \$884,000.				RM
14	ACTIVITIES	Activities expenditures include \$199,900 for instructional budget. The total expenditures for FY 2010-11 is \$ 790,000. Salaries and benefits expense will be \$585,000.				RM
15	RESALE	Items for resale expenditures equal items for resale revenues.				RM
16	SPECIAL PROGRAMS	Special program expenditures equal special program revenues. This includes Q Comp.				RM
17	SE EXTENDED SCHOOL YEAR	Extended school year offerings for 2010 and 2011 will be for Special Education programs and preschool disabled.				CL
18	PUPIL TRANS.	The Pupil Transportation contract for regular bussing will be increased by 4.5% and Special Education busing by 4%. This is the second year of our two year contract with Voigt's Fridley Bus Company.				RM/DK

#	TOPIC	DETAIL				WHO's RESPO
19	DEBT SERVICE FUND	Expenditures in the Debt Service Fund are as per payment schedule.				RM
20	OPERATING CAPITAL BUDGET	Operating capital budgets will remain the same as FY 2010.				PF/RM
		SCHOOL		BUDGET		
		Hayes		\$32,000		
		Stevenson		\$32,000		
		Middle School		\$74,000		
		High School		\$71,000		
		Athletics		\$5,100		
		FCC		\$5,000		
		ALC		\$3,000		
		TECHNOLOGY		\$119,326		
		FACILITIES		\$127,000		
		CURRICULUM		\$50,000		
		OTHER		\$208,728		
		TOTAL		\$727,154		
21	HEALTH & SAFETY	Health and Safety items are as approved by the State Department of Education.				RM/DK
22	SEVERANCE - RETIRING	The assumptions for severance pay are 6 teachers retiring and one administrator. 403b matching programs are as per contract settlements.				RM
23	RETIREMENT BENEFITS	Retirement insurance benefits are computed in compliance with settled employee contracts.				RM
24	PSEO	Post-secondary education options (PSEO) student aid is paid directly to the colleges by the Department of Education.				RM
25	TESTING	District-wide testing is approximately \$15,000.				IO
26	STAFF DEVELOPMENT	The district will allocate an amount equal to 2% of basic general education for staff development, which is estimated at \$341,248 for FY 2010-2011, even though this reserve has been repealed for this biennium.				PF/RM
		BUILDING	# TEACHER FTE	SITE	TOTAL ALLOCATION	
		Hayes	34	\$6,182	\$29,299	
		Stevenson	36	\$6,545	\$31,023	
		MS	55	\$10,000	\$47,396	
		HS	56	\$10,182	\$48,257	
		ALC	7	\$1,273	\$6,032	
		District	10	\$1,818	\$8,617	
TOTAL	198	\$36,000	\$170,624			

#	TOPIC	DETAIL	WHO's RESPO
27	BUILDING FUND	Building Fund expenditures are estimated based on bid openings and scheduled progress and completion estimates.	RM/DK
28	HEALTH AND DENTAL	Health insurance premiums will increase by 10% and the self-funded dental insurance premiums will remain the same as the prior year with a 0% increase.	RM
29	ALTERNATIVE COMPENSATION	Alternative Compensation expenses will exceed Alternative Compensation revenues.	RM

April 13, 2010

To: Superintendent Flathmann

From: Duane Knealing

Subject: Middle School Roof Bids

On April 13 sealed bids were opened for the reroofing of the Fridley Middle School over the northeast section of the building and the swimming pool. This is a project specified in the Capital Facilities Levy projects. There was considerable interest in the project with twelve contractors submitting bids. With the acceptance of the base bid, the low bidder for the roofing project is McPhillips Brothers Roofing Company a bid of \$ 285,000.00. The budget for the construction piece of the project was \$340,000.00.

Inspec, Inc, engineers for the project, recommends awarding the roofing project to McPhillips Brothers Roofing Company.



April 14, 2010

Smart engineering of
roofs, walls, pavements
and waterproofing

Mr. Duane Knealing
Fridley Public Schools
Independent School District No.14
6000 West Monroe Lake Drive
Fridley, MN 55432

RE: 2010 Reroofing at Fridley Middle School
Inspec Project No.: 211441

Dear Mr. Knealing:

On April 13, 2010, bids were received for the above-referenced project. McPhillips Bros. Roofing submitted the low qualified bid for \$285,000.

We contacted McPhillips Bros. Roofing regarding their bid. They had an opportunity to review their bid and indicated that they would perform the work as specified for the bid amount. McPhillips Bros. Roofing has worked on several projects for which we have provided engineering services in the past. The work performed has been satisfactory and their personnel have been cooperative. They also indicated that the mechanical contractor for this project would be Northern Air Corporation, from which you indicated as an acceptable mechanical contractor for this project.

Based on the above information, we recommend acceptance of the bid from McPhillips Bros. Roofing for the sum of \$285,000. Please feel free to contact our office if you have any questions regarding the above information.

Sincerely,

INSPEC

A handwritten signature in blue ink that reads "Dale Meierhofer".

Dale Meierhofer
Senior Project Manager

Enclosure - Bid Tabulation

cc: Pat Peterson, McPhillips Bros. Roofing

DM/edt/bap

5801 Duluth Street
Minneapolis, MN 55422
Ph. 763-546-3434
Fax 763-546-8669

Chicago

Milwaukee

Minneapolis

www.inspec.com

From: McKay, Nancy A [mailto:Nancy.A.McKay@HealthPartners.Com]
Sent: Friday, April 02, 2010 3:45 PM
To: McKay, Nancy A
Cc: McKay, Nancy A
Subject: Health Partners Federal Legislative Update

This week, President Obama signed the second major piece of health care reform legislation into law – the “reconciliation bill,” which adjusted the Patient Protection and Affordability Act. President Obama signed that bill into law on Tuesday, March 23.

Below is a year-by-year overview of the provisions in the new laws that are of key interest to our employers, brokers and members. We will continue to provide analysis on the direct impact to employers in the coming weeks and months.

Beginning in 2010

- Tax credits for businesses with 25 or fewer employees to help offset the employer’s contribution to employees’ health insurance costs.
- Prohibition of pre-existing condition exclusions for children on health insurance plans.
- Health insurance coverage expanded to include dependents up to age 26. The current law in Minnesota covers dependents up to age 25.
- Prohibition of lifetime limits on health insurance plans.
- Restrictions on annual limits on health insurance plans.
- Health insurance plans can only be rescinded for individuals due to fraud or misrepresentation. This is current Minnesota law and HealthPartners practice.
- Creation of a high-risk pool for individuals.
- \$250 rebate for Medicare Part D beneficiaries who hit the coverage gap in 2010.

Beginning in 2011

- New medical loss ratio requirements for health insurance companies.
- New limits on reimbursements from Health Savings Accounts and Flexible Spending Accounts.
- Pharmaceutical company discounts for Medicare Part D beneficiaries who hit the coverage gap.
- Medicare Part D premium subsidies reduced for beneficiaries with high incomes.
- Grants for businesses with 100 or fewer employees to implement new wellness programs.
- New tax on pharmaceutical industry.

Beginning in 2013

- New tax on medical device manufacturers.
- New tax on high-income individuals.

Beginning in 2014

- Guaranteed issue of health insurance coverage to all individuals.
- Prohibition of pre-existing condition exclusions for anyone on health

insurance plans.

- Prohibition of annual limits on health insurance plans.
- Requirement for individuals to have health insurance or face a tax penalty. Subsidies will be available for people with incomes between 100 and 400 percent of the Federal Poverty Level to offset premium and cost-sharing expenses.
- Requirement for employers with 50 or more employees to pay a fee per employee who receives premium subsidies.
- Launch of insurance exchange for individual and small group plans.
- Health insurance plans must cover clinical trials for cancer and other life-threatening conditions.
- New fee on insurance industry.
- Expansion of Medicaid. (States can opt to expand Medicaid sooner.)
- Phased-in reductions in out-of-pocket maximum paid by Medicare Part D beneficiaries in coverage gap.
- New limits on contributions to Flexible Spending Accounts.

Beginning after 2014

- 2017: Per state discretion, large group plans can be offered in the insurance exchange.
- 2018: New tax on high-cost plans (the so-called "Cadillac tax").

We are committed to working with you to understand the implications and identify how we can work together to address them. We will also continue to work with policymakers to strengthen these measures and more directly tackle the issue of making health care more affordable.

Please watch for more updates from HealthPartners as we further investigate and understand the implications of this legislation.

This summary is provided for your information and is subject to further clarification and correction. Many provisions may be subject to change and/or further guidance from regulators. This summary is not intended as legal advice and you should consult with your own tax and benefit plan advisors regarding your particular situation.

From: Tammy Anderson [mailto:TLAnderson@CBIZ.com]
Sent: Wednesday, April 07, 2010 3:34 PM
To: Tammy Anderson
Cc: Amy Diedrich (CBIZ B&I Minneapolis); Ramona McCree (CBIZ B&I Minneapolis); Paul Schrupp (CBIZ B&I Minneapolis)
Subject: Health Care Reform Bill

Dear Client,

There is a great deal of discussion and debate regarding the potential impact of the health care reform bill on employers and employees. Our job, at CBIZ, is not to speculate, but to help you prepare for what we definitively know is ahead – starting with changes that occur in 2010 and 2011. CBIZ is uniquely positioned to provide fully integrated analysis and advice based upon the multi-disciplinary nature of our company – with major divisions in benefits & insurance, tax and financial services, and payroll.

What follows is a brief summary of the issues that should be top of mind for you and your employees as we move towards the fall renewal period. Your Account Executive/Manager will be contacting you shortly to see if you have any immediate questions, as well as to begin the process of adapting to this new legislation.

Summary of key tenets of the bill:

- **Over-the-counter drug expenses** will no longer be reimbursable from FSAs, HRAs, HSAs or MSAs, unless prescribed by doctor (effective 1/1/11). Plan documents should be reviewed and amended if reimbursement of such expenses is currently permitted.
- **Dependent coverage.** Effective for plan years beginning on or after 9/23/10, plans must allow dependent children to be covered up to age 26. Plans should be reviewed and amended timely to reflect these provisions. *Note:* For plans in effect at the time the law was enacted, i.e., “grandfathered plans”, older-aged dependents with eligibility for other employer coverage need not be covered until plan years beginning on or after 1/1/14. The law provides that the benefits provided to these older-aged dependents are tax-favored. Both health plans and cafeteria plans should be reviewed and amended to reflect these provisions.
- **Ban on Discrimination Based on Salary.** Be aware that the rules prohibiting discrimination in favor of highly compensated individuals, currently applicable to self-funded plans, will apply to insured plans beginning on or after 9/23/10; grandfathered plans (plans in existence on 3/23/10) are excluded.
- **Other Group Health Insurance Mandates** that become effective 9/23/10 include:
 - **Ban on preexisting condition exclusions for children.** Group health plans are prohibited from imposing preexisting condition exclusions on enrollees under 19.
 - **Ban on policy rescissions.** Group health plans cannot rescind such plan or coverage once an enrollee is covered under the plan, except in the event of fraud or intentional misrepresentation of material fact.
 - **Ban on annual and lifetime limits.** Group health plans are prohibited from establishing lifetime limits and unreasonable annual limits on the dollar value of “minimum essential benefits” (to be defined by regulations) for a participant or beneficiary.

- **Prohibiting cost sharing requirements for Preventive Health Services.** Group health plans must provide coverage for certain maternal and preventive health services, as well as evidence-based items or services recommended by the U.S. Preventive Services Task Force, without imposing any cost sharing requirements.
- **Establishing an Independent Appeals Process.** Be aware that enhanced appeal rights will be made available in group health plans, including certain external review processes similar to what some states currently allow. Plans exempt from ERISA will become subject to the appeal rights currently applicable to ERISA plans.
- **New Form W-2 Reporting Rules.** Beginning with the 2011 tax year, employers are required to disclose the aggregate cost of any employer-sponsored health insurance coverage on the Form W-2. This will be determined in a manner similar to calculating the COBRA premium, excluding the 2% administrative fee. It does not include salary reduction contributions to an FSA, HSA or MSA. Future guidance will explain the impact, if any, this will have on the current HSA reporting requirement in Box 12 of the W-2.
- **Notice of any material modification of benefits** must be provided no later than 60 days *prior* to the effective date of the change.
- **Early retiree reinsurance program.** No later than 6/21/10, reinsurance will be made available to employers offering early retiree health benefits to individuals aged 55 and not yet eligible for Medicare. Employers should review their early retiree health benefit programs to determine what portion of the benefit might be available for reimbursement. Be prepared to get early retiree plans certified once the process is developed.
- **Medicare Part D subsidy.** Employers seeking the subsidy for providing prescription drug coverage should review the impact of the changes, and tax consequences of, the benefit.

We will work to ensure that you understand these provisions, and have an optimal strategy in place for managing them. As mentioned earlier, your Account Executive/Manager will be calling you within the next few weeks to set up a time to discuss your business. If you have questions in the interim, please don't hesitate to call a member of your Account Team.

Sincerely,

The CBIZ Public Sector Team

Tammy Anderson, Amy Diedrich, Lisa Larson, Ramona McCree and Paul Schrupp

CBIZ Benefits & Insurance Services, Inc., Suite 1000

222 South Ninth Street

Minneapolis MN 55402

Phone: 612-436-4600

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Leavenworth County**



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For vendors you pay most frequently

There are two options that allow you to perform an automated payment run (similar to your check run) to pay your vendors after your three-way match.

PayMe

PayMe actually pushes the payment directly into your vendor's merchant account and then sends an email to your vendor that includes remittance information and notifies them that they've been paid.

ProcessMe

ProcessMe is similar to *PayMe* but instead of the payment being automatically pushed into your vendor's account, your vendor will receive an email with instructions to process the payment.

ProcessMe email sample

Invoice Number	Supplier Name	Invoice Amount	Purchase Order #	Support #	Special #
23456	ABC Industries				
34567	ACME Supply				
98765	Friendly Companies				
87654	Friendly Companies				
76543	Friendly Companies				

From: donotreply@controlpayadvanced.com
Sent: Monday, February 25, 2009 3:21 PM
To: Bell, Kevin
Subject: Process your transactions in order to receive payment

To receive payment for the below referenced invoice(s), please charge the total amount of \$1,157.29 on your dedicated Commerce Bank VISA credit card with the account number ending in 3373.

john.doe@friendlycompanies.com

Invoice Number	Amount
98765	\$123.88
87654	\$987.65
76543	\$ 45.76

Friendly Companies record identifier: REQ00000611 Total to process: \$1,157.29

For vendors you pay less frequently

There is also an option for vendors that require payment at the time of order.

Buyer's Log - Minimize Risk

Buyer's Log automates the approval process and minimizes risk with single-use cards that have a zero credit limit until needed.



call click come by

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Community Education Salary Schedule

Salary Schedule 74 Community Ed Casual										
Lane 1 Building Monitors							Lane 2		Lifeguard	
Step	2009-2010	2010-2011	2011-2012				Step	2009-2010	2010-2011	2011-2012
1	\$ 9.74	\$ 9.84	\$ 9.94				1	\$ 8.75	\$ 8.84	\$8.93
2	\$ 10.15	\$ 10.25	\$ 10.35				2	\$ 9.01	\$ 9.10	\$9.19
3	\$ 10.57	\$ 10.68	\$ 10.78				3	\$ 9.31	\$ 9.40	\$9.50
4	\$ 10.93	\$ 11.04	\$ 11.15				4	\$ 9.57	\$ 9.67	\$9.76
5	\$ 11.40	\$ 11.51	\$ 11.63				5	\$ 10.03	\$ 10.13	\$10.23
6	\$ 12.18	\$ 12.30	\$ 12.42							
Lane 3 WSI Swimming Instructor										
Step	2009-2010	2010-2011	2011-2012							
1	\$ 12.34	\$ 12.46	\$ 12.59							
2	\$ 12.78	\$ 12.91	\$ 13.04							
3	\$ 13.22	\$ 13.35	\$ 13.49							
4	\$ 13.68	\$ 13.82	\$ 13.95							
5	\$ 14.44	\$ 14.58	\$ 14.73							
Salary Schedule 75 Coordinators							Annual Salary			
Lane	Title	First	Last	Hrs/day	Days/yr	Sched #	2009-2010	2010-2011	2011-2012	
1	ECFE	Joan	Lenzmeier	8	233	75	\$42,506.07	\$ 42,931.13	\$ 43,360.44	
3	Enrichment	Angela	Martinez	8	261	75	\$39,535.20	\$ 39,930.55	\$ 40,329.86	
4	SACC	Kristi	Sabby	8	261	75	\$40,315.29	\$ 40,718.44	\$ 41,125.63	
Salary Schedule 80							Annual Salary			
Lane	Title	First	Last	Hrs/day	Days/yr	Sched #	2009-2010	2010-2011	2011-2012	
2	Facilities Coordinator	Muriel	Sharpe	2	261	80	\$12,841.39	\$ 12,995.49	\$ 13,151.43	



Casual Employee Salaries 2010-11 and 2011-12

	Increase 2%	Increase 0%	Increase 2%	Increase 0%	Increase 1%	Increase 1%
	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Substitute Teachers (daily rate)	\$110.38	\$110.38	\$113	\$113	\$114	\$115
After 25 days in 3 years (daily rate)	\$123.24	\$123.24	\$126	\$126	\$127	\$128
Casual Substitute - Clerical, Custodian, Paraprofessional, Food Service	\$9.38	\$9.38	\$9.57	\$9.57	\$9.67	\$9.76
Casual Substitute - Clerical, Custodian, Paraprofessional (after 25 days) (note:excludes Food service)	\$10.72	\$10.72	\$10.93	\$10.93	\$11.04	\$11.15
Language Interpreter		\$30.00	\$30.60	\$30.60	\$30.91	\$31.22
Food service (after 5 years plus 25 days in the prior year)	\$9.89	\$9.89	\$10.09	\$10.09	\$10.19	\$10.29
Intramurals: Intramural Assistant	\$12.58	\$12.58	\$12.83	\$12.83	\$12.96	\$13.09
Student Workers						
Summer Buildings/Grounds Crew						
Year 1		\$9.50	\$9.69	\$9.69	\$9.79	\$9.88
Year 2		\$10.25	\$10.46	\$10.46	\$10.56	\$10.67
Year 3		\$11.00	\$11.22	\$11.22	\$11.33	\$11.45
Technology/Auditorium						
Regular	\$ 6.76 - 7.50	\$ 6.76 - 7.50	\$ 6.90 - 7.65	\$ 7.25 - 7.65	\$7.32-7.73	\$7.39-7.81
Lead	\$7.95	\$7.95	\$ 8.11	\$ 8.11	\$8.19	\$8.27

If the Principal makes the request, it is permitted for retired clerical subs to be paid at the rate they received when they retired.



Integration Revenue Budget Worksheet FY11

Use this worksheet to provide updated budget data that will be used to calculate FY10 Integration Revenue. Address questions on Integration Revenue budget submission to the Office of School Choice Programs and Services, 651-582-8616. Return the completed worksheet with supporting pages from the locally approved budget by April 15th, 2009, to Joy.Moylan@state.mn.us. **Electronic submission is required.**

District Name: Fridley Public Schools
District Number: 0014-01
Collaborative: Northwest Suburban Integration School Distri
District Contact: Cathy Lombard
Phone: (763) 502-5024
E-mail: cathy.lombard@fridley.k12.mn.us

Partner Districts:	Brooklyn Center	Anoka Hennepin	Osseo
	Buffalo	Rockford	Elk River

List all Racially Identifiable school sites in your district: We do not have any racially identifiable schools in our district.

Integration Revenue	\$ 425,184.00
Alternative Attendance Revenue	\$ 12,000.00
TOTAL REVENUE	\$ 437,184.00

Integration Revenue Contributed to Collaborative \$ 41,996.00

Notes or Comments:

CERTIFICATION STATEMENT

We certify that the budget information submitted for our school district to the Minnesota Department of Education (MDE) is an accurate and complete representation of the fiscal year 2010 Integration Revenue budget that was approved by the school board.

Board Approval Date _____

School Board Chair _____ Date _____

Superintendent _____ Date _____

MDE Approval: _____ Amount: _____ Date: _____



**Integration Revenue Budget Worksheet
FY11
Inter-District Budget: Goal 1**

District Number: 0014-01

District Name: Fridley Public Schools

Please insert Inter-district integration goal #1 from your district's desegregation plan: Please insert Inter-district integration goal #1 from your district's desegregation plan: **1. Provide students with:**

A. Positive outlets for their questions on race/diversity

B. Real opportunities for racially diverse students to participate in school activities

C. Ensure that all students have the necessary resources to fully participate in school climate (Cultural Competency)

Line Item Description	UFARS Code (Required)				Budgeted Amount	Expenditures
	ORG	PROG	FIN	OBJ		
Provide a short description of the expenditure.					Provide the total amount budgeted for this line item.	
Contracted Services	200	605	315	305	\$ 32,000.00	
Food	200	605	315	490	\$ 1,200.00	
Extended Time	200	605	315	185	\$ 5,000.00	
Contracted Transportati	200	605	315	360	\$ 35,000.00	
Instructional Supplies	200	605	315	430	\$ 31,588.00	
Non-instructional Suppli	200	605	315	401	\$ 200.00	
Diversity Coordinator	200	605	315	175	\$ 24,500.00	
Activity Fees	200	605	315	369	\$ 21,500.00	
ELL Teacher	320	219	312	140	\$ 4,000.00	
Diversity Specialist	200	605	315	113	\$ 40,000.00	
Field Trips	200	605	315	394	\$ 2,000.00	
TOTAL					\$ 196,988.00	\$ -

PARTICIPATION INFORMATION

	Projected (7/1/09)		Actual	
	Students	Staff	Students	Staff
Participation from Identified Isolated District:				
Participation from Your District:				
Total Program Participation:				

Notes or Comments:



**Integration Revenue Budget Worksheet
FY11
Inter-District Budget: Goal 2**

District Number: 0014-01

District Name: Fridley Public Schools

Please insert Inter-district integration goal #2 from your district's desegregation plan: 2.
Provide school staff with:
A. Professional development
B. Discussion time and venues to explore diversity, integration and inclusion
C. Information on issues of diversity, integration and inclusion that will help stimulate meaningful and relevant discussion
D. Research Materials"

Line Item Description	UFARS Code (Required)				Budgeted Amount	Expenditures
	ORG	PROG	FIN	OBJ		
Provide a short description of the expenditure.					Provide the total amount budgeted for this line item.	
Staff Development	200	605	315	366	\$ 30,000.00	
Extended Time	200	605	315	185	\$ 25,200.00	
Substitutes	200	605	315	145	\$ 17,500.00	
Diversity Coordinator	200	605	315	175	\$ 14,500.00	
Diversity Specialist	200	605	315	113	\$ 40,000.00	
TOTAL					\$ 127,200.00	\$ -

PARTICIPATION INFORMATION

	Projected (7/1/09)		Actual	
	Students	Staff	Students	Staff
Participation from Identified Isolated District:				
Participation from Your District:				
Total Program Participation:				

Notes or Comments:



**Integration Revenue Budget Worksheet
FY11
Inter-District Budget: Goal 3**

District Number: 0014-01

District Name: Fridley Public Schools

*Please insert Inter-District integration goal #3 from your district's desegregation plan:
Provide parents and community members with: A. A sense of welcome; B. Relevant Information;
C. Outlet for concerns and recommendations.*

Line Item Description	UFARS Code (Required)				Budgeted Amount	Expenditures
	ORG	PROG	FIN	OBJ		
Provide a short description of the expenditure.					Provide the total amount budgeted for this line item.	
Contracted Services	200	605	315	305	\$ 6,000.00	
Non-instructional Suppl	200	605	315	401	\$ 3,500.00	
Food	200	605	315	490	\$ 3,000.00	
Extended Time	200	605	315	185	\$ 3,500.00	
Contracted Transportati	200	605	315	360	\$ 1,000.00	
Diversity Coordinator	200	605	315	175	\$ 22,000.00	
ELL Teacher	320	219	312	140	\$ 8,000.00	
Diversity Specialists	200	605	315	113	\$ 24,000.00	
TOTAL					\$ 71,000.00	\$ -

PARTICIPATION INFORMATION

	<u>Projected (7/1/09)</u>		<u>Actual</u>	
	Students	Staff	Students	Staff
Participation from Identified Isolated District:				
Participation from Your District:				
Total Program Participation:				

Notes or Comments:



Fridley School District
6000 West Moore Lake Drive
Fridley, Minnesota 55432
Phone: 763-502-5000
Fax: 763-502-5040

Fridley Finance Committee

Purpose:

The Finance Committee has been established to serve in an advisory role to school administration and the school board. Tasks of the committee will be to:

- Review the district's financial statements and data
- Discuss internal controls and procedures as needed and as they relate to best practice and sound financial management
- Serve in an advisory role for innovative fiscal ideas and practices

Membership:

Members of the committee will include the Superintendent, Director of Finance, three school board members, who will be appointed at annual organizational meeting, and three community members. Committee membership shall be for two years and meetings will be held semi-annually or as needed. One of the members will be appointed chair by the Superintendent prior to the first meeting.

Membership Expectations and Responsibilities:

Members will be expected to actively participate in meeting discussions and to bring their personal and professional experience and expertise to enrich the group outcomes.

Authority:

The finance committee is not empowered to make decisions on behalf of district administration and/or the school board but rather shall maintain an advisory role.

Communication:

The chair of the finance committee will update the school board in writing and/or verbally as needed.

Members for FY2009-10 and FY2010-11 are:

Peggy Flathmann
Rochel Manders
Kim Sampson
Gordon Backlund
Fred Bischke
Steve Klaers
Delores Veracheck
Don Holum

Superintendent
Director of Finance
Board Member
Board Member
Board Member
Community Member
Community Member
Community Member

FINANCE COMMITTEE MEETING AGENDA

**Wednesday, May 12th, 2010
7:30am – 9:00am**

- 1) Introductions**
- 2) Review Finance Committee organizational document**
 - a. Purpose**
 - b. Membership**
 - c. Expectations and Responsibilities**
 - d. Authority**
 - e. Communication**
- 3) Announce appointed Chair**
- 4) FY 2010-2011 Adopted Budget**
 - a. Review Budget Timeline**
 - b. Review Budget Assumptions**
 - c. Review Budget Detail**
- 5) Upcoming Meetings and Topics**
 - a. August**
 - i. Preliminary levy certification**
 - ii. Human resource update**
 - b. November**
 - i. FY 2010-11 budget revision**
 - ii. Final levy certification**
 - c. February**
 - i. TBD**
- 6) Other items**
- 6) Next meeting Thursday, August 9th 2010 7:30 – 8:30**



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The Research Series is the best investment that a school district can make to stay on top of the Information that is needed to effectively provide leadership in a school district.

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Student Reports:

- Residents Attending Other Districts
- Students Served by Districts
- District and School Mobility
- Languages Spoken in Home
- Gender Ethnicity by Grade Report - prepared for each District
- Enrollment Detail Report - prepared for each District

- ADM Options Analysis (see example below)
- Non-Public School Enrollments
- Special Populations Report by District and School
- December Child Count or Special Students Served
- Special Education Services by Race

Staff Reports:

- Licensed Staffing with Staffing Trends and Comparisons
- Non-Licensed Staffing with Trends and Comparisons
- Staff Salary averages for 2004-05 through 2008-09
- Training and Experience of Staff by District

Financial and Special Reports

- Building Age and Sq.Ft. information by District
- Profiles Spending Comparisons with Graphs and Analysis
- Transportation Expenditures System
- Food Services System
- Referendum Authority and Elections Research for all Districts

To subscribe to the Research Series, please contact

Ann Thomas, 952-435-0955 Ann@SchoolFinances.Com
Jim Sheehan, 952-435-0990 Jim@SchoolFinances.Com
Betsy Bahn, 952-242-4146 Betsy@SchoolFinances.Com

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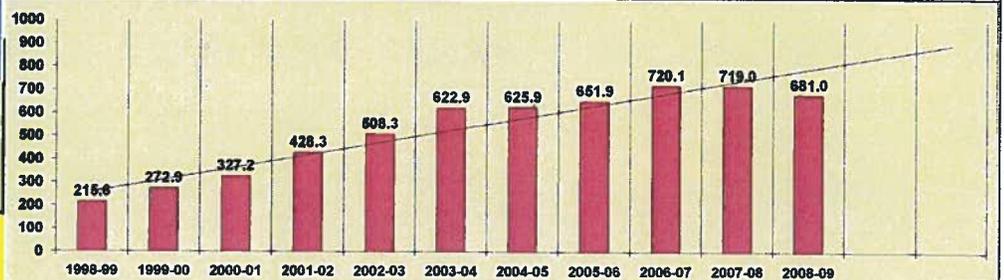
ADM OPTIONS ANALYSIS (look at options to and from any districts)

This System presents a table and graph of the Number and Grade Level of Resident students from the 1st District that are being served in the 2nd district listed. This Data is for school years 1998-99 through 2008-09. You may enter Charter School #s in the Attending District. There are no resident students in Charter schools.



1.1	Resident Students of: MINNEAPOLIS																
281	Attending or Served by: ROBBINSDALE																
Starting Dist.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	EC	HK	K	Total	
1998-99	281	19.4	10.5	13.5	13.8	8.8	11.0	17.9	27.3	29.3	16.8	16.5	13.9	0.6	1.0	15.5	215.6
1999-00	281	22.0	22.2	18.4	20.8	18.5	23.5	21.4	19.7	23.1	32.1	17.6	18.1	0.6	0.9	14.1	272.9
2000-01	281	20.2	25.4	22.1	15.7	24.2	27.1	28.4	24.7	38.2	35.8	29.8	13.2	0.8	1.0	20.8	327.2
2001-02	281	25.2	27.6	35.3	26.4	24.6	47.9	40.2	32.9	55.1	39.5	31.5	17.1	1.2	0.0	23.8	428.3
2002-03	281	33.6	34.6	34.9	40.2	27.4	42.1	51.3	39.5	65.4	52.4	30.5	27.8	0.3	0.5	27.7	508.3
2003-04	281	42.9	37.2	36.8	39.8	38.9	58.5	60.0	38.2	78.6	65.3	38.9	27.8	0.0	1.1	39.2	622.9
2004-05	281	41.7	45.8	34.9	41.4	38.5	49.7	62.8	61.1	85.5	52.9	50.9	29.0	0.0	0.0	34.7	625.9
2005-06	281	35.8	49.1	50.4	35.2	38.0	49.6	58.9	81.1	69.3	75.0	47.7	39.4	0.3	0.5	23.6	651.9
2006-07	281	35.7	48.1	44.2	39.3	35.8	53.6	68.8	66.6	106.8	76.5	70.9	41.7	0.2	0.5	31.4	720.1
2007-08	281	43.7	44.0	43.9	44.8	42.1	38.3	67.3	74.4	81.3	93.2	63.8	54.2	0.8	1.0	26.2	719.0
2008-09	281	34.9	40.7	42.5	39.7	44.6	51.4	43.4	72.8	77.6	79.2	82.0	46.8	1.4	0.5	23.5	681.0

Resident Students of MINNEAPOLIS attending ROBBINSDALE



School Finances.com

Web Link	www.schoolfinances.com
User ID	Peggyf
Password	9301

Fridley School District Technology - FY 09-10

REVENUE SOURCES	FD 06 Cap Proj Levy	FD 01 140 TECH PRG Budget	FD 05 140 Oper Cap Budget	Annual Total
	410,910.00	192,920.00	119,326.00	723,156.00

EXPENDITURES BY SOURCE

Category	Description	Cap Proj Levy	TECH PRG Budget	Oper Cap Budget	Annual Total
District Infrastructure/Operations					
Network	lease, equipment, maint, upgrade	122,000.00	6,300.00	35,220.00	163,520.00
Wireless	equipment, service	11,500.00	5,400.00	0.00	16,900.00
Operations Systems	SIS, internet, business, HR	0.00	112,425.00	16,500.00	128,925.00
Security/Cameras	Surveillance Equip	20,000.00	16,720.00	2,254.00	38,974.00
Intercom/Speakers	Speakers	12,000.00	4,901.00	0.00	16,901.00
Phone/Communication	equipment, service	5,500.00	3,590.00	250.00	9,340.00
Licensing	districtwide hardware/software licensing	0.00	0.00	29,497.00	29,497.00
Equipment	workstations, scanners, fax, printers	6,650.00	0.00	27,410.00	34,060.00
Maintenance/Repair			21,465.00	8,195.00	29,660.00
Building					
Workstations	staff workstation replacements	46,000.00	3,419.00	0.00	49,419.00
Student Labs	laptops, charging carts	55,000.00	1,200.00	0.00	56,200.00
Projectors/SMARTBoards	projectors, boards, install	130,760.00	0.00	0.00	130,760.00
Printers	printer replacement	1,500.00	17,500.00	0.00	19,000.00
		410,910.00	192,920.00	119,326.00	723,156.00
	Balance	0.00	0.00	0.00	0.00

Fridley School District Technology - FY 10-11

REVENUE SOURCES	FD 06 Cap Proj Levy	FD 01 140 TECH PRG Budget	FD 05 140 Oper Cap Budget	Annual Total
	413,450.50	192,920.00	119,326.00	725,696.50

EXPENDITURES BY SOURCE

Category	Description	Cap Proj Levy	TECH PRG Budget	Oper Cap Budget	Annual Total
District Infrastructure/Operations					
Network	lease, equipment, maint, upgrade	103,000.00	8,360.00	38,020.00	149,380.00
Wireless	equipment, service	40,000.00	3,240.00	3,500.00	46,740.00
Operations Systems	SIS, internet, business, HR	0.00	116,305.00	17,800.00	134,105.00
Security/Cameras	Surveillance Equip	0.00	2,500.00	14,400.00	16,900.00
Intercom/Speakers	Speakers	0.00	3,500.00	0.00	3,500.00
Phone/Communication	equipment, service	0.00	19,675.00	0.00	19,675.00
Licensing	districtwide hardware/software licensing	0.00	2,750.00	12,714.00	15,464.00
Equipment	workstations, scanners, fax, printers	0.00	6,970.00	26,892.00	33,862.00
Maintenance/Repair		0.00	10,620.00	2,500.00	13,120.00
Building					
Workstations	staff workstation replacements	208,500.00	1,500.00	3,500.00	213,500.00
Student Labs	laptops, charging carts	1,950.50	0.00	0.00	1,950.50
Projectors/SMARTBoards	projectors, boards, install	60,000.00	0.00	0.00	60,000.00
Printers	printer replacement	0.00	17,500.00	0.00	17,500.00
		413,450.50	192,920.00	119,326.00	725,696.50
	Balance	0.00	0.00	0.00	0.00

Fridley School District Technology - FY 11-12

REVENUE SOURCES	FD 06 Cap Proj Levy	FD 01 140 TECH PRG Budget	FD 05 140 Oper Cap Budget	Annual Total
	413,450.50	192,920.00	119,326.00	725,696.50

EXPENDITURES BY SOURCE

Category	Description	Cap Proj Levy	TECH PRG Budget	Oper Cap Budget	Annual Total
District Infrastructure/Operations					
Network	lease, equipment, maint, upgrade	41,300.00	6,422.00	47,126.00	94,848.00
Wireless	equipment, service	15,000.00	0.00	13,850.00	28,850.00
Operations Systems	SIS, internet, business, HR	0.00	124,953.95	19,580.00	144,533.95
Security/Cameras	Surveillance Equip	0.00	1,500.00	6,900.00	8,400.00
Intercom/Speakers	Speakers	0.00	2,500.00	0.00	2,500.00
Phone/Communication	equipment, service	0.00	19,825.00	0.00	19,825.00
Licensing	districtwide hardware/software licensing	0.00	28,870.00	8,500.00	37,370.00
Equipment	workstations, scanners, fax, printers	0.00	2,500.00	10,000.00	12,500.00
Maintenance/Repair		0.00	12,939.00	2,625.00	15,564.00
Building					
Workstations	staff workstation replacements	120,000.00	1,575.00	10,745.00	132,320.00
Student Labs	laptops, charging carts	217,150.50	0.00	0.00	217,150.50
Projectors/SMARTBoards	projectors, boards, install	20,000.00	0.00	0.00	20,000.00
Printers	printer replacement	0.00	18,725.00	0.00	18,725.00
		413,450.50	219,809.95	119,326.00	752,586.45
	Balance	0.00	(26,889.95)	0.00	(26,889.95)

Fridley School District Technology - FY 12-13

REVENUE SOURCES	FD 06 Cap Proj Levy	FD 01 140 TECH PRG Budget	FD 05 140 Oper Cap Budget	Annual Total
	413,450.50	192,920.00	119,326.00	725,696.50

EXPENDITURES BY SOURCE

Category	Description	Cap Proj Levy	TECH PRG Budget	Oper Cap Budget	Annual Total
District Infrastructure/Operations					
Network	lease, equipment, maint, upgrade	20,000.00	8,800.60	51,030.50	79,831.10
Wireless	equipment, service	15,000.00	0.00	14,040.00	29,040.00
Operations Systems	SIS, internet, business, HR	0.00	71,344.52	20,167.00	91,511.52
Security/Cameras	Surveillance Equip	0.00	5,000.00	6,900.00	11,900.00
Intercom/Speakers	Speakers	0.00	10,000.00	12,000.00	22,000.00
Phone/Communication	equipment, service	0.00	20,450.00	0.00	20,450.00
Licensing	districtwide hardware/software licensing	0.00	22,800.00	8,500.00	31,300.00
Equipment	workstations, scanners, fax, printers	0.00	7,500.00	0.00	7,500.00
Maintenance/Repair		0.00	16,339.45	2,756.25	19,095.70
Building					
Workstations	staff workstation replacements	280,000.00	1,650.00	3,932.25	285,582.25
Student Labs	laptops, charging carts	73,451.00	0.00	0.00	73,451.00
Projectors/SMARTBoards	projectors, boards, install	25,000.00	0.00	0.00	25,000.00
Printers	printer replacement	0.00	20,035.00	0.00	20,035.00
		413,451.00	183,919.57	119,326.00	716,696.57
	Balance	(0.50)	9,000.43	0.00	8,999.93

Fridley School District Technology - FY 13-14

REVENUE SOURCES	FD 06 Cap Proj Levy	FD 01 140 TECH PRG Budget	FD 05 140 Oper Cap Budget	Annual Total
	413,450.50	192,920.00	119,326.00	725,696.50

EXPENDITURES BY SOURCE

Category	Description	Cap Proj Levy	TECH PRG Budget	Oper Cap Budget	Annual Total
District Infrastructure/Operations					
Network	lease, equipment, maint, upgrade	40,000.00	13,575.00	38,020.00	91,595.00
Wireless	equipment, service	10,000.00	0.00	3,500.00	13,500.00
Operations Systems	SIS, internet, business, HR	0.00	73,150.00	17,800.00	90,950.00
Security/Cameras	Surveillance Equip	0.00	5,000.00	14,400.00	19,400.00
Intercom/Speakers	Speakers	0.00	4,000.00	0.00	4,000.00
Phone/Communication	equipment, service	0.00	20,450.00	0.00	20,450.00
Licensing	districtwide hardware/software licensing	0.00	43,000.00	12,714.00	55,714.00
Equipment	workstations, scanners, fax, printers	0.00	8,500.00	26,892.00	35,392.00
Maintenance/Repair		0.00	16,750.00	2,500.00	19,250.00
Building					
Workstations	staff workstation replacements	308,000.00	2,000.00	3,500.00	313,500.00
Student Labs	laptops, charging carts	235,451.00	0.00	0.00	235,451.00
Projectors/SMARTBoards	projectors, boards, install	20,000.00	0.00	0.00	20,000.00
Printers	printer replacement	0.00	30,500.00	0.00	30,500.00
		613,451.00	216,925.00	119,326.00	949,702.00
	Balance	(200,000.50)	(24,005.00)	0.00	(224,005.50)

Fridley School District Technology - FY 14-15

REVENUE SOURCES	FD 06 Cap Proj Levy	FD 01 140 TECH PRG Budget	FD 05 140 Oper Cap Budget	Annual Total
	413,450.50	192,920.00	119,326.00	725,696.50

EXPENDITURES BY SOURCE

Category	Description	Cap Proj Levy	TECH PRG Budget	Oper Cap Budget	Annual Total
District Infrastructure/Operations					
Network	lease, equipment, maint, upgrade	70,000.00	8,360.00	51,030.50	129,390.50
Wireless	equipment, service	30,000.00	3,240.00	14,040.00	47,280.00
Operations Systems	SIS, internet, business, HR	0.00	116,305.00	20,167.00	136,472.00
Security/Cameras	Surveillance Equip	0.00	2,500.00	6,900.00	9,400.00
Intercom/Speakers	Speakers	0.00	3,500.00	0.00	3,500.00
Phone/Communication	equipment, service	0.00	19,675.00	0.00	19,675.00
Licensing	districtwide hardware/software licensing	0.00	2,750.00	8,500.00	11,250.00
Equipment	workstations, scanners, fax, printers	0.00	6,970.00	0.00	6,970.00
Maintenance/Repair		0.00	10,620.00	2,756.25	13,376.25
				0.00	
				0.00	
Building					
Workstations	staff workstation replacements	130,000.00	1,500.00	3,932.25	135,432.25
Student Labs	laptops, charging carts	253,451.00	0.00	12,000.00	265,451.00
Projectors/SMARTBoards	projectors, boards, install	60,000.00	0.00	0.00	60,000.00
Printers	printer replacement	0.00	17,500.00	0.00	17,500.00
		543,451.00	192,920.00	119,326.00	855,697.00
	Balance	(130,000.50)	0.00	0.00	(130,000.50)

FALCON ONLINE COURSE OFFERINGS

Kathy Kraemer, Fridley Schools

Math Elective

Mathematician Music Video

- ▣ Research a mathematician
 - Archimedes
 - Georg Cantor
 - Leonardo daVinci
 - Albert Einstein
 - Sophie Germain
 - Pythagoras

- ▣ Create a music video about him/her.

Mathematician Music Video

- ▣ Choose a song to cover
- ▣ Write lyrics about your mathematician
 - 3 verses and a chorus
- ▣ Select images to reinforce the contributions your mathematician has made.
- ▣ Post your video in Moodle.

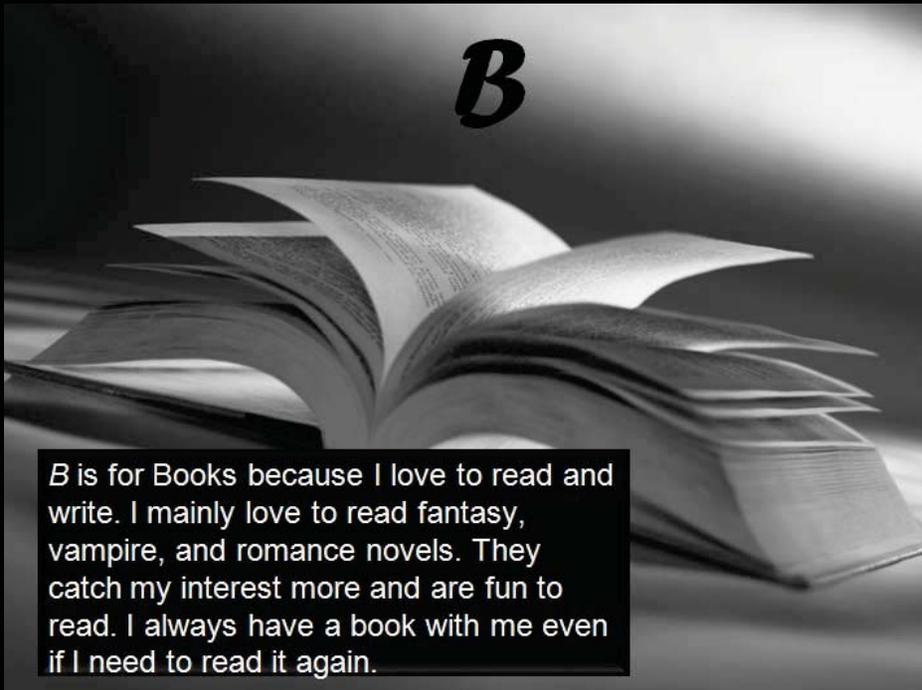
- ▣ Scoring will be based on content, creativity and overall packaging.

Mathematician Music Video: Pythagoras



Writing Concepts ABC Biography

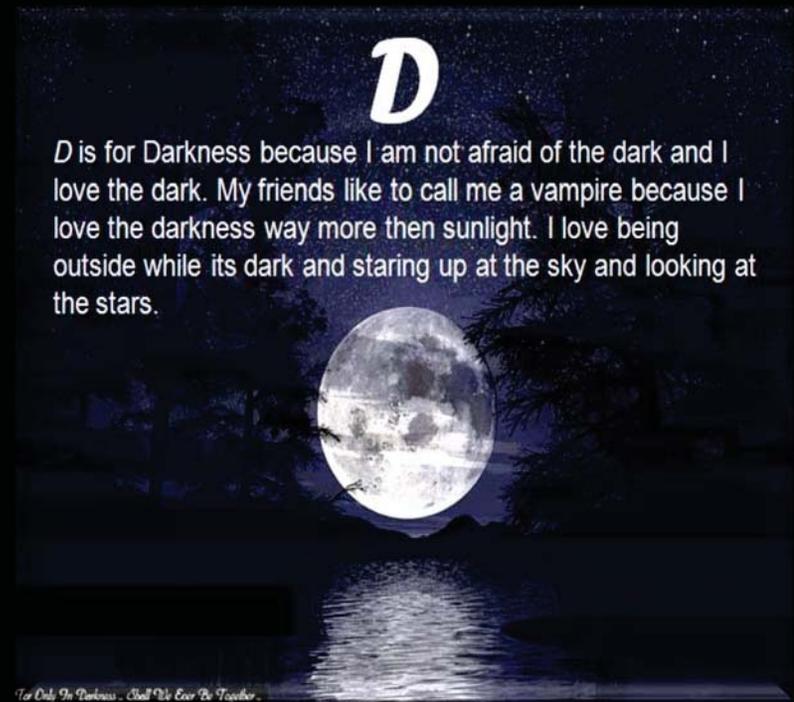
B



B is for Books because I love to read and write. I mainly love to read fantasy, vampire, and romance novels. They catch my interest more and are fun to read. I always have a book with me even if I need to read it again.

D

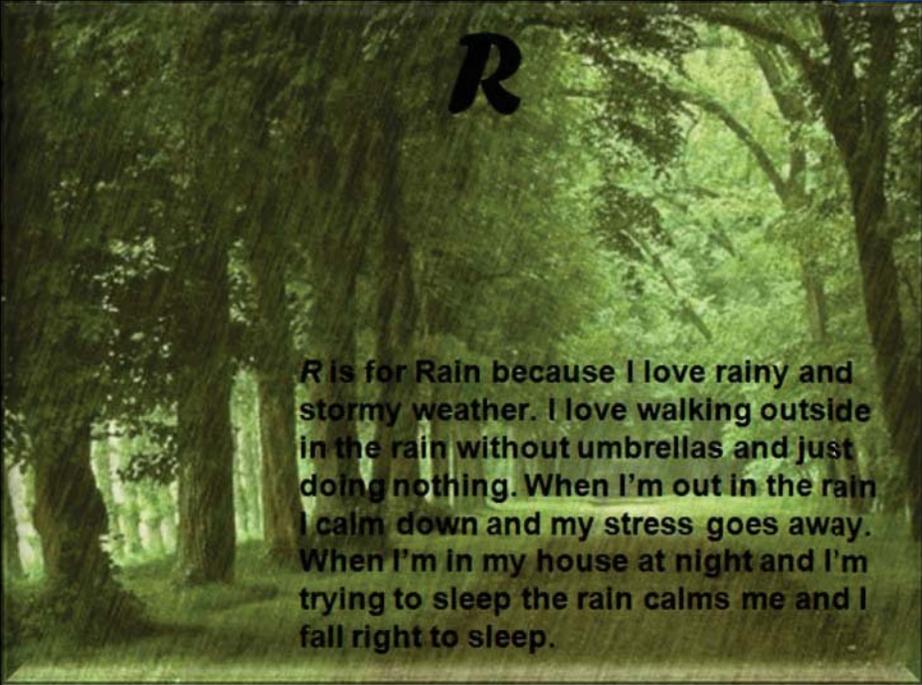
D is for Darkness because I am not afraid of the dark and I love the dark. My friends like to call me a vampire because I love the darkness way more than sunlight. I love being outside while it's dark and staring up at the sky and looking at the stars.



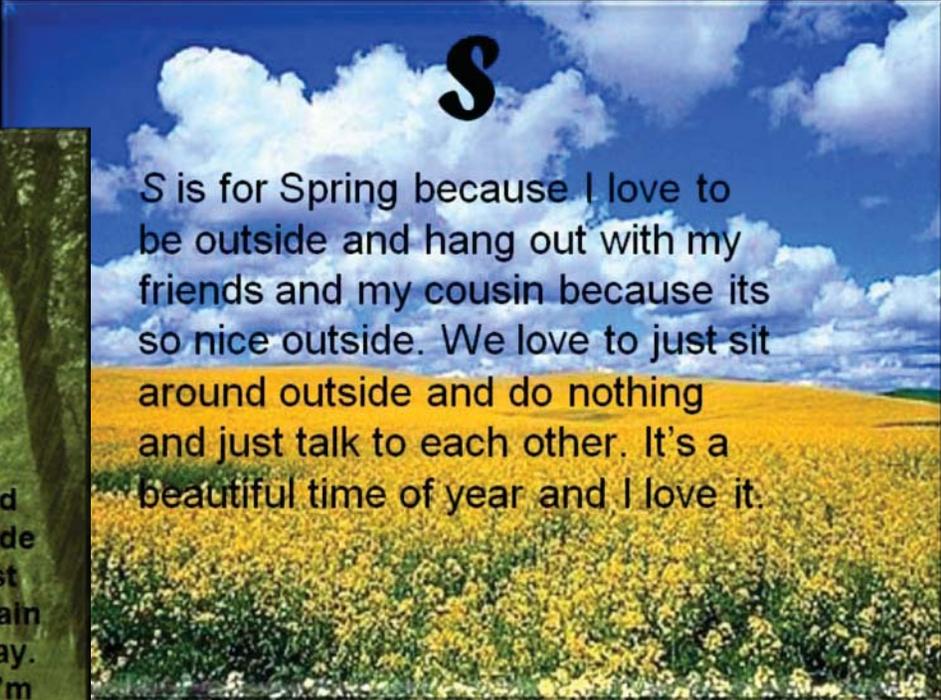
"For Only In Darkness... Shall We Ever Be Together..."

Courtney

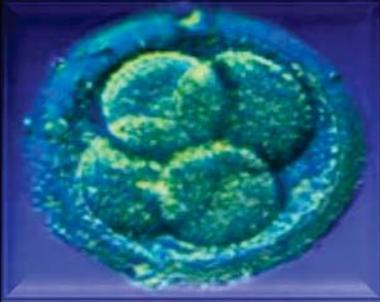
ABC Biography



R is for Rain because I love rainy and stormy weather. I love walking outside in the rain without umbrellas and just doing nothing. When I'm out in the rain I calm down and my stress goes away. When I'm in my house at night and I'm trying to sleep the rain calms me and I fall right to sleep.



S is for Spring because I love to be outside and hang out with my friends and my cousin because its so nice outside. We love to just sit around outside and do nothing and just talk to each other. It's a beautiful time of year and I love it.



Biology: The Study of Life

Enduring Understanding: Scientists gain understanding about living things by following a repeatable process of investigation and experimentation that results in objective qualitative and quantitative data.

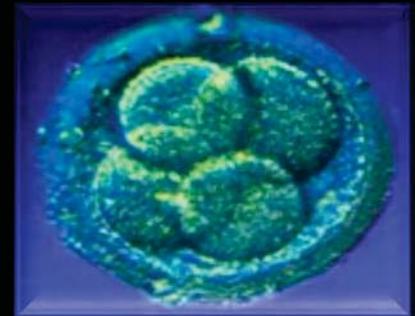
Essential Questions/Unit Questions: How do scientists gain understanding about living things?



Connecting to online text books



Biological Scientists:
Connecting to outside videos



Biology

Cell Discovery Timeline



[Fridley](#) ▶ [Haver](#) ▶ [Resources](#) ▶ [Instructions for Cell Discovery Timeline](#)

Log on to TimeToast using the Moodle link below. If you have never used this before, you'll need to set up an account. Make sure your username or profile provides your name to be recognized for grading purposes.

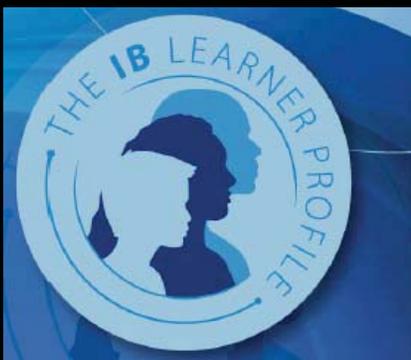
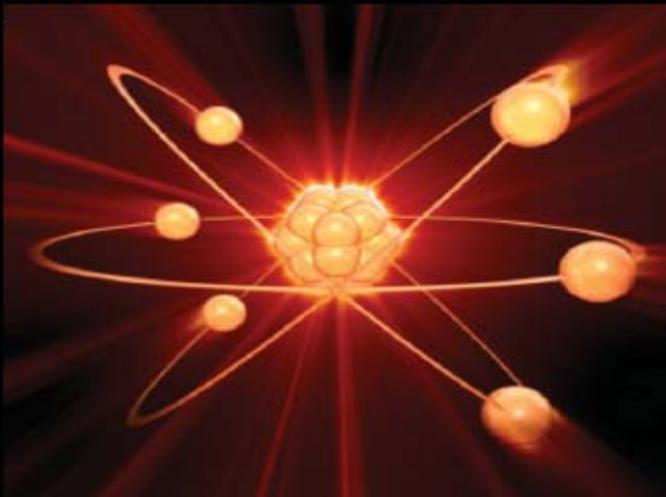
You will research information on the important events and people in cell discovery. Here are some things to get you started with your research:

compound light microscope
scanning electron microscope
electron microscope
Roslin Institute
Hugo von Mohl
Matthais Schleiden
Theodor Schwann
James Watson
Francis Crick
Rudolf Virchow
Anton van Leeuwenhoek
stem cells
Francesco Redi
Robert Hooke
George Otto Gey

There may be more people, places, and events you want to add to your timeline to make it unique. The above are required elements. You also need to provide pictures with your events. Using TimeToast, you will also be able to link videos, pictures, information links, etc. for extra points and a better grade.

Welcome to Chemistry A!

In this course, Chemistry A, we will be studying how chemists use scientific inquiry skills to study the living and non-living world. We will use the scientific process to study matter, where the elements came from and how technology has advanced into the world we know today, as well as learning about the Periodic Table and atoms.



IB Learners
strive to be:

- Inquirers
- Knowledgeable
- Thinkers
- Communicators
- Principled
- Open-minded
- Caring
- Risk-takers
- Balanced
- Reflective

Rewards will come to those who strive to be IB Learners!

Timeline for this Course

Week 1 - Becoming a Chemist

Week 2 - Understanding Matter

Week 3-4 - Bang to Bang: From the Big Bang to Trinity

Week 5 - The Periodic Table/Atoms

Week 6 - The Atom



International
Baccalaureate

Discussion: What does it mean to be an IB Chemist?

American History A



Digital History
using new technologies to enhance teaching and research

Digital History Home

- Online Textbook
- Primary Sources
 - Boisterous Sea of Liberty
 - Court Cases
 - Historic Newspapers
 - Landmark Documents
 - Social History
- Ethnic Voices
 - Asian Americans
 - Italian Americans
 - Irish Americans
- For Teachers
 - eXplorations
 - Classroom Handouts
 - Learning Modules
 - Lesson Plans
 - Resources Guides
- Active Learning
 - Conduct Inquiries
 - Create Exhibits
 - Do History through...
- Multimedia
 - E-lectures
 - Film Trailers
 - Flash Movies

[Back to Classroom-tested Lesson Plans and Handouts](#)

Slavery

★ [Interpreting Primary Sources](#)

Reading 1:

The whole commerce between master and slave is a perpetual exercise of the...most unremitting despotism on the one part, and degrading submissions on the other.....Indeed I tremble for my country when I reflect that God is just; that his justice cannot sleep forever.

Thomas Jefferson, 1782

Reading 2:

An hour before day light the horn is blown. Then the slaves arouse, prepare their breakfast, fill a gourd with water, in another deposit their dinner of cold bacon and corn cake, and hurry to the field again. It is an offense invariably followed by a flogging, to be found at the quarters after daybreak....

Reading 6:

Follow the Drinking Gourd

When the sun comes back and the first quail calls,
Follow the drinking gourd.
for the old man is a-waiting for to carry you to freedom,
If you follow the drinking gourd

The river bank will make a very good road,
The dead trees show you the way.
Left foot, peg foot traveling on,
Follow the drinking gourd.

Negro spiritual

Linking to primary sources

★ Questions To Think About

- 1. Which account offers the most accurate description of slavery?**
- 2. On what grounds did apologists defend slavery?**
- 3. Why does Nat Turner say he led a revolt against slavery? What does his account tell us about the radical potential of slave religion?**

American History A Reformer Project



Thank you!