



Fridley Public Schools School Board Work Session Agenda

Tuesday, May 19, 2020 at 5:30 PM

Virtual Meeting 6/16/2020

VIRTUAL MEETING

Join by phone

443-489-6260, PIN 520 362 283# 55432

A. Signing Required Documents

B. GOVERNANCE AND POLICY

1. Second Readings and Adoption of Policies
 - a. Policy 421 Gifts to Employees and School Board Members
 - b. Policy 510 School Activities
 - c. Policy 703 Annual Audit
 - d. Policy 802 Disposition of Obsolete Equipment and Material

C. OVERSIGHT OF OPERATIONS

1. Legal, Staffing and Personnel Update
 - a. New Contracts, Amendments, Leaves of Absence, Terminations, Resignations, and Retirements
 - b. Negotiations Updates
 - c. MOU for Probationary Teachers
 - d. Administration Master Agreement 2019-2021
 - e. Stevenson Principal Update
2. Finance & Operations Update
 - a. FY21 Budget Update
 - b. Long Term Facilities Maintenance (LTFM) Plan
 - c. Capital Projects Levy Renewal
3. Partnership Updates
 - a. Association of Metropolitan School Districts (AMSD)
 - b. Tigers United
 - c. Metro 916

D. BOARD GOVERNANCE POLICY

1. 2020-2021 School Board Meeting Calendar
2. School Board Self Appraisal Evaluation Results - discussion at additional work session

E. SUPERINTENDENT RELATIONS

1. Superintendent Evaluation Results

F. PUBLIC ENGAGEMENT

G. INFORMATIONAL ITEMS

1. Enrollment
2. COVID-19/Distance Learning Update
3. Graduation 2020
4. Minneapolis redistricting for 2021-2022

H. PUBLIC FORUM



FRIDLEY PUBLIC SCHOOLS

Fridley Public Schools Policies Presented for Second Reading May 19, 2020

#	Policy Name	Change/Revision
421	Gifts to Employees and School Board Members	III. Definitions, C. Financial interest added
510	School Activities	MSBA policy alignment; removed items that were Fridley specific and also covered in the student-parent handbook.
703	Annual Audit	Changed III.E to the Minnesota Legal Compliance AUDIT Guide
802	Disposition of Obsolete Equipment	IV. H. 1. Added tablet device IV. H. 1. e added charitable organization IV. H. 2 added for selling/giving away equipment All per MSBA policy alignment





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421 Gifts to Employees and School Board Members

I. Purpose

The purpose of this policy is to avoid the appearance of impropriety or the appearance of a conflict of interest with respect to gifts given to school district employees and School Board Members.

II. General Statement of Policy

- A. The school district recognizes that students, parents, and others may wish to show appreciation to school district employees. The policy of the school district, however, is to discourage gift-giving to employees, and to encourage donors instead to write letters and notes of appreciation or to give small tokens of gratitude as memorabilia.
- B. A violation of this policy occurs when any employee solicits, accepts, or receives either by direct or indirect means, a gift from a student, parent, or other individual or organization of greater than nominal value.
- C. A violation of this policy occurs when any employee to solicits, accepts, or receives a gift from a person or entity doing business with or seeking to do business with the school district. Employees may accept items of insignificant value of a promotional or public relations nature or a plaque with a resale value of \$5 or less with an inscription recognizing an individual for an accomplishment. The superintendent has discretion to determine what value is “insignificant.”
- D. Teachers may accept from publishers, free samples of textbooks and related teaching materials.
- E. This policy applies only to gifts given to employees where the donor’s relationship with the employee arises out of the employee’s employment with the school district. It does not apply to gifts given to employees by personal friends, family members, other employees, or others unconnected to the employee’s employment with the school district.
- F. An elected or appointed member of a School Board, a school superintendent, a school principal, or a district school officer, including the school business official, may not accept a gift from an interested person.

III. Definitions

- A. “Gift” means money, real or personal property, a service, a loan, a forbearance or forgiveness of indebtedness, or a promise of future employment, that is given without something of equal or greater value being received in return.



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- B. “Interested person” means a person or a representative of a person or association that has a direct financial interest in a decision that a School Board member, a superintendent, a school principal, or a district school officer is authorized to make.
- C. “Financial interest” means any ownership or control in an asset which has the potential to produce a monetary return.

IV. Procedures

Any employee considering the acceptance of a gift shall confer with the administration for guidance related to the interpretation and application of this policy.

V. Violations

Employees who violate the provisions of this policy may be subject to discipline, which may include reprimand, suspension, and/or termination or discharge.

Legal References:

Minn. Stat. § 10A.07 (Conflicts of Interest)

Minn. Stat. § 10A.071 (Prohibition of Gifts) Minn. Stat. § 15.43 (Acceptance of Advantage by State Employee; Penalty) Minn. Stat. § 471.895 (Certain Gifts by Interested Persons Prohibited)

Cross References:

MSBA/MASA Model Policy 209 (Code of Ethics)

MSBA/MASA Model Policy 210 (Conflict of Interest – School Board Members)

MSBA/MASA Model Policy 306 (Administrator Code of Ethics)

Adopted as Policy 11.301 May 20 1986

Revised December 16, 1986

Revised as Policy 495 October 16, 2007

Revised February 17, 2015

Revised September 18, 2018

Revised May 19, 2020

510 SCHOOL ACTIVITIES

I. PURPOSE

The purpose of this policy is to impart to students, employees and the community the school district's policy related to the student activity program.

II. GENERAL STATEMENT OF POLICY

School activities provide additional opportunities for students to pursue special interests that contribute to their physical, mental and emotional well-being. They are of secondary importance in relationship to the formal instructional program; however, they complement the instructional program in providing students with additional opportunities for growth and development.

III. RESPONSIBILITY

- A. The School Board expects all students who participate in school sponsored activities to represent the school and community in a responsible manner. All rules pertaining to student conduct and student discipline extend to school activities.
- B. The School Board expects all spectators at school sponsored activities, including parents, employees, and other members of the public, to behave in an appropriate manner at those activities. Students and employees may be subject to discipline and parents and other spectators may be subject to sanctions for engaging in misbehavior or inappropriate, illegal or unsportsmanlike behavior at these activities or events.
- C. The superintendent shall be responsible for disseminating information needed to inform students, parents, staff and the community of the opportunities available within the school activity program and the rules of participation.
- D. Those students who participate in Minnesota State High School League (MSHSL) activities must also abide by the league rules. Those employees who conduct MSHSL activities shall be responsible for familiarizing students and parents with all applicable rules, penalties, and opportunities.
- E. The superintendent or designee shall be responsible for conducting an annual evaluation of school activity programs and presenting the results and any recommendations to the School Board.



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- F. The school board will ensure that any funds raised for extracurricular activities will be spent only on extracurricular activities.

Legal References:

Minn. Stat. § 123B.49 (Extracurricular Activities; Insurance)

Cross References:

MSBA/MASA Model Policy 503 (Student Attendance)

MSBA/MASA Model Policy 506 (Student Discipline)

MSBA/MASA Model Policy 713 (Student Activity Accounting)

School Board Action:

Adopted as Policy 8.507 November 18, 1975

Revised June 18, 1982

Revised as Policy 510 January 15, 2008

Revised October 21, 2014

Revised May 19, 2020

Second Reading



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703 Annual Audit

I. Purpose

The purpose of this policy is to provide for an annual audit of the books and records of the school district in order to comply with law, to provide a permanent record of the financial position of the school district, and to provide guidance to the school district to correct any errors and discrepancies in its practices.

II. General Statement of Policy

The policy of this school district is to comply with all laws relating to the annual audit of the books and records of the school district.

III. Requirement

- A. The School Board shall appoint independent certified public accountants to audit, examine and report upon the books and records of the school district. The School Board may enter into a contract with a person or firm to provide the agreed upon services.
- B. After the close of each fiscal year, the books, records and accounts of the school district shall be audited by said independent certified public accountants in accordance with applicable standards and legal requirements. The superintendent and members of the administration shall cooperate with the auditors.
- C. The school district shall, prior to September 15 of each year, submit unaudited financial data for the preceding year to the Commissioner of Education (Commissioner) on forms prescribed by the Commissioner. The report shall also include those items required by Minn. Stat. § 123B.14, Subd. 7.
- D. The school district shall, prior to November 30 of each year, provide to the Commissioner audited financial data for the preceding fiscal year. The school district shall, prior to December 31 of each year, provide to the Commissioner and the State Auditor an audited financial statement in a form that will allow comparison with and correction of material differences in the unaudited data. The audited financial statement must also provide a statement of assurance pertaining to compliance with uniform financial accounting and reporting standards and a copy of the management letter submitted to the school district by its auditor.
- E. The audit must be conducted in compliance with generally accepted governmental auditing standards, the Federal Single Audit Act and the Minnesota Legal Compliance Audit Guide issued by the Office of the State Auditor.



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- F. The School Board must approve the audit report by resolution or require a further or amended report.
- G. The administration shall report to the School Board regarding any actions necessary to correct any deficiencies or exceptions noted in the audit.
- H. The accounts and records of the school district shall also be subject to audit and inspection by the State Auditor to the extent provided in Minn. Stat. Ch. 6.

Legal References:

Minn. Stat. Ch. 6 (State Auditor)

Minn. Stat. § 123B.02 (School District Powers)

Minn. Stat. § 123B.09 (School Board Powers)

Minn. Stat. § 123B.14, Subd. 7 (Duties of School Board Clerk)

Minn. Stat. § 123B.77, Subds. 2 and 3 (Audited Financial Statements; Statement for Comparison and Correction)

Cross References:

MSBA/MASA Model Policy 702 (Accounting)

MSBA Service Manual, Chapter 7, Education Funding

SCHOOL BOARD ACTION:

Adopted as Policy 10.401

Revised as Policy 703 November 21, 2006

Revised May 19, 2020



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802 Disposition Of Obsolete Equipment And Material

I. Purpose

The purpose of this policy is to provide guidelines for the superintendent to assist in timely disposition of obsolete equipment and material.

II. General Statement of Policy

Effective use of school building space, and consideration for safety of personnel, will at times require disposal of obsolete equipment and material.

III. Definitions

- A. "Contract" means an agreement entered into by the school district for the sale of supplies, materials or equipment.
- B. "Official newspaper" is a regular issue of a qualified legal newspaper.

IV. Manner of Disposition

A. Authorization

The superintendent shall be authorized to dispose of obsolete equipment and materials by selling it at a fair price consistent with the procedures outlined in this policy. Any sale exceeding the minimum amount for which bids are required must first be specifically authorized by the School Board. The superintendent shall be authorized to properly dispose of used books, materials and equipment deemed to have little or no value.

B. Contracts Over \$ 175,000

1. If the value of the equipment or materials is estimated to exceed \$175,000 in total, sealed bids shall be solicited by two weeks' published notice in the official newspaper. This notice shall state the time and place of receiving bids and contain a brief description of the subject matter. Additional publication in the official newspaper or elsewhere may be made as the School Board shall deem necessary.
2. The sale shall be awarded to the highest responsible bidder, be duly executed in writing, and be otherwise conditioned as required by law.
3. A record shall be kept of all bids, with names of bidders and amounts of bids, and an indication of the successful bid. A bid containing an alteration or erasure of any price contained in the bid which is used in determining the highest responsible bid shall be



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- rejected unless the alteration or erasure is corrected by being crossed out and the correction printed in ink or typewritten adjacent thereto and initialed in ink by the person signing the bid.
4. In the case of identical high bids from two or more bidders, the School Board may, at its discretion, utilize negotiated procurement methods with the tied high bidders so long as the price paid does not go below the high tied bid price. In the case where only a single bid is received, the School Board may, at its discretion, negotiate a mutually agreeable contract with the bidder so long as the price paid does not fall below the original bid. If no satisfactory bid is received, the board may re-advertise.
 5. All bids obtained shall be kept on file for a period of at least one year after their receipt. Every contract made without compliance with the foregoing provisions shall be void.
 6. Data submitted by a business to a school in response to a request for bids are private until opened. Once opened, the name of the bidder and the dollar amount specified become public; all other data are private until completion of the selection process, meaning the school has completed its evaluation and ranked the responses. After completion of the selection process, all data submitted by all bidders are public except trade secret data. If all responses are rejected prior to completion of the selection process, all data remain private, except the name of the bidder and the dollar amount specified which were made public at the bid opening for one year from the proposed opening date or until resolicitation results in completion of the selection process or until a determination is made to abandon the purchase, whichever occurs sooner, at which point the remaining data becomes public. Data created or maintained by the school district as part of the selection or evaluation process are protected as nonpublic data until completion of the selection or evaluation process. At that time, the data are public with the exception of trade secret data.

C. Contracts From \$25,000 to \$175,000

If the amount of the sale is estimated to exceed \$25,000 but not to exceed \$175,000, the contract may be made either upon sealed bids in the manner directed above or by direct negotiation, by obtaining two or more quotations for the purchase or sale when possible, and without advertising for bids or otherwise complying with the requirements of competitive bidding notice. All quotations obtained shall be kept on file for a period of at least one year after their receipt.

D. Contracts \$25,000 or Less

If the amount of the sale is estimated to be \$25,000 or less, the contract may be made either upon quotation or in the open market, in the discretion of the School Board. The sale in the open market may be by auction. If the contract is made upon quotation it shall



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be based, so far as practicable, on at least two quotations which shall be kept on file for a period of at least one year after their receipt.

E. Electronic Sale of Surplus Supplies, Materials, and Equipment

Notwithstanding the other procedural requirements of this policy, the school district may contract to sell supplies, materials, and equipment which is surplus, obsolete, or unused through an electronic selling process in which purchasers compete to purchase the supplies, materials, or equipment at the highest purchase price in an open and interactive environment.

F. Notice Of Quotation

Notice of procedures to receive quotations shall be given by publication or other means as appropriate to provide reasonable notice to the public.

G. Sales To Employees

No officer or employee of the school district shall sell or procure for sale or possess or control for sale to any other officer or employee of the school district any property or materials owned by the school district unless sold to a school district employee after reasonable public notice, at public auction or by sealed response, if the employee is not directly involved in the auction or sale process. Reasonable notice shall include at least one week's published or posted notice. A school district employee may purchase no more than one motor vehicle from the school district in any 12-month period. This section shall not apply to the sale of property or materials acquired or produced by the school district in the ordinary course of business. Nothing in this section shall prohibit an employee of the school district from selling or possessing for sale public property if the sale or possession for sale is in the normal course of the employee's duties.

H. Exceptions for Surplus School Computers

1. A school district may bypass the requirements for competitive bidding and is not subject to any other laws relating to school district contracts if it is disposing of surplus school computer and related equipment, including a tablet device, by conveying the property and title to:
 - a. another school district;
 - b. the state department of corrections;
 - c. the board of trustees of Minnesota State Colleges and Universities;



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- d. the family of a student residing in the district whose total family income meets the federal definition of poverty.
 - e. A charitable organization under section 501(c)(3) of the Internal Revenue code that is registered with the attorney general's office for educational use.
2. If surplus school computers are not disposed of as described in Paragraph 1., upon adoption of a written resolution of the school board, when updating or replacing school computers, including tablet devices, used primarily by students, the school district may sell or give used computers or tablets to qualifying students at the price specified in the written resolution. A student is eligible to apply to the school board for a computer or tablet under this subdivision if the student is currently enrolled in the school and intends to enroll in the school in the year following the receipt of the computer or tablet. If more students apply for computers or tablets than are available, the school must first qualify students whose families are eligible for free or reduced-price meals and then dispose of the remaining computers or tablets by lottery.

Legal References:

Minn. Stat. § 13.591 (Business Data)
Minn. Stat. § 15.054 (Public Employees Not to Purchase Merchandise From Governmental Agencies; Exceptions; Penalty)
Minn. Stat. § 123B.29 (Sale of School Building at Auction)
Minn. Stat. § 123B.52 (Contracts)
Minn. Stat. § 471.345 (Uniform Municipal Contracting Law)
Minn. Stat. § 645.11 (Published Notice)

Cross References:

MSBA Service Manual, Chapter 13, School Law Bulletin "F" (School District Contract and Bidding Procedures)

SCHOOL BOARD ACTION:

Adopted September 19, 2000
Revised as Policy 802 June 18, 2002
Revised December 16, 2008
Revised November 20, 2018
Revised May 19, 2020

Personnel Changes 2019-20 School Year

New Contracts and Amendments per Master Agreements (2019-20)

First Name	Last Name	Assignment	Step/Lane/Salary	School
Aaron	Cuthbert	History Day Advisor	Schedule C	FMS
Erin	Green	Coach Weight Room	Schedule C	FHS
Veronica	Mathison	Elementary Principal	Master Agreement	RLS
Christine	Nalepka	Spring Strength & Conditioning	Schedule C	FHS
Emma	Smith	Behavior Intervention Specialist	MA+20/step 2	Hayes
Mary	Topic	LTS Teacher	MA+20/step 8	District

Individual Contracts and Amendments (2019-21)

First Name	Last Name	Assignment	Step/Lane/Salary	School
Suzanne	Gallagher	MARSS Coordinator	Individual Contract	District
Krysta	Landry	Payroll Specialist	Individual Contract	District
Aloda	Sims	Equity & Inclusion Specialist	Individual Contract	District

Request for Leave (2020-2021)

- Carrie Wrona has requested a leave of absence from her Dean of Students position at Fridley High School for the 2020-2021 School Year.

Resignations (2019-2020)

- Stephanie Christenson resigned her teacher position at Fridley Middle School, effective June 12, 2020.
- Abyan Farah resigned her CE Instructor position at FCC, effective April 17, 2020.
- Teresa Kettering resigned her CE instructor position at FCC, effective April 20, 2020.
- Emily Knoop resigned her social worker position at Stevenson, effective June 12, 2020.
- Alyssa Lane resigned her teacher position at Fridley High School, effective June 12, 2020.
- Jeanne Moffat resigned her CE Instructor position at FCC, effective April 20, 2020.
- Abigail Rueb resigned her teacher position at Fridley Middle School, effective June 12, 2020.
- Tina Utley resigned her teacher position at Hayes, effective June 12, 2020.
- Amanda Woll resigned her teacher position at Stevenson effective June 12, 2020.

Retirements (2019-2020)

- Margo Rothenbacher will retire from her counselor position at Hayes, effective June 12, 2020.

Terminations (2019-2020)

- Hannah Beavens was terminated from her Student Assistant position at Fridley Community Center effective May 4, 2020.
- Warren Brewer was terminated from his custodian position at Fridley Middle School effective April 21, 2020.
- Isabella Hazelton was terminated from her Student Assistant position at Fridley Community Center effective May 4, 2020.
- Sasha Herder was terminated from her CE Instructor position at Fridley Community Center effective May 4, 2020.
- Kayla Hermann was terminated from her CE Instructor position at Fridley Community Center effective May 4, 2020.

- Mariah Hoffmann was terminated from her CE Instructor position at Fridley Community Center effective May 4, 2020.
- Wilton Howard was terminated from his Classroom Manager position at Fridley Community Center effective May 4, 2020.
- Tomasina Humphries was terminated from her Paraprofessional position at Fridley Community Center effective May 12, 2020.
- Kimberly Imholte was terminated from her Classroom Manager position at Fridley Community Center effective May 4, 2020.
- Jennifer Jahn was terminated from her CE Instructor position at Fridley Community Center effective May 4, 2020.
- Darren Johnson was terminated from his CE Instructor position at Fridley Community Center effective May 4, 2020.
- Tina Keeler was terminated from her CE Instructor position at Fridley Community Center effective May 4, 2020.
- Kimberly Kraska was terminated from her CE Instructor position at Fridley Community Center effective May 4, 2020.
- Tiffani Little was terminated from her Classroom Manager position at Fridley Community Center effective May 4, 2020.
- Emily Lund was terminated from her CE Instructor position at Fridley Community Center effective May 4, 2020.
- Aaron Midgyett was terminated from his Student Assistant position at Fridley Community Center effective May 4, 2020.
- Zeinab Mohamed was terminated from her CE Instructor position at Fridley Community Center effective May 4, 2020.
- Karly Schroeder was terminated from her CE Instructor position at Fridley Community Center effective May 4, 2020.
- Yashminie Seriram was terminated from her CE Instructor position at Fridley Community Center effective May 4, 2020.
- Shaquielle Shoulders was terminated from her CE Instructor position at Fridley Community Center effective May 4, 2020.
- Calley Shuman was terminated from her CE Instructor position at Fridley Community Center effective May 4, 2020.
- Christopher Sinclair was terminated from his CE Instructor at Fridley Community Center effective May 4, 2020.
- Michelle Stevens was terminated from her Classroom Manager position at Fridley Community Center effective May 4, 2020.
- Susan Wolney was terminated from her Classroom Manager position at Fridley Community Center effective May 4, 2020.

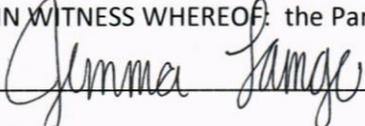
MEMORANDUM OF UNDERSTANDING

The parties to this Memorandum of Understanding, Jenna Lange, Independent School District 14, and the Fridley Education Association, knowingly and voluntarily agree to the following stipulations waiving the statutory probationary period:

- a. The parties acknowledge that Minnesota courts have determined that a teacher’s right to tenure can only be modified by mutual consent of the teacher and the School Board. *State v. ISD 810*, 109 N.W.2d 596, 602-03 and *Perry v. ISD 696*, 210 N.W.2d 283.
- b. That the probationary period for Jenna Lange shall be extended for one year, the 2020-2021 school year, to permit the school district one additional probationary year to evaluate.
- c. The right to challenge this one-year extension of the probationary period is waived.
- d. The district has the right to non-renew after the 2020-2021 school year, i.e. by this agreement, the probationary period is extended to July 1, 2021. Jenna Lange has no right to claim or bring action that she/he is a continuing contract teacher in the 2019-2020 School Year.
- e. This agreement does not set a precedent for other teachers or future similar situations in ISD 14.
- f. It is specifically understood and agreed that the acceptance of the considerations set for in this Memorandum is a full, final and complete agreement and does not constitute and shall not be construed as any admission of wrongdoing, liability, or fault by any of the parties to this Memorandum of Understanding.
- g. This Memorandum of Understanding represents a full and complete agreement between the parties hereto. There are no covenants, promises or undertakings otherwise of this Memorandum other than as specifically set forth herein.

The undersigned, by execution hereof, state that this Memorandum of Understanding has been read by them and that they understanding and fully agree to each, all and every provision of this Memorandum and hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF, the Parties have executed this Agreement as follows:



Teacher

Date: March 17, 2020



Kirk Myhra, FEA President

Date: April 15, 2020

School Board Chair, ISD 14

Date: _____

School Board Clerk, ISD 14

Date: _____

MEMORANDUM OF UNDERSTANDING

The parties to this Memorandum of Understanding, Joan Lu, Independent School District 14, and the Fridley Education Association, knowingly and voluntarily agree to the following stipulations waiving the statutory probationary period:

- a. The parties acknowledge that Minnesota courts have determined that a teacher's right to tenure can only be modified by mutual consent of the teacher and the School Board. *State v. ISD 810*, 109 N.W.2d 596, 602-03 and *Perry v. ISD 696*, 210 N.W.2d 283.
- b. That the probationary period for Joan Lu shall be extended for one year, the 2020-2021 school year, to permit the school district one additional probationary year to evaluate.
- c. The right to challenge this one-year extension of the probationary period is waived.
- d. The district has the right to non-renew after the 2020-2021 school year, i.e. by this agreement, the probationary period is extended to July 1, 2021. Joan Lu has no right to claim or bring action that she/he is a continuing contract teacher in the 2019-2020 School Year.
- e. This agreement does not set a precedent for other teachers or future similar situations in ISD 14.
- f. It is specifically understood and agreed that the acceptance of the considerations set for in this Memorandum is a full, final and complete agreement and does not constitute and shall not be construed as any admission of wrongdoing, liability, or fault by any of the parties to this Memorandum of Understanding.
- g. This Memorandum of Understanding represents a full and complete agreement between the parties hereto. There are no covenants, promises or undertakings otherwise of this Memorandum other than as specifically set forth herein.

The undersigned, by execution hereof, state that this Memorandum of Understanding has been read by them and that they understanding and fully agree to each, all and every provision of this Memorandum and hereby acknowledge receipt of a copy of this Memorandum.

IN WITNESS WHEREOF: the Parties have executed this Agreement as follows:



Teacher

Date: 3/17/2020



Kirk Myhra, FEA President

Date: 4/15/20

School Board Chair, ISD 14

Date: _____

School Board Clerk, ISD 14

Date: _____

Master Agreement

Between

**Fridley School District 14
School Board
Fridley, Minnesota**

And

**Fridley Association of
School Principals**

July 1, 2019 Through June 30, 2021

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MASTER AGREEMENT

**ARTICLE I
PARTIES AND EFFECT**

Section 1. Parties:

This Agreement, entered into between the School Board of Independent School District 14, Fridley, Minnesota, hereinafter referred to as the School Board, and the Fridley Association of School Administrators, hereinafter referred to as exclusive representative, pursuant to and in compliance with the Public Employment Relations Act as amended, hereinafter referred to as the P.E.L.R.A. as amended, to provide the terms and conditions of employment for administrators during the duration of this Agreement.

Section 2. Effect:

This Agreement constitutes the full and complete agreement between the School Board and the exclusive representative representing the administrators of the District. The provisions herein relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, school district policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

Any statement in this Agreement found to be in violation of any valid rule, regulations or order of State and Federal agencies shall be considered null and void.

**ARTICLE II
RECOGNITION OF EXCLUSIVE REPRESENTATIVE**

Section 1. Recognition:

In accordance with the P.E.L.R.A. as amended, the School Board recognizes Fridley Association of School Administrators as the exclusive representative of Principals and Assistant Principals employed by the School Board of Independent School District 14, which exclusive representative shall have those rights and duties as prescribed by the P.E.L.R.A. as amended and as described in the provisions of this Agreement.

**ARTICLE III
DEFINITIONS**

Section 1. Administrator:

In this group master agreement, the term "administrator" shall include any employee who is currently under assignment to work in Fridley School District 14 in the capacity of a Principal or Assistant Principal, who also possesses any Minnesota required administrative licensure for this administrative assignment, whose employment service is more than 50 percent of their time to administrative duties in the capacity of a Principal or Assistant Principal.

Section 2. Terms and Conditions of Employment:

Terms and conditions of employment means the hours of employment, the compensation therefore, including fringe benefits, except retirement contributions or benefits and the employer's personnel policies affecting the working conditions of the employees. In the case of professional employees, the

term does not mean educational policies of the School District. The terms in both cases are subject to the provisions of M.S. 179.66 regarding the rights of public employees in the scope of negotiations.

ARTICLE IV SCHOOL BOARD RIGHTS

Section 1. Inherent Managerial Rights:

The exclusive representative recognizes that the School Board is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure and selection and direction and number of personnel.

Section 2. Management Responsibilities:

The exclusive representative recognizes the right and obligation of the School Board to efficiently manage and conduct the operation of the School District within its legal limitations and with its primary obligations to provide educational opportunity for the students of the School District.

Section 3. Effect of Laws, Rules and Regulations:

The exclusive representative recognizes that all employees covered by this Agreement shall perform the administrative services prescribed by the State of Minnesota, and by the School Board rules, regulations, directives and orders, issued from time to time by properly designated officials of the School District. Any provision of this Agreement found to be in violation of any such laws shall be null and void and without force and effect.

ARTICLE V ADMINISTRATOR AND ASSOCIATION RIGHTS

Section 1. Right to Views:

Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any administrator or his/her representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designated to and does not interfere with the full faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative if there be one; nor shall it be construed to require any administrator to perform labor or services against his/her will.

Section 2. Right to Join:

Administrators shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations. Administrators in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such administrators with the School Board of such unit.

Section 3. Request for Dues Check-off:

Administrators shall have the right to request and be allowed dues check-off for the administrator organization of their selection provided that the administrator organization has not lost its right to dues check-off pursuant to 179.64 to 179.75 of the P.E.L.R.A. as amended.

Subd. 1. Upon receipt of a properly executed authorization card of the administrator involved, the School District will deduct from the administrator's paycheck the dues that the administrator has agreed to pay to the administrator organization during the period provided in said authorization.

Subd. 2. All administrators who have applied for dues check-off in the Association will automatically have their membership dues deducted in ten monthly installments. Deductions for members employed after the beginning of the school year shall immediately begin and be prorated so as to complete payments in conjunction with other members of the Association.

Subd. 3. The District will promptly remit to the Association treasurer the amount of money deducted each month. With each installment the District will provide to the Association membership chairperson a list of people currently having dues deducted.

Subd. 4. Upon request of the exclusive representative, the Board shall deduct a fair share fee, as determined by the exclusive representative, from the pay of any administrator who is not a member of the exclusive representative in good standing or who does not make application for membership within thirty (30) days from the day of commencement of administrative duties.

Subd. 5. The payroll deduction and submission of dues (full and fair share) pursuant to this Section 3 and its subdivisions are subject to any and all limitations and restrictions under state or federal law.

Section 4. Facilities:

The exclusive representative may use School District facilities for the transaction of Association business provided that this does not interfere with the normal school operation and an application for use of facilities has been submitted through proper channels.

Section 5. Nondiscrimination Against Members:

The School Board will not discriminate against any administrator with respect to hours, wages, or any terms or conditions of employment by reason of membership in the Association or collective professional negotiations with the Board or institution of any grievance, complaint or proceeding under this contract. All rights granted to administrators in this Agreement are in addition to those granted elsewhere.

Section 6. Personnel Files:

All monitoring or observation of the work performance of District personnel shall be conducted openly and with full knowledge of that person.

Subd. 1. No written material derogatory of an administrator's conduct, service or character shall be placed in his/her personnel file unless the administrator is given prompt notice.

Subd. 2. As provided by law, M.S. 125.12, Subd. 14, an administrator shall be entitled to submit a written response to any material placed in the administrator's personnel file or to seek expungement of any material through the grievance procedure.

Subd. 3. Administrators shall have the right upon request to review the contents of their personnel file and to receive at their own expense a copy of any documents contained therein.

Section 7. Notification:

Information on new administrator starting salary and number of steps will be communicated to the president of FASA.

**ARTICLE VI
NO STRIKE**

It is agreed that there shall be no strike, lockout or discontinuance of work during the life of this Agreement. In the event of a strike or picketing by any employee organization, administrators shall continue to be available for work notwithstanding any such activity.

**ARTICLE VII
BASIC SCHEDULES AND RATES OF PAY**

Section 1. Work Year/Duty Days:

The work year for each administrator shall be 261 days. In computing the value of a duty day for purposes of this Agreement, the total annual compensation shall be divided by the number of work days, less contract holidays and contract vacations.

Section 2. Wages and Salaries:

Personnel newly assigned to the positions covered by this Agreement subsequent to the date hereof shall be compensated by the District at a level commensurate with training and experience. Current personnel shall receive the salaries listed on attached Appendix A for the period of July 1, 2019 to June 30, 2021.

**ARTICLE VIII
INSURANCE PROGRAM**

Section 1. Group Insurance:

The District's contribution toward health insurance shall be the same as the teacher contract.

The District will seek input from the exclusive representative whenever a change in the carrier is necessary.

Section 2. Life Insurance:

The District will provide a group term life insurance policy on the life of all administrators employed by the District in the amount of \$150,000. Administrators who qualify may purchase up to \$100,000 additional insurance.

Section 3. Dental Plan:

The District shall provide the School District single dental plan at full cost for each administrator.

Section 4. Long Term Disability:

The District will provide a long term disability plan for administrators. This plan will provide a benefit of 70% of basic salary to a maximum of \$5,000.00 per month in the event of disability caused by sickness or accident. The waiting period for this benefit shall be sixty (60) calendar days. The premium for the plan will be paid by the administrator through payroll deduction. All administrators must purchase the LTD plan provided by the district.

Section 5. IRS 125B Plan:

The District shall offer a 125B Plan.

**ARTICLE IX
LEAVES OF ABSENCE**

Section 1. Sick Leave:

- A. Administrators shall accrue 120 hours (15 days) of sick leave per contract year. Such leave will be credited on July 1 of the contract year. Earned sick leave may be used for illness or injury of relatives pursuant to Minn. Stat. § 181.9413, but must at least include the following individual's brother, sister, mother, father, spouse, child, in-laws, grandparents and grandchildren. Additional hours may be granted at the discretion of the Superintendent.
- B. Administrators may accrue unlimited sick leave during the term of this Contract. Administrators shall not be paid for any unused, accrued sick leave upon separation from employment with the School District.
- C. If, upon separation of employment from the School District, the administrator has been paid sick leave in an amount that exceeds the pro-rata hours for the contract year, such amount shall be deducted from the Administrators' final paycheck.
- D. The administrator shall comply with all School District policies and procedures regarding the use of sick leave, and may be required to submit a certification from a physician and/or health care provider if a sick leave absence of 3 days or more consecutive hours occurs.

Section 2. Supplementation to Workers' Compensation Benefits

- A. An administrator who is absent from work due to a work-related injury and is receiving workers' compensation benefits may elect, in writing, to supplement workers' compensation benefits by using his/her accrued sick leave and/or vacation leave in order to receive the full amount of his/her normal pay.
- B. If an administrator elects to supplement workers' compensation benefits under Section 2 A, the amount of the administrator's accrued sick leave or vacation leave shall be proportionately reduced in the amount of the supplemental pay. Elections will automatically cease when the administrator's accrued sick leave and vacation leave have been exhausted.

- C. In no event shall an election to supplement workers' compensation benefits from accrued sick leave or vacation leave result in an administrator receiving more than his/her normal daily, weekly or monthly pay.
- D. Administrators must provide the documentation needed to determine the supplemental amount payable from accrued sick leave or vacation leave. Elections pursuant to this Section are valid only during periods in which the administrator is receiving workers' compensation benefits.

Section 3. Vacations:

Each administrator shall receive one hundred eighty four (184) hours of vacation annually. After completing five (5) years of public service in the Fridley Schools, the administrator shall receive two hundred (200) hours of vacation annually.

Upon cessation of employment the administrator shall be paid for up to three hundred sixty (360) hours of unused vacation. The rate of pay shall be based on the administrator's daily basic salary rate during the last year of service. (See Article VII, Section 1).

Vacation hours, whether taken during the summer or during the school year are subject to the approval of the administrator's immediate superior and the Superintendent of Schools.

Section 4. Sabbatical Leave:

One year or part of a year may be granted at the discretion of the School Board to members of the professional staff for the purpose of professional advancement, subject to the conditions established by the School Board.

Subd. 1. To be eligible for sabbatical leave, an individual must have been a licensed employee seven (7) full years in the Fridley Public Schools. The proposed program of study or travel must have the approval of the Superintendent.

Subd. 2. Sabbatical leave for study shall be limited to individuals centering their study in their area of major concentration and should not be used for re-training in a new area unless at the request of the Superintendent.

- A. The recipient of a leave is expected to carry a normal course load as determined by the college attended except with approval of the Superintendent, work on a thesis may be substituted by Ph.D. or Specialist candidates.

Subd. 3. Application:

- A. The application must be submitted in writing to the Superintendent prior to January 15 of the school year preceding the school year in which the leave is sought.
- B. The application shall contain a detailed description of the intended activity, including but not limited to, the institution where study will take place, courses and number of credits to be carried, and all other details surrounding the program.

Subd. 4. The number of administrators on sabbatical leave shall be limited in number to one per year of the administrative staff. If the number of requests exceeds the limitation, priority shall be given on the basis of length of service, contribution to the school system, and the equitable distribution of leaves among the various departments of school service.

Subd. 5. The allowance granted to an administrator on sabbatical leave shall be based on 50% of the contract salary of the individual for the school term during which the leave takes place with no maximum limitation. The administrator shall remain eligible to participate in group insurance plans provided by the District.

Subd. 6. An administrator who is granted a sabbatical leave must pledge himself/herself to work in the Fridley Public Schools for one (1) full year following the termination of the leave. If the administrator's service is discontinued for any reason other than the individual's incapacity to work before the expiration of one (1) year, she/he shall pay back to the School Board prorata part of the sabbatical allowance. The administrator will sign a note for the salary she/he receives during his sabbatical leave. This note will be canceled one (1) year after his/her return to the Fridley System.

Subd. 7. Upon expiration of the sabbatical leave, the individual shall have the privilege of returning to the position she/he occupied prior to the leave, with increment added to the salary.

Section 5. Jury Duty:

Subd. 1. All employees shall be granted the additional amount to make up full pay if required to serve on jury duty. The employee must submit the jury duty notification document to human resources prior to entering time off for jury duty. An employee must reimburse the district the full amount earned for the jury duty, less mileage, and provide documentation of the accompanying payment for jury duty.

Section 6. Personal Leave:

Up to sixteen (16) hours may be granted to members of the administrative staff each year when approved by the Superintendent for the purpose of personal leave.

Personal leave will be granted only for the following purposes:

1. Business that cannot be conducted outside of school hours.
2. Court cases or similar legal appearances.
3. Approved religious holidays.
4. Emergency hardship situations.

Section 7. Child Care Leave:

Subd. 1. An unpaid childcare leave shall be granted by the School District subject to the provisions of this Section. Childcare leave shall be granted because of the need to prepare and provide parental care for a child or children of the administrator for an extended period of time.

Subd. 2. An administrator electing childcare leave shall inform the Superintendent in writing of intention to take leave at least three (3) calendar months before commencement of the intended

leave. The commencement of leave shall be advanced to such time as may be necessary to accommodate premature birth.

Subd. 3. If the reason for the childcare leave is occasioned by pregnancy, an administrator may elect to utilize sick leave pursuant to the sick leave provisions of this Agreement. A pregnant administrator will also provide at the time of the leave application, a statement from her physician indicating the expected day of delivery. The duration of such sick leave shall not exceed the period of actual physical inability to work. The definition of disability shall be as reasonably determined by a licensed physician. As a condition of receiving sick leave payments, the administrator may be required to subject to an examination by a physician designated by the District at the District's expense.

Subd. 4. The School District may adjust the proposed beginning or ending date of a child care leave so that the dates of the leave are coincident with some natural break in the school year, i.e., winter vacation, spring vacation, semester break or quarter break, ending of a grading period, end of the school year, or the like. If it is determined that winter vacation is the natural break, credit for one-half year's service shall be given.

Subd. 5. In making a determination concerning the commencement and duration of a childcare leave, the School Board shall not, in any event, be required to:

- A. Grant any leave more than twelve (12) months in duration.
- B. Permit the administrator to return to his or her employment prior to the date designated in the request for childcare leave.

Subd. 6. An administrator returning from childcare leave shall be re-employed in a position which she/he is licensed unless previously discharged or placed on requested leave.

Subd. 7. Failure of the administrator to return pursuant to the date determined under this Section shall constitute grounds for termination unless the School District and the administrator mutually agree to an extension in the leave.

Subd. 8. The parties agree that the applicable periods of probation for administrators as set forth in Minnesota Statutes are intended to be periods of actual service enabling the School District to have opportunity to evaluate an administrator's performance. The parties agree, therefore, that periods of time for which the administrator is on child care leave shall not be counted in determining the completion of the probationary period.

Subd. 9. An administrator who returns from child care leave within the provisions of this Section shall retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this Agreement at the commencement of the beginning of the leave. The administrator shall not accrue additional experience credit for pay purposes or leave time during the period of absence for childcare leave.

Subd. 10. Provisions of this policy which apply after the birth of a child also apply following the adoption of a child.

Section 8. Aging Parent Leave:

Subd. 1. An unpaid aging parent leave shall be granted by the School District subject to the provisions of this section. Aging parent leave shall be granted because of the need to prepare and provide care for an aging parent of the administrator for a period of time as approved by the Superintendent.

Subd. 2. An administrator electing aging parent leave shall inform the Superintendent in writing of his/her intention to take this leave as soon as known. The leave shall be approved at the discretion of the Superintendent.

Section 9. Bereavement Leave:

An employee shall be granted up to five (5) days bereavement leave per occurrence on the determination of the employee due to the death of a member of the family. The family includes spouse, child, parent, sibling, grandchild, niece, nephew, aunt, uncle, grandparent, in-laws of the same degree, other parent of child and regular members of the immediate household. In extenuating circumstances, an employee can request approval from Human Resources for use of this benefit for an individual who is not listed above but who stands in the same relationship with the employee. This leave shall be deducted from sick leave benefits. Additional bereavement leave may be granted at the discretion of the Superintendent or designee.

Section 10. Leadership Days:

Leadership days – Principal can trade off up to 5 days identified as leadership days to compensate for responsibilities associated with providing leadership for evening and additional leadership times outside of the contract. These days can only be taken during any non-student contact days (Outside of scheduled training or District activity days). Documentation must be provided by the Principal to the Superintendent, accounting for the leadership days of compensatory time.

**ARTICLE X
GRIEVANCE PROCEDURE**

Section 1.

A grievance means a dispute or disagreement as to the interpretation or application of any term of this master agreement.

Section 2.

An administrator, a group of administrators, or the School Board may be represented during any step of the grievance procedure by any person or agent designated by such party to act in his/her behalf.

Section 3:

Subd. 1. Reference to days regarding time period in this procedure shall refer to the days Monday through Friday through the calendar year unless they are designated as holidays by State law and school is not in session on such holidays.

Subd. 2. In computing any period of time prescribed herein, the date of the act or event for which the designated period of time begins to run shall not be included. The last day of the period shall be counted.

Subd. 3. The filing or service of any notice or document herein shall be timely if it bears a postmark of the United States Mail Service within the time period.

Subd. 4. Time limits specified in this Agreement may be extended by written agreement between the parties.

Section 4.

Subd. 1. Failure to file a grievance or failure to appeal a grievance from one level to another within the times specified shall be deemed a waiver thereof.

Subd. 2. Failure by the School Board or its representatives to issue a decision within the time periods provided shall constitute a denial of the grievance and the administrator may appeal it to the next level.

Section 5.

In the event that an administrator believes there is a basis for a grievance it shall be resolved in the following manner:

Subd. 1. The administrator shall discuss the alleged grievance with the Superintendent. If this informal discussion does not resolve the grievance the administrator may invoke the formal grievance procedure by filing a written statement with the Superintendent setting forth the facts and the specific provisions of the Agreement allegedly violated and the particular relief sought. The filing of this statement shall be completed within twenty (20) days of the occurrence of the grievance. The Superintendent shall give a written decision within ten (10) days of his receipt of the written grievance.

Section 6.

The School Board reserves the right to review any decision issued under this procedure provided the School Board or its representative notify the parties of its intention to review within ten (10) days after the decision has been rendered. In the event the School Board reviews a grievance under this Section, the School Board reserves the right to reverse or modify such decision.

Section 7.

In the event that the administrator and the School Board are unable to resolve any grievance, the grievance may be submitted to binding arbitration as defined herein:

Subd. 1. A request to submit a grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed in the office of the Superintendent within ten (10) days following the decision.

Subd. 2. No grievance shall be considered by the arbitrator which has not been first duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 3. Upon the proper submission of a grievance under the terms of this procedure, the parties shall, within ten (10) days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the P.E.R.B. to appoint an arbitrator, pursuant to M.S. 179.70, Subd. 4, providing such request is made within twenty (20) days after for arbitration. The request shall ask that the appointment be made within thirty (30) days after the receipt of said request. Failure to agree upon an arbitrator and the failure to request an arbitrator from the P.E.R.B. within the time period provided herein shall constitute a waiver of the grievance.

Subd. 4. The grievance shall be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing denovo.

Subd. 5. The decision by the arbitrator shall be rendered within thirty (30) days after the close of the hearing. Decisions by the arbitrator in cases properly before him shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided by in the P.E.L.R.A. as amended.

Subd. 6. Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses and any other expenses which the party incurs in connection with presenting its case to arbitration. A transcript or recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitrator, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. The cost of a transcript will be borne by the requesting party.

Subd. 7. All documents, communications and records dealing with the processing of a grievance will be filed separately from the personnel file of the administrator filing the grievance.

ARTICLE XI POSITION CHANGES

Section 1. Transfer:

A transfer of personnel from one administrative position to another administrative position in the District shall be considered on the basis of meeting the educational needs or objectives of the School District as interpreted by the Superintendent. In all cases where transfers are effected, the administrator involved may meet with the Superintendent to reach a full understanding of why the transfer is being made.

An administrator may request a transfer from an administrative position to a teaching position and if approved, will assume salary schedule placement for such a teaching position which recognizes total district and entrance level experience and training. Seniority as a teacher will be based on total District experience. Accumulated sick leave will be retained by the individual. Other contractual rights as an administrator will be forfeited.

Section 2. Discontinuance of Position:

In the event an administrative position is eliminated or reduced, full-time administrators affected by such may be reassigned to other administrative positions at the same or lower level for which they are qualified. In the event an administrative position is eliminated, and if the administrator does not qualify for any existing administrative position, she/he shall be assigned to a teaching position for which he/she is qualified by seniority and training. Seniority as a teacher will be based on total district experience. Other contractual rights as an administrator will be forfeited.

Section 3. Seniority:

Shall be based upon continuous and unbroken employment in the FASA bargaining unit from the first day of actual service after signing an administrator contract.

**ARTICLE XII
MISCELLANEOUS**

Section 1. Holidays:

Administrators shall receive twelve (12) holidays for each year as follows:

Labor Day	New Years Day
Thanksgiving Day	Martin Luther King, Jr. Day
Friday after Thanksgiving	Presidents' Day
Christmas Eve Day	Good Friday
Christmas Day	Memorial Day
New Years Eve Day	Fourth of July

The above holidays, when falling on Sunday, shall be observed on the following Monday, and those falling on Saturday, the preceding Friday.

Section 2. Professional Dues:

The School District will pay professional dues (local, state and national) for each administrator up to a limit of \$1,000.00 per year.

Section 3. Professional Development:

Allow building administrators to allocate \$800 per year to a building fund with a maximum of \$1,600 for the purpose of allowing the administrator to attend a national professional conference or a local professional conference.

Section 4. Expenses:

Actual expenses incurred on District business will be reimbursed as approved by the Superintendent, with automobile mileage reimbursed at a rate to be paid at IRS standard allowance.

Section 5. Other Salary Options for Mileage within the Seven County Metropolitan Area:

Administrators shall receive, as designated below, a flat yearly fee for mileage in the seven county metropolitan area.

Administrators shall be given the following option:

1. To receive the contracted amount below, or
2. To be reimbursed for actual mileage in the 7 county metropolitan area, through submission of expense vouchers on not more than a quarterly basis, for expenses up to, but not exceeding, the contract amount. Vouchers shall contain documentation meeting IRS regulation guidelines.

No combination of options is available. The selection of option shall be made prior to July 1 of each year on a form to be provided.

Position	Mileage
Elementary Principal Middle School Principal ALC Principal Asst. Middle School Principal	\$ 800/year
High School Principal Asst. High School Principal	\$1000/year

Section 6. Other Salary Options for Cell Phone:

Administrators shall be given the following options:

1. Administrator may choose to receive the contracted amount of \$75/Month (\$900/Year) for the purpose of a cell phone. If this option is chosen, the administrator must provide the district with a cell phone number, or
2. District will provide a cell phone for the administrator.

No combination of options is available. The administrator may change their selection for the subsequent year by submitting their request for a change in election in writing to the Human Resources Coordinator prior to May 1 for subsequent years.

ARTICLE XIII
I.R.C. § 403(b)

Section 1. Matching Annuity:

An eligible administrator may participate in the District's matching annuity program as provided in M.S. 356.24, Subd. 1(5) ii, subject to the provisions contained in this Article.

Section 2. Eligibility:

In order for an administrator to be eligible to participate in the matching annuity plan, the following criteria must be met.

Subd. 1. The work schedule must equal or exceed fifty (50) percent or more of a full time schedule. Contributions under this Article for a part time administrator working from 50-79% of a full time schedule shall be pro-rated in the same ration as the administrator's contract bears to a full time contract. Administrators working 80 percent or more of a full time schedule shall receive the full contribution.

Section 3. District Contribution:

The maximum annual District contribution shall be based on matching an administrator's contribution per the following:

Subd. 1. The District will match the employee's contribution up to three and a half percent (3.5%) of their basic salary.

Subd. 2. The District contribution will begin when the employee initiates an eligible investment program.

Subd. 3. An employee may elect to contribute to the selected program more than the district match does. This Article only defines the limits of the district's participation in the selected program.

Subd. 4. The district match cannot be accumulated on a year-to-year basis if an employee elects to begin participation after the first year of eligibility.

Subd. 5. When an employee has an eligible plan in effect, the district's contribution shall be automatic unless the employee requests otherwise.

Subd. 6. All provisions of this Article are subject to applicable code provisions of Minnesota Statutes, Internal Revenue Code Section 403(b). This article will not be subject to the Grievance Procedure.

Subd. 7. All qualified insurance companies authorized by the Minnesota State Board of Investment will be eligible to receive the employer match.

Subd. 8. Contributions cannot be retroactive to the previous calendar year.

Subd. 9. Administrators hired after July 1, 1990 and after they have accumulated three hundred twenty (320) hours of sick leave, shall have the right to turn in any additional unused sick leave at a rate of \$37.50 per hour for any sick leave earned (maximum of eighty (80) hours per year). The district will make all payments to the employees 403(b) account. Prior to May 1, administrators must notify the district of the number of hours they wish to turn in.

ARTICLE XIV MEDICAL INSURANCE OPTIONS AFTER RETIREMENT

After a written resignation is accepted by the School District for an administrator who has; ten (10) years or more of service in the Fridley Public Schools, and is at least 55 years of age, the administrator shall be eligible for the benefits in this section as described below.

Subd 1. An administrator who retires pursuant to this Article shall be eligible to continue participation in the District's group medical hospitalization insurance plan. Retirement is defined as drawing state pension benefits or being at an age with sufficient service requirements to qualify for the pension benefits.

Subd 2. The District will pay the full cost of single or employee plus one (whichever plan the employee was enrolled in at the time of retirement) coverage for such insurance up to a limit of \$6,480 per year.

Subd 3. The administrator's right to continue participation in such group insurance, however, will be discontinued upon the administrator reaching eligibility age of FICA/Medicare. In the event that the retired administrator dies prior to the age of Medicare, it shall be the option of the administrator's spouse to continue single medical coverage under the district group plan. It is the responsibility of the spouse to make arrangements with the school business office to pay to the School District the monthly premium amounts in advance, on such dates as determined by the School District.

Subd 4. The administrator may participate in all other insurance programs (such as life insurance, dental insurance, etc.) of the District on a self-pay basis subject in each case to the approval and terms of the insurance carrier. The District shall not pay any part of the premium costs for these plans. It is the responsibility of such an administrator to make arrangements with the school business office to pay to the School District the monthly premium amounts in advance and on such dates as determined by the School District.

ARTICLE XV RETROACTIVITY AND CONSTITUTIONALITY

Section 1. Terms and Conditions:

Terms and conditions of this contract shall be retroactive to the date each employee began work on the 2019-2021 school year contract.

Section 2. Constitutionality:

If there is any judicial or administrative decision, which deems any part of ANY article illegal or unconstitutional, that article becomes null and void and becomes subject to re-negotiation.

**ARTICLE XVI
DURATION**

Section 1. Terms and Reopening Negotiations:

This Agreement shall remain in full force and effect for a period commencing on July 1, 2019, through June 30, 2021, and thereafter until modifications are made pursuant to the P.E.L.R.A. as amended. If either party desires to modify or amend this Agreement commencing on July 1, 2019 it shall give written notice of such intent no later than May 1, 2021. Unless otherwise mutually agreed, the parties shall not commence negotiations more than one hundred twenty (120) days prior to the expiration of this Agreement.

Section 2. Finality:

Any matters relating to the current contract term, whether or not referred to in this Agreement, shall not be open for negotiation during the term of this Agreement.

Section 3. Severability:

The provisions of this Agreement shall be severable and if any provision thereof or the application of any such provision under any circumstances is held invalid, it shall not affect any other provisions of this Agreement or the application of any provision thereof. In such event the parties shall, upon the written request of either party, enter into negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision.

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

FOR FRIDLEY SCHOOL ADMINISTRATORS

**FOR INDEPENDENT SCHOOL
DISTRICT 14**

Daryl Vossler, Administrator Negotiator

MaryKay Delvo, School Board Chair

Amy Cochran, Administrator Negotiator

Carol Thornton, School Board Clerk

**APPENDIX A
BASIC SCHEDULES AND RATES OF PAY
2019-2020, 2020-2021**

2019-2020	HS Principal	MS Principal	Elementar y Principal	ALC Principal	HS Assistant Principal	MS Assistant Principal
Step 1	129,947	125,758	121,564	116,122	110,785	109,745
Step 2	133,227	128,967	124,660	119,091	113,606	112,537
Step 3	136,597	132,176	127,752	122,074	116,427	115,331
Step 4	139,925	135,386	130,845	125,031	119,250	118,124
Step 5	143,253	138,595	133,940	128,002	122,074	120,919
Step 6	143,253	138,595	133,940	128,002	122,074	120,919
Step 7	143,253	138,595	133,940	128,002	122,074	120,919
Step 8	143,253	138,595	133,940	128,002	122,074	120,919
Step 9*	146,253	141,595	136,940	131,002	125,074	123,919
*Step 9 is figured by taking step 6 plus \$3,000						

2020-2021	HS Principal	MS Principal	Elementar y Principal	ALC Principal	HS Assistant Principal	MS Assistant Principal
Step 1	131,896	127,644	123,387	117,864	112,447	111,391
Step 2	135,225	130,902	126,530	120,877	115,310	114,225
Step 3	138,646	134,159	129,668	123,905	118,173	117,061
Step 4	142,024	137,417	132,808	126,906	121,039	119,896
Step 5	145,402	140,674	135,949	129,922	123,905	122,733
Step 6	145,402	140,674	135,949	129,922	123,905	122,733
Step 7	145,402	140,674	135,949	129,922	123,905	122,733
Step 8	145,402	140,674	135,949	129,922	123,905	122,733
Step 9*	148,402	143,674	138,949	132,922	126,905	125,733
*Step 9 is figured by taking step 8 plus \$3,000						



A World-Class Community of Learners

Fridley Public Schools

FY 2020-2021 Budget Update

May 19, 2020

FY21 Budget

- Revenue Overview – General Fund:
 - Revenues impacted by Enrollment Projections (PU = Pupil Units):
 - General Education Revenue (basic formula revenue) – 2% increase for FY21 - \$6,567 / PU
 - Gifted & Talented
 - Staff Development
 - Learning & Development
 - Operating Capital
 - LTFM
 - Known Revenue Projections:
 - Tax Levy Revenue – Taxes Payable in 2020 = Fiscal Year 2021 Revenue
 - Some state aids based on prior year enrollment (i.e. Compensatory, Q-comp)
 - Unknown / Estimated Revenues:
 - Special Education
 - Federal Revenues
 - Local revenues such as fees, donations, interest revenue, etc.

FY21 Budget

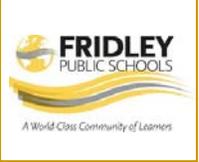
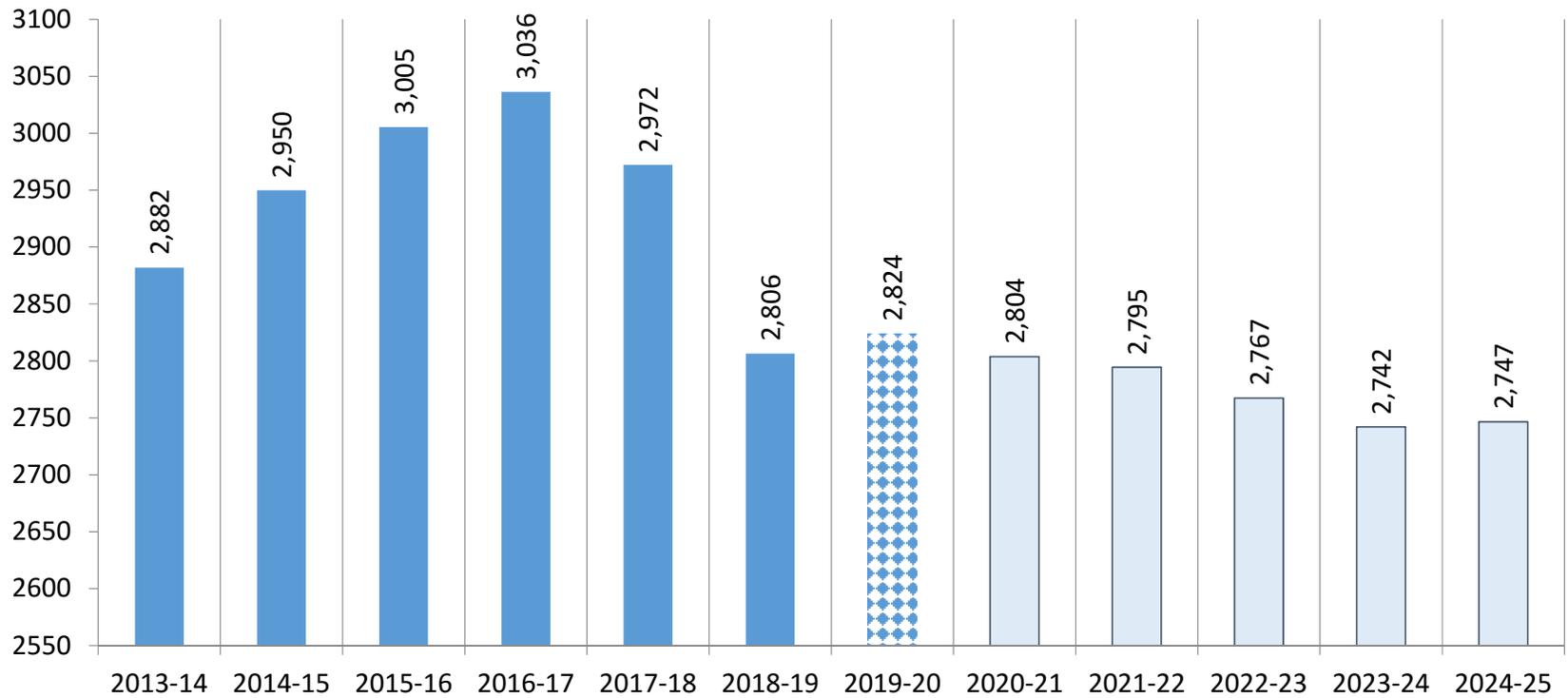
- Expenditure Overview – General Fund:
 - Enrollment Projections drive staffing allocations
 - Class size ranges have not changed

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

- Salaries & Benefits
 - Projected steps/lanes and contract settlements
- Non-people costs
 - Lease agreements (copiers, ALC, etc)
 - Utilities
 - Insurance
 - Transportation

Enrollment Projection

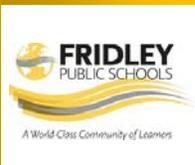
K-12 ENROLLMENT HISTORY & PROJECTED TOTAL ENROLLMENT



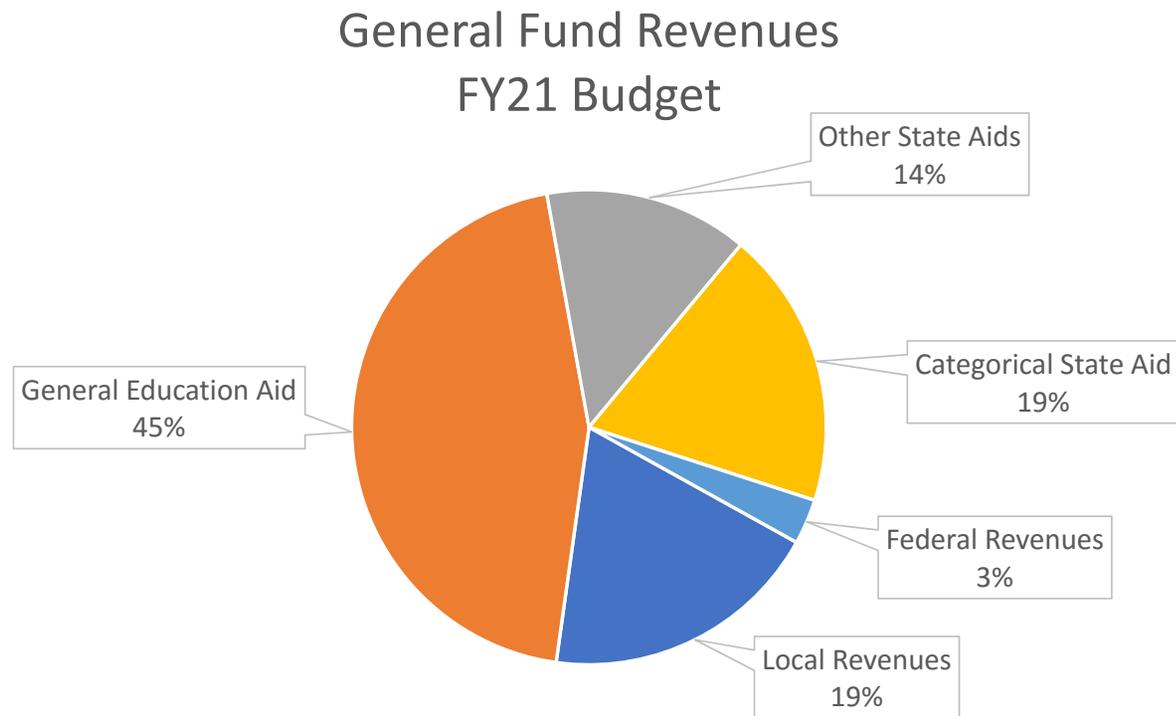
General Fund Projection – In Process

	6/30/2020 Beginning Fund Balance	Adopted Budget		Fund Balance Buildup/(Usage)	6/30/2021 Ending Fund Balance
		2020-2021 Revenues	2020-2021 Expenditures		
General Fund					
Unassigned	2,492,994	36,895,022	36,547,113	347,909	2,840,903
Nonspendable	144,601	-	-	-	144,601
Assigned	2,209,259	-	128,179	(128,179)	2,081,080
Restricted:					
Gifted & Talented	-	41,148	41,148	-	-
Career & Tech Program	-	179,201	179,201	-	-
Learning & Development	-	618,403	618,403	-	-
Basic Skills	-	4,321,427	4,321,427	-	-
Basic Skills-Extended Time	-	145,490	145,490	-	-
Medical Assistance	313,304	400,000	382,206	17,794	331,098
Staff Development	-	415,718	415,718	-	-
Safe Schools	87,386	157,099	164,630	(7,531)	79,855
Operating Capital	517,496	749,374	784,805	(35,431)	482,065
Long-Term Facilities Maintenance	35,189	1,041,660	1,046,298	(4,638)	30,551
Capital Projects Levy	61,983	924,143	924,143	-	61,983
Student Activities	-	110,000	110,000	-	-
Total Restricted	1,015,358	9,103,663	9,133,469	(29,806)	985,552
Total General Fund	5,862,212	45,998,685	45,808,761	189,924	6,052,136
<i>Unassigned Fund Balance %</i>	<i>7.25%</i>				7.77%

Board Policy – strive to maintain a fund balance between 7% and 10%

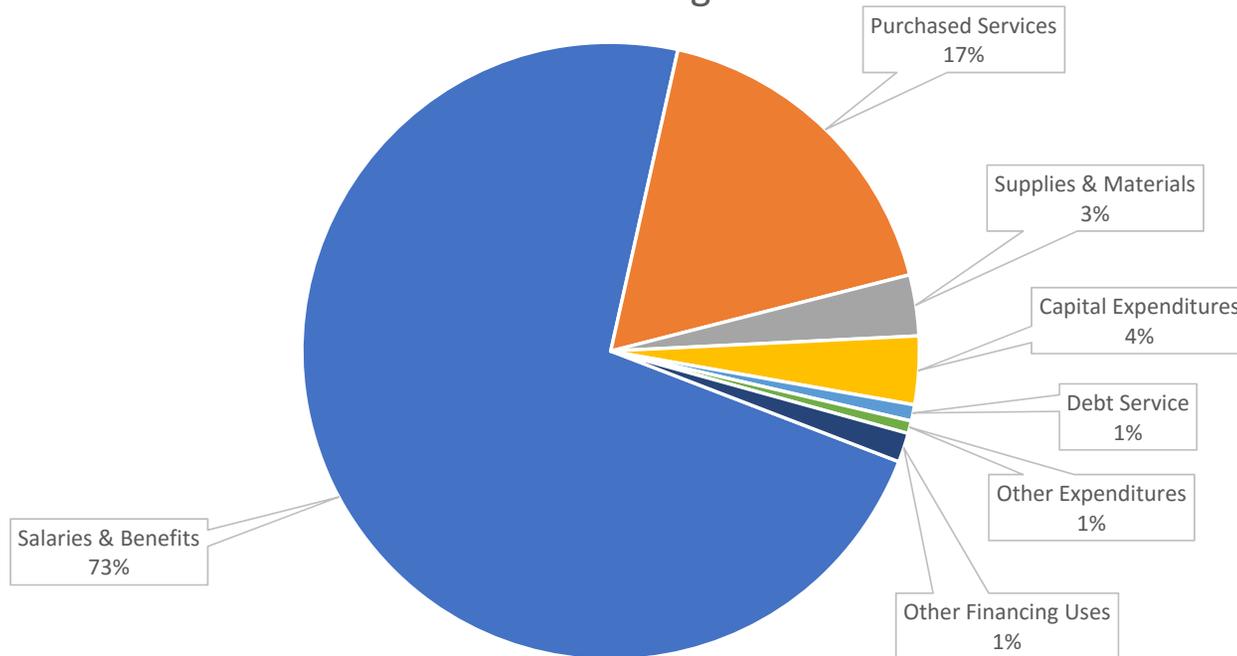


Revenues by Type



Expenditures by Type

General Fund Expenditures
FY21 Budget



Other Funds Projection – In Process

	6/30/2020 Beginning Fund Balance	Adopted Budget		Fund Balance Buildup/(Usage)	6/30/2021 Ending Fund Balance
		2020-2021 Revenues	2020-2021 Expenditures		
Capital Projects Fund					
Capital Projects Levy	444,102	600,693	600,693	-	444,102
Total Capital Projects	444,102	600,693	600,693	-	444,102
Debt Service					
Restricted:					
General Debt Service	923,312	4,440,901	4,345,100	95,801	1,019,113
OPEB Debt Service	120,678	540,473	540,580	(107)	120,571
Total Debt Service	1,043,990	4,981,374	4,885,680	95,694	1,139,684
Internal Service Funds					
Medical & Dental Self-Insurance Fund	4,123,082	6,121,798	6,098,370	23,427	4,146,510
Total Internal Service Funds	4,123,082	6,121,798	6,098,370	23,427	4,146,510
Trust and Agency Funds					
Revocable OPEB Trust	4,491,761	180,000	212,000	(32,000)	4,459,761
Total Trust and Agency Funds	4,491,761	180,000	212,000	(32,000)	4,459,761

Food Service & Community Education

- Both funds are continuing to adjust to the ever-changing impacts of COVID-19.
- Food Service –
 - As a result of COVID-19, FY20 will result in spend down some fund balance
 - The projected Fund Balance for FY20 was healthy can absorb the spend down
 - Currently analyzing FY21 scenarios and meal pricing
- Community Education – Director of Community Ed is putting together a few different scenarios for FY21. These will be vetted over the next couple weeks.

Timeline

- June 21, 2020 – Approval of the FY21 Budget
- June 30, 2020 – School Board required to adopt an annual budget for the next fiscal year.

Questions / Comments



A World-Class Community of Learners

Long-term Facilities Maintenance (LTFM) Update 05.19.2020

LTFM – What it is

- In 2015, the legislature created a new program to support facilities maintenance for school districts.
- The program is a per pupil, formula-driven revenue source that replaced health and safety revenue, alternative facilities revenue, and deferred maintenance revenue beginning with the 2016-17 school year.
- School districts receive \$380 / pupil unit. We may receive additional revenue for indoor air quality projects, asbestos abatement projects, and fire alarm and suppression where the cost of any of these projects at any site exceeds \$100,000
- The funding is a combination of aid and levy

Available Uses

- May only be used for deferred maintenance projects, increasing facility accessibility, and health and safety purposes.
 - Recent projects include Fridley HS Alterations, Hayes Pavement Improvements, HVAC updates, FCC updates,
- Funds may not be used for the construction of new facilities, for the purchase of portable classrooms, to finance lease purchase agreements, for energy-efficiency projects, or for violence prevention and facility security, ergonomics, or emergency communications devices.
- A district may sell and issue general obligation bonds without voter approval to fund qualifying LFTM projects and use the annual revenue received under the program to repay the bonds.

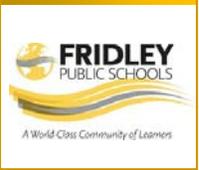
Application Requirements

- To receive this funding, school districts must annually approve and submit the following items to the Commissioner of Education by July 31.
 - Ten-year Revenue Projection
 - Ten-year Expenditure Projection
 - Statement of Assurances
 - School Board Approval adopting the LTFM Ten-Year Plan
- The School Board will also need to approve the same documents for Northeast Metropolitan Intermediate School District No. 916's long term facility maintenance budget (flow through levy)

Prior Year Ten-Year Expenditure Projection

MDE / School Finance

 Division of School Finance 1500 Highway 36 West Roseville, MN 55113-4266		Long-Term Facility Maintenance Ten-Year Expenditure Application (LTFM) - Fund 01 and Fund 06 Projects Only										ED - 02478-05
Instructions: Enter estimated, allowable LTFM expenditures (Fund 01 and/or Fund 06 only) under Minnesota Statutes, section 123B.595, subdivision 10. Enter by Uniform Financial and Accounting Reporting Standards (UFARS) finance code and by fiscal year in the cells provided.												
District Info.	Enter Information	District Info.	Enter Information									
District Name:	Fridley Public Schools	Date:	7/31/2019									
District Number:	14	Email:	todd.tillung@fridley.k12.mn.us									
District Contact Name:	Todd A. Tillung											
Contact Phone #	763-502-5004											
Fiscal Year (FY) Ending June 30												
Expenditure Categories												
Health and Safety - this section excludes project costs in Category 2 of \$100,000 or more for which additional revenue is requested for Finance Codes 358, 363 and 366.												
Finance Code	Category (1)	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
347	Physical Hazards	\$95,212	\$36,201	\$37,229	\$38,276	\$41,863	\$40,472	\$41,623	\$42,797	\$36,400	\$36,400	\$36,400
349	Other Hazardous Materials	\$18,421	\$13,484	\$13,856	\$25,240	\$16,064	\$21,183	\$15,456	\$15,884	\$19,500	\$19,500	\$19,500
352	Environmental Health and Safety Management	\$76,530	\$68,771	\$70,206	\$71,672	\$73,170	\$74,699	\$76,260	\$77,855	\$86,200	\$86,200	\$86,200
358	Asbestos Removal and Encapsulation	\$65,251	\$67,195	\$69,195	\$71,252	\$73,369	\$75,546	\$77,786	\$80,091	\$82,853	\$82,853	\$82,853
363	Fire Safety	\$103,181	\$13,446	\$72,057	\$13,989	\$14,268	\$73,147	\$14,845	\$15,142	\$10,812	\$10,812	\$10,812
366	Indoor Air Quality	\$42,510	\$53,200	\$20,355	\$23,954	\$25,531	\$48,360	\$60,325	\$23,010	\$23,010	\$23,010	\$23,010
	Total Health and Safety Capital Projects	\$341,105	\$252,297	\$282,899	\$244,383	\$244,265	\$333,407	\$286,295	\$254,779	\$258,775	\$258,775	\$258,775
Health and Safety - Projects Costing \$100,000 or more per Project/Site/Year												
Finance Code	Category (2)	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
358	Asbestos Removal and Encapsulation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
363	Fire Safety	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
366	Indoor Air Quality	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	Total Health and Safety Capital Projects \$100,000 or More	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Remodeling for Approved Voluntary Pre-K under Minnesota Statutes, section 124D.151												
Finance Code	Category (3)	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
355	Remodeling for prekindergarten (Pre-K) instruction approved by the commissioner. (No new appropriations for this category FY 2020 - beyond.)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Accessibility												
Finance Code	Category (4)	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
367	Accessibility	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Deferred Capital Expenditures and Maintenance Projects												
Finance Code	Category (5)	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
368	Building Envelope	\$87,500	\$80,730	\$90,142	\$152,606	\$147,382	\$110,760	\$121,668	\$126,923	\$119,622	\$113,486	\$121,767
369	Building Hardware and Equipment	\$34,000	\$38,000	\$39,200	\$40,400	\$41,700	\$43,000	\$44,300	\$45,700	\$47,100	\$48,600	\$50,100
370	Electrical	\$70,000	\$72,100	\$74,300	\$76,600	\$78,900	\$81,300	\$83,800	\$86,400	\$89,000	\$91,700	\$94,500
379	Interior Surfaces	\$150,000	\$100,000	\$103,000	\$106,100	\$109,300	\$112,600	\$116,000	\$119,500	\$123,100	\$126,800	\$130,700
380	Mechanical Systems	\$260,000	\$300,000	\$112,677	\$87,203	\$84,218	\$63,291	\$69,525	\$72,527	\$68,355	\$64,849	\$69,581
381	Plumbing	\$50,000	\$50,000	\$51,500	\$53,100	\$54,700	\$56,400	\$58,100	\$59,900	\$61,700	\$63,600	\$65,600
382	Professional Services and Salary	\$50,000	\$51,500	\$53,100	\$54,700	\$56,400	\$58,100	\$59,900	\$61,700	\$63,600	\$65,600	\$67,600
383	Roof Systems	\$25,000	\$22,000	\$247,890	\$196,208	\$189,491	\$142,405	\$156,431	\$163,187	\$153,799	\$145,910	\$156,558
384	Site Projects	\$150,000	\$232,000	\$160,000	\$164,800	\$169,744	\$174,836	\$180,081	\$185,484	\$191,048	\$196,780	\$202,683
	Total Deferred Capital Expense and Maintenance	\$876,500	\$946,330	\$931,809	\$931,717	\$931,835	\$842,693	\$889,805	\$921,321	\$917,325	\$917,325	\$959,089
Total Annual 10-Year Plan Expenditures		\$1,217,605	\$1,198,627	\$1,214,708	\$1,176,100	\$1,217,864						



Next Steps

- The district is currently having a new long term facility assessment completed to assist in identifying project priorities and needs. This assessment will be used to support the LTFM 10 year expenditure plan as well as the capital project levy renewal discussion.
- If the Facility Study is completed and the updated MDE forms are available, the goal will be to bring the LTFM Ten-year Plan to the board for approval in June. If more time is needed, the Plan will be brought to the board for approval in July.
- The Plan must be approved any submitted to MDE by July 31, 2020

Questions / Comments



Capital Projects Levy Update

05.19.2020

Background

- This is an existing voter approved levy
 - A renewal of an existing levy is not an increase in taxes
- Current Capital Projects levy was approved in 2011 for 10 years (ends FY22)
- Levy amount is 5.47% of the Districts Net Tax Capacity
 - Total of approximately \$7.7 million over the 10 years
- Use of Funds:
 - Technology (35%)
 - Deferred Maintenance such as roof replacement and repair, restrooms, flooring, HVAC, etc (65%)
- The District's 2010 long term facility plan identified \$58 million in facility needs. The capital projects levy provided \$7.7 million over 10 years. The district had school building bonds for \$27.5 million approved by the voters in 2015.

Capital Projects Levy Funding History

Capital Projects Levy (Voter Approved 2011)						
5.47% of NTC						
Certification	Levy Cert.	FY	Rev. Rec'd	CPL Amount *	CPL 2011	NTC Year
Levy 11 Pay 12	Dec-11	FY 13	2012-2013	\$741,000	11 Pay 12	2010 NTC
Levy 12 Pay 13	Dec-12	FY 14	2013-2014	\$731,887	12 Pay 13	2011 NTC
Levy 13 Pay 14	Dec-13	FY 15	2014-2015	\$651,253	13 Pay 14	2012 NTC
Levy 14 Pay 15	Dec-14	FY 16	2015-2016	\$634,518	14 Pay 15	2013 NTC
Levy 15 Pay 16	Dec-15	FY 17	2016-2017	\$707,666	15 Pay 16	2014 NTC
Levy 16 Pay 17	Dec-16	FY 18	2017-2018	\$717,635	16 Pay 17	2015 NTC
Levy 17 Pay 18	Dec-17	FY 19	2018-2019	\$783,687	17 Pay 18	2016 NTC
Levy 18 Pay 19	Dec-18	FY 20	2019-2020	\$841,649	18 Pay 19	2017 NTC
Levy 19 Pay 20	Dec-19	FY 21	2020-2021	\$924,145	19 Pay 20	2018 NTC
Levy 20 Pay 21	Dec-20	FY 22	2021-2022	\$947,249	20 Pay 21	2019 NTC
			Total	\$7,680,689		
* Pay 21 are estimates which assume a 2.5% increases in Net Tax Capacity (NTC)						

What does a “Renewal” mean

- In order for the district to continue its current capital projects levy beyond 2021-2022, the voters need to approve a renewal (extending the levy). If it is not renewed, the District would lose the funding that has been dedicated to technology and deferred maintenance.
- A renewal is not an increase in taxes
 - Ballot language for a new levy explicitly states this will increase your taxes. A renewal of a levy does not make that statement.
- With a renewal, the amount of the capital projects levy (5.47% of NTC) remains the same and the allowed uses are defined by the MDE approved Review and Comment

Renewal Options for Consideration

Date Options	Election Type
November 2020	General Election
February, April, May, or August 2021	Special Election
November 2021	General Election

Advantages of November 2020 Renewal:

- **Lower costs as County is already administering the election**
- **If unsuccessful in November, we have options to go back to the voters for renewal**

If the levy is not renewed by the November 2021 election, the District would lose the annual revenue that is essential to updating and equipping staff and students with needed technology and the funds to continue to maintain our buildings for the 2022-2023 school year and thereafter.

November 2020 Renewal – Key Dates

Date	Action Item
August 1, 2020	Submit Review & Comment application materials to Commissioner of Education (school board must approve application prior to submission)
August 21, 2020	Adopt formal Resolution Calling the Election (at least 74 days prior to election)

- Review & Comment – process submitting our planned use of the capital levy dollars for approval from MDE.
- The district is currently having a new long term facility assessment completed to assist in identifying project priorities and needs. This will also be used to support the Districts annual long-term facilities maintenance plan.

Questions / Comments

Fridley Public Schools School Board Meeting Calendar 2020-2021 School Year

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

Date and Time:

5:30pm - Work Session (1 st Tuesday of the month)	5:30pm - Work Session 7:00 pm - Public Forum 7:30pm - Business Meeting (3 rd Tuesday of the month)
Tuesday, July 7, 2020	Tuesday, July 21, 2020
Tuesday, August 4, 2020	Tuesday, August 18, 2020
Tuesday, September 1	Tuesday, September 15, 2020
Tuesday, October 6, 2020	Tuesday, October 20, 2020
<i>No November session</i>	Tuesday, November 17, 2020
Tuesday, December 1, 2020	*Tuesday, December 15, 2020
Tuesday, January 5, 2021	Tuesday, January 19, 2021
Tuesday, February 2, 2021	Tuesday, February 16, 2021
Tuesday, March 2, 2021	Tuesday, March 16, 2021
Tuesday, April 6, 2021	Tuesday, April 20, 2021
Tuesday, May 4, 2021	Tuesday, May 18, 2021
Tuesday, June 1, 2021	Tuesday, June 15, 2021

*The Truth in Taxation hearing will be held on December 15 at the regularly scheduled Public Forum at 7 PM.

Special meetings may also be officially posted as needed.

You are welcome to attend School Board Meetings. The School Board business meeting is generally held on the third Tuesday of the month at 7:30 PM at the Fridley Community Center. Copies of the monthly business meeting agenda are posted in advance of each meeting. The School Board is responsible to meet legal obligations for conducting School Board business in public while observing legal mandates for discussion of data that may be private as it relates to students or employees. The School Board chair is obligated to establish the business meeting agenda and an orderly process for the School Board to conduct official consideration and action on business items in public.

A Public Forum is held at 7 PM, prior to each regularly scheduled business meeting, to provide citizens the opportunity to address the board on any topic. Community members are also invited to contact School Board members via the School Board message line (763-502-5060) or to make personal contact with their elected representatives.

Work sessions are held at 5:30 PM. These are generally held on the first and third Tuesday of the month. No official action is taken at these discussion sessions and both meetings are open to the public.

All Meetings are Open to the Public

Fridley Public Schools School Board Meeting Calendar 2020-2021 School Year

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

Date and Time:

5:30pm - Work Session (1 st Tuesday of the month)	5:30pm - Work Session 7:00 pm - Public Forum 7:30pm - Business Meeting (3 rd Tuesday of the month)
<i>No July session</i>	Tuesday, July 21, 2020 Work session only
Tuesday, August 4, 2020	Tuesday, August 18, 2020
Tuesday, September 1	Tuesday, September 15, 2020
Tuesday, October 6, 2020	Tuesday, October 20, 2020
<i>No November session</i>	Tuesday, November 17, 2020
Tuesday, December 1, 2020	*Tuesday, December 15, 2020
Tuesday, January 5, 2021	Tuesday, January 19, 2021
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All Meetings are Open to the Public

FRIDLEY PUBLIC SCHOOLS ENROLLMENT as of May 1, 2020

		K	1	2	3	4	5	6	7	8	9	10	11	12	Total
Elementary Schools	Hayes Elementary	103	110	90	107	115									525
	Stevenson Elementary	108	91	98	93	97									487
	Elementary Totals	211	201	188	200	212									1012
Secondary Schools	Fridley Middle School						213	241	200	211					865
	Fridley High School*										244	259	211	177	891
GRAND TOTAL		211	201	188	200	212	213	241	200	211	244	259	211	177	2768

*High School total does not include full-time PSEO students

Enrollment Comparison: 2018-2019 to 2019-2020

Grade	2018-19 School Year							2019-2020 School Year							19-20 Adopted Budget (Rev Feb)	Current Month + / - Adopted
	Oct 1	Dec 1	Jan 1	Feb 1	Mar 1	Apr 1	May 1	Oct 1	Dec 1	Jan 1	Feb 1	Mar 1	Apr 1	May 1		
	2018	2018	2019	2019	2019	2019	2019	2019	2019	2020	2020	2020	2020	2020		
Kindergarten to 4th	998	1011	1005	1013	1009	1008	1005	989	1005	1009	1006	1010	1013	1012	986	26
5th to 8th	874	870	867	870	866	869	864	828	845	849	854	861	863	865	820	45
9th to 12th*	865	860	854	869	859	838	826	866	877	878	873	884	894	891	872	19
Kindergarten to 12th	2737	2741	2726	2752	2734	2715	2695	2683	2727	2736	2733	2755	2770	2768	2678	90
ECSE	6	17	18	19	28	31	36	27	31	30	31	31	34	36	25	11
Full-time PSEO Students	78	78	77	76	86	86	86	47	48	48	47	47	48	48	0	48
Transition	11	10	10	10	9	10	9	6	4	3	3	3	3	3	12	-9
Full-time ALC	54	48	49	61	64	63	63	58	64	62	58	57	59	56	57	-1
Not Eligible for 1.0 ADM	149	153	154	166	187	190	194	138	147	143	139	138	144	143	94	49
Total Kindergarten to 12th	2886	2894	2880	2918	2921	2905	2889	2821	2874	2879	2872	2893	2914	2911	2772	139
Four-Year Old Preschool	140	139	138	139	140	140	140	140	139	139	139	139	139	140		
TOTAL ENROLLED	3026	3033	3018	3057	3061	3045	3029	2961	3013	3018	3011	3032	3053	3051		

*9th to 12th total does not include full-time PSEO students