



## Fridley Public Schools School Board Business Meeting Agenda

Tuesday, September 15, 2020 at 7:30 PM

Fridley Community Center

6085 7th Street NE

Fridley, MN 55432

- 
- A. **Call to Order, Pledge of Allegiance**
  - B. **Approval of Agenda with Suggested Motions and Resolutions**
    - 1. Suggested Motions and Resolutions
  - C. **Spotlight on Recognition**
    - 1. Opening Workshop Highlights
  - D. **Superintendent and Staff Reports**
    - 1. School Opening Highlights
    - 2. Worlds Best Workforce (WBWF) presentation
  - E. **Business Action Items**
    - 1. RESOLUTION Accepting Gifts
    - 2. RESOLUTION: Board Fund Balance Transfer
    - 3. Preliminary Levy Certification
    - 4. Second Reading and Adoption of Policies
      - a. Policy 695 Tele-related Services
  - F. **Consent Agenda**
    - 1. Minutes of the School Board Business Meeting and Work Session Held on August 18, 2020 and the Work Session Held on September 1, 2020
    - 2. Monthly Financial Reports
    - 3. New Contracts, Amendments, Leaves of Absence, Terminations, Resignations, and Retirements
    - 4. Memorandums of Agreement with Fridley Education Association
      - a. Additional Art Teacher Hours
      - b. ECFE Teacher Hours
    - 5. Assurance of Compliance with State and Federal Law Prohibiting Discrimination
  - G. **Written Information**
    - 1. Student Enrollment
    - 2. First Reading of Policies
      - a. Policy 104 School District 14 Mission Statement
      - b. Policy 105 Equity & Inclusion
  - H. **Reports From School Board Members**
    - 1. NE Metro 916 Board Meeting held on September 2, 2020
    - 2. Association of Metropolitan School Districts (AMSD) Board Meeting held on September 11, 2020
  - I. **Important Future School Board Dates**

1. Northwest Suburban Integration School District (NWSISD) Joint Powers Board Meeting  
September 16, 2020 at 6:15 PM
  2. Schools for Equity in Education  
September 18, 2020 at 9:00 AM
  3. Fridley Public Schools Board Work Session  
October 6, 2020 at 5:30pm  
Fridley Community Center
  4. Fridley Public Schools Board Meeting  
October 20, 2020  
Work Session, 5:30 PM  
Open Forum, 7:00 PM  
Business Meeting, 7:30 PM  
Fridley Community Center
- J. **Adjournment**



# OPENING WORKSHOP

2020-2021

# NEW STAFF

Welcome to Fridley Public Schools

# HAYES ELEMENTARY



Kevin  
Bottiger



Mackenzie  
Bottolfson



Christopher Aaron  
Deanes



Heather  
Dunham Sunde



Hamdi  
Husein



Clare  
Johnson



Tiffany  
Nielsen-Winkelman



Lauren  
Reuteler



Emma  
Smith

# STEVENSON ELEMENTARY



Emily  
Ashworth



Lori  
Bartho



Joshua  
Baumgartner



Becky  
Brown



Christopheraaron  
Deanes



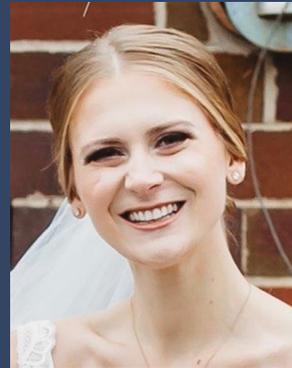
Laura  
Dmoski



Shana  
Kelly



Monica  
Lake



Cait  
Ostman



Kristina  
Pickering

# FRIDLEY MIDDLE SCHOOL



Courtney  
Benjamin-Newton



Travis  
Bertram



Justyn  
Burgess



Jason  
Carver



Blake  
Cook



Hannah  
Georgeson



Kelsey  
Groebner



Trevor  
Hess



Bridgette  
Lensing



Fernando  
Gonzalez Lesniak



Tayla  
Peterson



Ericka  
Schmieg

7



Samantha  
Stoesz



Lisa  
Valentine



Sam  
Vossler

# FRIDLEY HIGH SCHOOL



Christa  
Alger



Maddie  
Cronk



Ted  
Cullen



Fernando  
Gonzalez Lesniak



Hannah  
Johnson



Jason  
Kupcho



Laura  
Lusardi



Karina  
Swift



Darian  
Winslow



Eric  
Wright

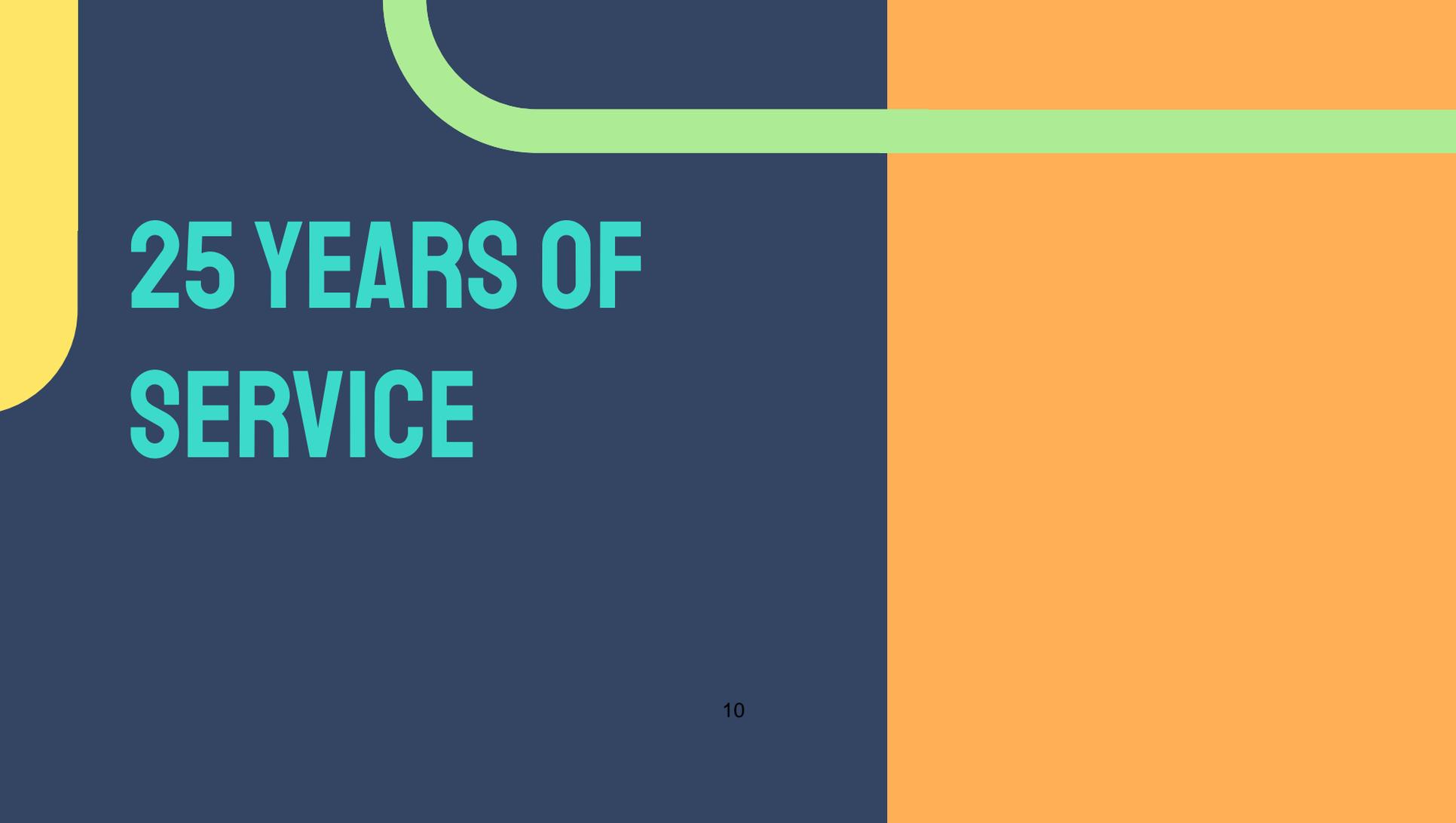


Sam  
Vossler

FRIDLEY ALC



Anne  
Rae



# 25 YEARS OF SERVICE



# BLAIR BERGER



FMS Band Teacher

FMS  
11



# KIM GARDNER



RLS Phy Ed Teacher

RLS  
12



# JIM YOUNG



FHS Paraeducator



**MARGO ROTHENBACHER**

 Hayes Counselor

**HAYES**  
14

# TEACHERS OF EXCELLENCE

**HAYES ELEMENTARY**  
Teacher of Excellence

**SARAH**  
**ARMSTRONG**



**STEVENSON ELEMENTARY**  
Teacher of Excellence

**BRITTANY**  
**BREITBACH**



**FRIDLEY MIDDLE SCHOOL**  
Teacher of Excellence

**DREW  
REITER**



**FRIDLEY HIGH SCHOOL**  
Teacher of Excellence

**ALISSA**  
**LOWRY**



**FRIDLEY FCC/ALC SCHOOLS**  
Teacher of Excellence

**ASHTON  
BRASK**



# EMPLOYEE OF THE YEAR

**FRIDLEY PUBLIC SCHOOLS**  
Employee of the Year

**SARAH**  
**BURGHARDT**



# ***EVERY CONNECTION MATTERS!***

## ***Developing the holistic child***

- Academic (intellectual; technical; culturally-relevant teaching)
- Social identity (given by society of race and culture, but who am I? )
- Emotional (personal belief system)
- Eliminating the single story and creating multiple perspectives

HEAR ME....

SEE ME

HELP ME

# FRIDLEY SPIRIT DAY FRIDAY, SEPTEMBER 18!



# GET YOUR PAWS MOVING WALK WEDNESDAY, SEPTEMBER 16!



**FRIDLEY**  
SCHOOLS FOUNDATION  
Enhancing Educational Opportunities

We are taking the FSF "GET YOUR PAWS MOVING walk/run virtual this year! Walk virtually on Wednesday, September 16th! We would like to thank our sponsors: Allina Health and Grandpa's Ice Cream.

Every person who registers will receive a Fridley Schools Foundation face mask. Registration is open until October 2. Masks will be delivered to participants in early October.

Masks are \$10 each, adult and child size.

If you would like you can also donate an additional amount to the Foundation. Any additional amount will go towards teacher grants, district initiatives, and scholarships.

<https://secure.anedot.com/fridley-schools-foundation/walk2020>

**Fridley Schools FOUNDATION** 4th annual  
*Get your paws moving!*  
**VIRTUAL WALK/RUN FUNDRAISER**  
**SEPTEMBER 16 TO OCTOBER 2**

Our annual fundraiser will be held virtually this year!  
The virtual walk/run will take place on Wednesday, September 16, but participants can complete their walk or run at any time!  
Registration is open until October 2!

All funds raised will directly benefit Fridley Public Schools students through:

- Teacher grants
- District initiatives
- Student Scholarships

All registered participants will receive a Fridley Schools Foundation face mask!

- Minimum \$10 donation per mask
- Sizes: Adult & Youth

THANK YOU TO OUR SPONSORS!

Allina Health



Registration/Donations for this event will be accepted until October 2, 2020!

All face masks will be delivered to participants in early October.

VISIT [WWW.FRIDLEYSCHOOLS.ORG](http://WWW.FRIDLEYSCHOOLS.ORG) TO FIND A LINK TO REGISTER!



***Best Place to Learn - Best Place to Work***

CONSISTENCY • CONNECTION • COHERENCE

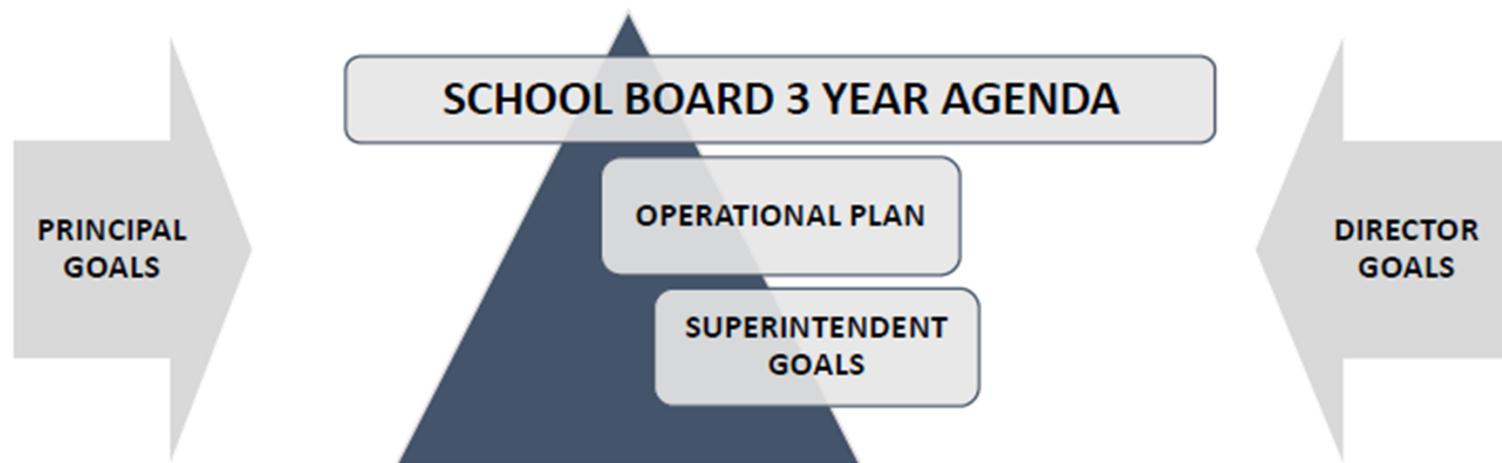
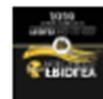
# Goals and Achievement 2019-2020-2021

World's Best Workforce  
Achievement and Integration

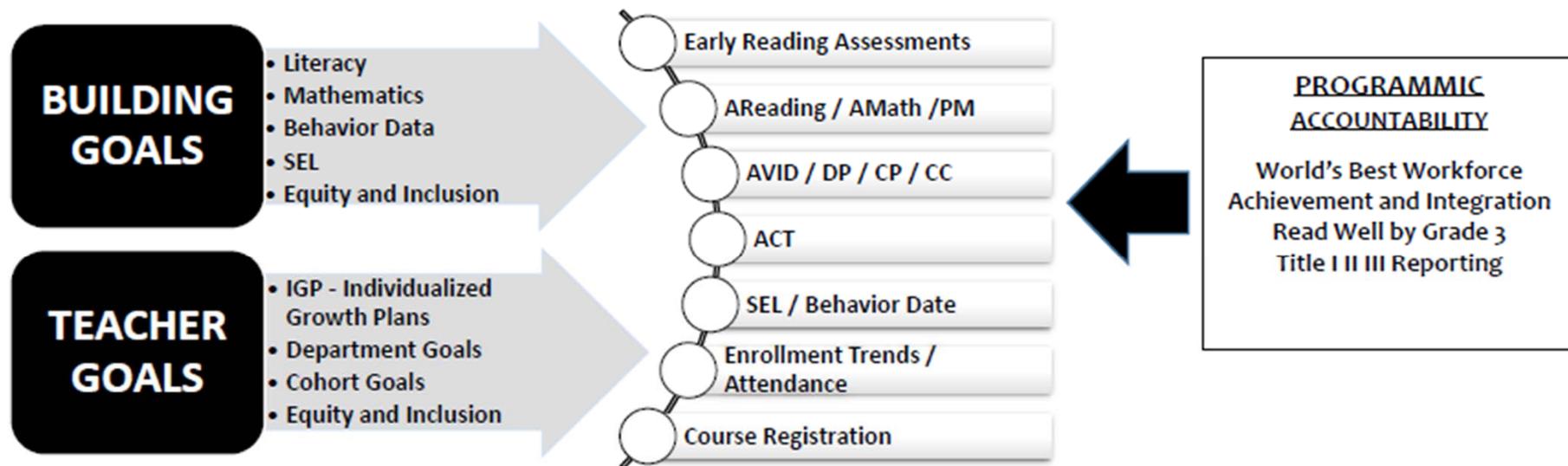


# FRIDLEY PUBLIC SCHOOLS

## Model of Operational Effectiveness



### DATA SUMMATIONS and PROGRAM VISION

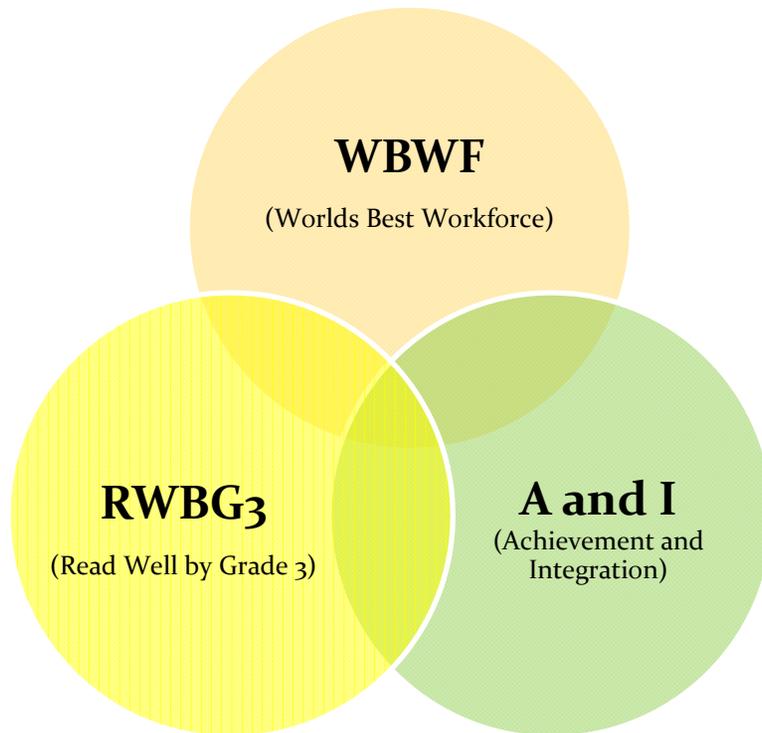


CONNECTION – COHERENCE – CONSISTENCY - CONNECTION – COHERENCE – CONSISTENCY - CONNECTION – COHERENCE – CONSISTENCY



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# Programmatic Accountability



# Every Connection Matters



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**WBWF**

- **K Readiness**
- **Third graders read at grade level (RWBG<sub>3</sub>)**
- **Achievement disparities / gaps closed (racial / economic)**
- **College and career ready**
- **Graduation rates**
- **Equitable access to excellent teachers (Integration)**

**A and I**

- **Reducing disparities in achievement - all students**
- **Equitable access to teachers**
- **Increasing integration**



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# Worlds Best Workforce Plan

**A comprehensive long term strategic plan to support and improve teaching and learning...**

- **Three sections**
  - **Introduction**
  - **Goals / Results**
  - **Programmic Support detail**



# RESULTS

RESULTS





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# K READINES

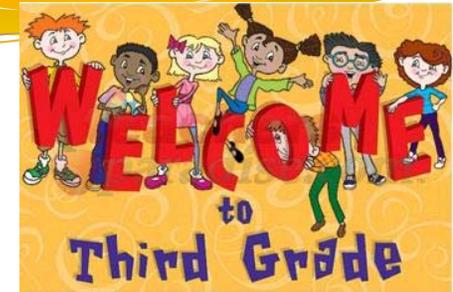
- **Kindergarten Readiness – Letter Sounds**
  - Goal 80% = Result 81.5% - (Winter 2020)





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# GRADE 3



- **Read Well by Grade 3** – aReading (55<sup>th</sup> Percentile)
  - Goal 55% - Results 43.5% (Winter 2020)
- **Winter 2019-2020 -43.4% met 55<sup>th</sup> percentile or higher**

(For the 2019-2020 school year we are changing our benchmark for proficiency on the AReading assessment to the 55<sup>th</sup> percentile based on our comprehensive needs assessment.)



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# Achievement Gaps

- **Reduce Achievement Gaps - MCA for FRL**

- 2017 – FRL 33% NFRL 65% (32)
  - 2018 – FRL 36.1% NFRL 63.6% (27.5)
  - 2019 – FRL 35% NFRL 63.6% (28.6)
  - 2020 – NA – MCA not taken
- } **READING**

- 2017 – FRL 31.7% NFRL 58.4 % (26.7)
  - 2018 – FRL 31.8% NFRL 62.3 % (30.5)
  - 2019 – FRL 28.9% NFRL 58.1% (29.2)
  - 2020 – NA – MCA not taken
- } **MATHEMATICS**



- This is 2019 DATA



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# College and Career Readiness

- ACT (2019 Data)

Goal 35% - Results 19%

- 2018 – 33%
- 2019 – 19%
- 2020 – NA





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# Graduation Rates

- High School Graduation
  - Goal 85% - Results 83.6% (2019) MDE hasn't published - Range is consistent

- 2014 – 80.4%
- 2015 – 75.4%
- 2016 – 80.4%
- 2017 – 81.3%
- 2018 – 81%
- 2019 – 83.6%
- 2020 – Available Dec 2020





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# Equitable Access



## 2019-2020

- **Decrease the disproportionality rate in suspensions/dismissals (in school and out of school) for African-American students from 28.2 to 3.6 by 2023.**

- **RESULTS:**

- 2015-16 – 28.2
- 2016-17 – 33.9
- 2017-18 – 33
- 2018-19 – 33.6
- 2019-20 – 31.6

## 2020-2023

- **The number of black students enrolling in IB DP courses will increase by 5% each year. (Baseline 2019 – 5.1%)**
- Total Black Students in Grades 11/12: 178
- Black Students enrolled in DP in Grades 11/12: 145 (81.5%) compared to white 81.9%
- Black Students in Full DP: 9 (5.1%) compared to white (14%)



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**John Piotraschke**  
**Director of Teaching and Learning**  
**[John.Piotraschke@Fridley.k12.mn.us](mailto:John.Piotraschke@Fridley.k12.mn.us)**

**763.502.5005**

## **RESOLUTION Accepting Gifts**

WHEREAS, School Board Policy 706 establishes guidelines for the acceptance of gifts to the District; and

WHEREAS, Minnesota Statute 465.03 states the School Board may accept a gift, grant, or devise of real or personal property only by the adoption of a resolution approved by two-thirds of its members;

THEREFORE, BE IT RESOLVED, that the School Board of Fridley Public Schools accepts with appreciation the following gifts received by the School District:

- The following persons donated to the **Stevenson Elementary** for a total of \$1,530:
  - Minco Products, Inc
  - Wells Fargo Community Fund
  
- The following persons donated to **Fridley Public Schools**:
  - Kenneth Viken - \$100 in memory of Tyler Christenson
  - Fridley Lions – gift cards for new elementary teachers

Transfer of Funds Request under Minnesota Laws 2020, Chapter 116/House File 4415, Article 3 Section 8

Please submit this form with attachments via email to [MDE.UFARS-Accounting@state.mn.us](mailto:MDE.UFARS-Accounting@state.mn.us).

### District Information

**District Name:** \_\_\_\_\_ **District Number:** \_\_\_\_\_ **District Type:** \_\_\_\_\_

**Superintendent's Name:** \_\_\_\_\_ **Fiscal Year:** \_\_\_\_\_

**Requested Amount of Transfer: \$** \_\_\_\_\_

	Fund	Program Code	Finance Code	Balance Sheet Reserve Account Number	Balance Sheet Reserve Name	Funding Statute
<b>To:</b>						
<b>From:</b>						

**Summarize the intended purpose and uses of the transferred funds (Please be specific):**

The following must be attached:

- Copy of the board resolution stating the fund transfer must not interfere with the equitable delivery of distance learning or social distancing models.
- Copy of the board minutes documenting adoption of the board resolution (above) and board approval for the transfer of funds in the amount of this application.

### Verification of Information

I hereby verify that the information provided on this form is true and accurate to the best of my knowledge.

\_\_\_\_\_  
 Superintendent – Signature \_\_\_\_\_  
Date

\_\_\_\_\_  
 Board Chair or Board Designee – Signature \_\_\_\_\_  
Date



The following resolution was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_:

**RESOLUTION REGARDING FUND BALANCE TRANSFERS**

WHEREAS, Minnesota Laws 2020, Chapter 116/House File 4415, Article 3 Section 8, which stated in part:

Sec. 8. FUND TRANSFERS; FISCAL YEARS 2020 AND 2021 ONLY. Subdivision 1.  
Fund and account transfers allowed. Notwithstanding Minnesota Statutes, section 123B.80, subdivision 3, for fiscal years 2020 and 2021 only, a school district, charter school, or cooperative unit may transfer any funds not already assigned to or encumbered by staff salary and benefits, or otherwise encumbered by federal law, from any accounts or operating fund to the undesignated balance in any other operating fund.

WHEREAS, a fund transfer is allowed if the transfer meets the criteria set forth in Minnesota Laws 2020, Chapter 116/House File 4415 Article 3 Section 8:

1. The transfer does not increase state aid obligations to the district or result in additional property tax authority for the district or charter school.
2. A transfer is limited to the operating funds of a district or charter school.
3. A school board must approve a fund transfer by the fiscal year reporting deadline.
4. A school district, charter school, or cooperative unit must maintain accounting records for the purposes of this section that are sufficient to document both the specific funds transferred and use of those funds. The accounting records are subject to auditor review.
5. Any execution of this flexibility must not interfere with or jeopardize funding per federal requirements.
6. Any transfer must not interfere with the equitable delivery of distance learning or social distancing models

WHEREAS, the School Board of Fridley Public Schools, Independent School District No. 14, has determined that that the criteria identified under Section 8 have been satisfied for a fund transfer pursuant to Minnesota Laws 2020, Chapter 116/House File 4415 Article 3;

WHEREAS, the School Board of Independent School District has reviewed and approved the attached *Request for Fund Transfer*

THEREFORE, BE IT RESOLVED, that the School Board of Independent School District No. 14 authorizes the School District administration to submit the attached *Request for Fund Transfer*.

The vote on adoption of the Resolution was as follows:

Aye:

Nay:

Absent:

Whereupon, said Resolution was declared duly adopted.

By: \_\_\_\_\_  
Chair

By: \_\_\_\_\_  
Clerk



TO: Members of the School Board

FROM: Brady Hoffman, Interim Director of Finance and Operations

DATE: September 15, 2020

RE: Approval of Proposed 2020 Payable 2021 Property Tax Levy

## **RECOMMENDATION:**

**For the Board of Education to approve the proposed 2020 payable 2021 property tax levy as “Maximum” and certify the levy to the county auditor.**

### Background:

State statutes require that school districts certify proposed property taxes payable in 2021 by September 30, 2020.

Proposed levies for school districts carry the option of levying the “Maximum” versus a specific amount due to continuing updates by the Department of Education. This “Maximum” option protects school districts whose levies may increase. Levying a specific dollar amount prevents further increases.

Truth in Taxation statutes require a hearing be conducted during regular school board meetings. The statute also requires that the date and time of the regular school board meeting when hearings are scheduled be announced at the time the proposed levy is certified.

The regular school board meeting at which the Truth in Taxation hearing will be conducted is December 15, 2020 at 7:00 pm.



ISD 14 - FRIDLEY  
 LEVY CERTIFICATION - LEVY 19 PAY 20 (REVENUE FY 2020-21)  
 ANALYSIS: PAY 20 VS. PAY 21  
 AS OF SEPTEMBER 8, 2020

Category	REV 20-21	REV 21-22	LEVY \$ INC / (DEC)	LEVY % INC / (DEC)
	FINAL PAY 20	PRELIM. PAY 21		
<b>GENERAL FUND (FUND 1)</b>				
REFERENDUM-VOTER	\$ 1,412,385.42	\$ 1,588,809.30	\$ 176,423.88	
REFERENDUM-BOARD	12,083.45	(17,554.90)	(29,638.35)	
LOCATION OPTIONAL	1,881,253.07	1,902,513.65	21,260.58	
EQUITY	446,218.85	426,153.79	(20,065.06)	
OPERATING CAPITAL	175,249.46	195,515.36	20,265.90	
Q-COMP	274,931.48	288,516.97	13,585.49	
INTEGRATION AND ACHIEVEMENT	209,450.73	221,214.83	11,764.10	
RE-EMPLOYMENT	60,596.69	59,613.82	(982.87)	
SAFE SCHOOLS	110,871.36	103,197.24	(7,674.12)	
SAFE SCHOOLS - INTERMEDIATE	46,227.68	42,998.85	(3,228.83)	
CAREER TECHNICAL	116,684.74	205,824.78	89,140.04	
LONG TERM FACILITIES	1,041,660.20	1,137,488.20	95,828.00	
CAPITAL PROJECT REFERENDUM	924,144.62	987,134.11	62,989.49	
LEASE LEVY	645,783.92	579,066.58	(66,717.34)	
ADVANCE ABATEMENT ADJ.	23,714.66	24,566.16	851.50	
<b>SUBTOTAL - GENERAL FUND</b>	<b>\$ 7,381,256.33</b>	<b>\$ 7,745,058.74</b>	<b>\$ 363,802.41</b>	<b>4.93%</b>
<b>COMMUNITY SERVICE FUND (FUND 4)</b>				
BASIC COMMUNITY ED	\$ 120,409.25	\$ 120,409.25	\$ -	
EARLY CHILDHOOD FAMILY ED	50,603.41	50,518.76	(84.65)	
HOME VISITING	1,214.70	1,158.05	(56.65)	
SCHOOL AGE CARE	213,659.03	248,024.84	34,365.81	
ADVANCE ABATEMENT ADJ.	1,416.30	1,547.26	130.96	
<b>SUBTOTAL - COMM. SERVICE</b>	<b>\$ 387,302.69</b>	<b>\$ 421,658.16</b>	<b>\$ 34,355.47</b>	<b>8.87%</b>
<b>DEBT SERVICE FUND (FUND 7)</b>				
DEBT SERVICE *	\$ 2,487,609.93	\$ 2,454,836.89	\$ (32,773.04)	
LONG TERM FACILITIES DEBT SVC	1,369,016.26	1,239,145.32	(129,870.94)	
ABATEMENT ADJUSTMENT	14,560.29	21,433.24	6,872.95	
<b>SUBTOTAL - DEBT SERVICE</b>	<b>\$ 3,871,186.48</b>	<b>\$ 3,715,415.45</b>	<b>\$ (155,771.03)</b>	<b>-4.02%</b>
<b>OPEB FUND (FUND 47)</b>				
OPEB	\$ 537,967.28	\$ 536,551.00	\$ (1,416.28)	
ABATEMENT ADJUSTMENT	2,506.01	3,285.52	779.51	
<b>SUBTOTAL - OPEB</b>	<b>\$ 540,473.29</b>	<b>\$ 539,836.52</b>	<b>\$ (636.77)</b>	<b>-0.12%</b>
<b>GRAND TOTAL</b>	<b>\$ 12,180,218.79</b>	<b>\$ 12,421,968.87</b>	<b>\$ 241,750.08</b>	<b>1.98%</b>



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*Fridley Public Schools is committed to creating a welcoming, respectful environment that provides an equitable and inclusive education for each student, staff and community member by ensuring that opportunities, access, and resources are aligned to support the growth and academic achievement of each student.*

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## 695 Tele-related Services

### I. Purpose

Tele-related services are provided to students for the purpose of consultation, evaluation, and service delivery in the areas of Occupational Therapy, Physical Therapy, Mental Health, School Psychology, Speech/Language Pathology, and Social Work.

### II. General Statement of Policy

This telemedicine policy provides a comprehensive protocol for the use of web based tele-related services to students enrolled in Fridley Public Schools.

Tele-related services mean using technology for the delivery of related services at a distance by linking a professional to a student for assessment, intervention, provision of special education related services and/or consultation.

### III. Assurances

A. Student safety before, during, and after the tele-related services is provided: The parent or guardian or adult student has been informed that the student should have access to an adult to assure safety during a tele-related session.

Student movement to and from the session shall be the same as other students receiving face to face services.

B. Statement addressing when and how to discontinue tele-related services: Students who have been determined appropriate candidates for tele-related services, will follow the same Minnesota State criteria for entrance and exit from services as students receiving face to face services.

C. Privacy and Security: The professional must ensure student data remains private data when tele-related services are utilized. This includes demonstrating knowledge of:

- Health Insurance Portability and Accountability Act (HIPAA) as it applies to tele-related services;
- Health Information Technology for Economic and Clinical Health Act of 2009 as it may apply to tele-related services;
- Family Education Rights and Privacy Act of 1974;
- State and Federal regulations pertaining to electronic storage of data including the Minnesota Government Data Practices Act;
- Type of technology utilized;

- Knowledge of the tele-related software and hardware applications.

D. Required Documentation

- Type of service provided.
  - This information is documented in the Individualized Education Program (IEP) or the Contingency Learning Plan, and on the Medical Assistant (MA) billing activity logs.
- Time service begins and time service ends
  - This information is documented on the MA activity logs
- Description of provider's basis for determining tele-related service is appropriate
  - Related services are based on the unique needs of each individual student, tele-related service may not be appropriate in all circumstances or for all students. Candidacy for receiving services via tele-related services will be assessed prior to initiating services. The student's education, culture, age, and ability/disabilities will be considered when determining if tele-related services may benefit the student.
  - Code of Ethics: Providers who hold the appropriate licensure or equivalent shall evaluate the effectiveness of services provided, technology employed and products dispensed, and they shall provide services or dispense products only when benefit can be expected.

Providers shall make use of technology and instrumentation consistent with accepted professional guidelines in their areas of practice. If proper technology is not available, an appropriate referral may be made.

- Mode of transmission  
Providers shall ensure that all technology and instrumentation used to provide services or to conduct research and scholarly activities are in proper working order and properly calibrated.
- Location of originating and distant site  
The originating site is the location of the student at the time the provider is providing the service via a tele-related session. Documentation of the site occurs on the MA activity log. The distant site is the location where the licensed provider is located while providing the tele-related service. Documentation of location occurs on the MA activity log.

#### IV. Applicability

This policy applies to all providers utilizing a web-based platform to deliver tele-related services.

#### V. Roles and Responsibilities

Providers who deliver tele-related services must possess specialized knowledge and skills



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in selecting assessments and interventions that are appropriate to the technology and take into consideration client and disorder variables.

Assessment and therapy procedures and materials may need to be modified or adapted to accommodate the lack of physical contact with the student. These modifications are reflected in the interpretation and documentation of the service.

Fridley Public Schools is responsible for defining tele-related services in a school that will:

- Ensure the tele-related professional meets all the state requirements to practice in the school.
- Ensure the tele-related professional has knowledge, skills and training in the use of telemedicine.

***SCHOOL BOARD ACTION:***

Adopted as Policy 695 on September 15, 2020

Second Reading

**Minutes**  
**School Board Business Meeting**  
**Fridley Independent School District 14**  
**August 18, 2020**

**Call to Order**

Donna Prewedo called the Business Meeting of the Fridley School Board to order at 7:30 p.m. on Tuesday, July 21, 2020 at Fridley Community Center (FCC). Present at FCC: Abdisalam Adam, Jake Karnopp, Donna Prewedo, Avonna Starck, Carol Thornton, and Gao Nue Xiong. Absent: None.

**Approval of Agenda**

Motion by Starck, seconded by Adam, to approve the agenda for August 18, 2020. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

**Spotlight on Recognition**

Board Chair Prewedo thanked and gave a statement of appreciation for former Board Chair Mary Kay Delvo thanking her for her service to Fridley Public Schools.

Superintendent Hiel thanked the entire staff that has been working on planning the return to school 2020.

**Swearing In of New Interim Board Member**

Oath of office was taken by new Interim Board Member, Gao Nue Xiong.

**Superintendent and Staff Reports**

1. Director of Communications and Community Relations, Jael McLemore, introduced this years' Annual Report Video and the work done by David Webber to produce it.
2. Director of Teaching and Learning, John Piotraschke, presented on the reopening/learning plans for Fall 2020.

**Business Action Items**

**1. RESOLUTION: Accepting Gifts**

Motion by Starck, seconded by Thornton, to accept the gifts and thank the donors for their contributions. Upon roll being called, Adam, Karnopp, Prewedo, Starck, Thornton & Xiong voted in favor, none against, none abstained. Motion carried 6-0.

**2. RESOLUTION: Renewal of Expiring Capital Project Levy Authorization and Calling an Election**

Motion by Karnopp, seconded by Adam, to approve the renewal of an expiring capital project levy authorization and calling an election thereon. Upon roll being called, Adam, Karnopp, Prewedo, Starck, Thornton, and Xiong voted in favor, none against, none abstained. Motion carried 6-0.

**3. RESOLUTION Providing for the sale of general obligation school building refunding bonds, series 2020A; and covenanting and obligating the district to be bound by and to use the provisions of Minnesota Statutes, Section 126C.55 to guarantee the payment of the principal and interest on these bonds**

Motion by Starck, seconded by Thornton, to approve the sale of bonds series 2020A. Upon roll being called, Adam, Karnopp, Prewedo, Starck, Thornton, and Xiong voted in favor, none against, none abstained. Motion carried 6-0.

### **Consent Agenda**

Motion by Adam, seconded by Karnopp to approve the consent agenda of routine action items including minutes of the regular School Board meeting, work session held on July 21, 2020 and the work session held on August 4, 2020; Monthly Financial Reports; New Contracts, Amendments, Leaves of Absence, Terminations, Resignations and Retirements; Memorandum of Agreement with ISD 14 and the Fridley Education Association regarding pay due to teacher/sub teacher absences; 2020-21 Rate for Private Transportation Contracts; and the 2020-2021 School Calendar. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

### **Written Information**

1. First Reading of Policies
  - a. Policy 695 Tele-reporting Services

### **Reports from School Board Members**

1. Board Member Starck reported on the NE 916 Board Meeting held on August 5, 2020. Surveys are being taken and a COVID task force has been set up at the district.
2. Superintendent Hiel reported on the AMSD Meeting held on August 14, 2019. MDE Commissioner and Deputy Commissioner spoke on importance of communication. Secretary of State Steve Simon spoke on mail-in voting and needing election officials.

### **Important Future School Board Dates**

### **Adjournment**

Motion by Thornton, seconded by Adam, to adjourn at 8:03 p.m. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

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Donna Prewedo, Board Chair

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Carol Thornton, Board Clerk

**Minutes**  
**School Board Work Session**  
**Fridley Independent School District 14**  
**August 18, 2020**

**Call to Order**

The Work Session of the Fridley School Board was called to order by School Board Chair Prewedo at 5:30 PM on Tuesday, August 18, 2020, at Fridley Community Center. The following Board members were present in the room: Abdisalam Adam, Jake Karnopp, Donna Prewedo, Avonna Starck, Carol Thornton and Gao Nue Xiong. Absent: None

**The following items were discussed**

- A. Signing Required Documents
- B. Governance and Policy
  - 1. First Readings
    - a. Policy 695 Tele-related Services
- C. Oversight of Operations
  - 1. Legal, Staffing and Personnel Update
    - a. New Contracts, Amendments, Leaves of Absence, Terminations, Resignations, and Retirements
    - b. Memorandum of Agreement – FEA agreement on splitting classes due to sub absence
  - 2. Finance and Operations Update
    - a. Renewal of Expiring Capital Project Levy Authorization and Calling an Election
    - b. Sale of School Building Refunding Bonds
    - c. Non Public Reimbursement Notification / 2020-21 Rate for Private Transportation Contracts
  - 3. 2020-2021 School Calendar
  - 4. Q-Comp Report
  - 5. Partnership Updates
    - a. NE Metro 916 on August 5, 2020
    - b. AMSD on August 14, 2020
- D. Informational Items
  - 1. Reopening Plans/Distance Learning Presentation
  - 2. Student Enrollment
- E. Public Forum

Adjourned at 7:27 p.m.

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Donna Prewedo, Board Chair

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Carol Thornton, Board Clerk

**Minutes**  
**School Board Work Session**  
**Fridley Independent School District 14**  
**September 2, 2020**

**Call to Order**

The Work Session of the Fridley School Board was called to order by School Board Chair Prewedo at 5:30 PM on Tuesday, September 2, 2020, at the Fridley Community Center. The following Board members were present: Abdisalam Adam, Jake Karnopp, Donna Prewedo, Avonna Starck, and Carol Thornton. Board member Thornton was present via google meet. Absent: None

**The following items were discussed**

1. Equity and Inclusion Training by Suzan Samaha
2. Update on Opening Schools by Yvonne Anderson, Superintendent Hiel
3. Summary of Progress by Directors

Adjourned at 7:35 p.m.

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Donna Prewedo, Board Chair

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Carol Thornton, Board Clerk

**INDEPENDENT SCHOOL DISTRICT NO. 14  
FRIDLEY, MINNESOTA  
TREASURER'S REPORT  
MONTH ENDING 8/31/20**

<b>Fund</b>	<b>Balance 7/31/20</b>	<b>Receipts</b>	<b>Payroll Disbursements</b>	<b>A/P Disbursements</b>	<b>Journal Entry Transfers</b>	<b>Balance 8/31/20</b>
General (01)	\$ 33,443,571.93	\$ 11,514,954.96	\$ 1,037,627.80	\$ 8,295,452.42	\$ (462,687.33)	\$ 35,162,759.34
Food Service (02)	693,125.20	40,908.10	15,172.45	18,834.29	(80,711.63)	619,314.93
Transportation (03)	(32,181,803.30)	913.29	4,649.65	2,921.89	64,224.40	(32,124,237.15)
Comm. Service (04)	401,096.35	44,919.46	66,071.00	63,954.85	120,652.52	436,642.48
Operating Capital (05)	299,505.18	-	-	30,468.84	(264,086.89)	4,949.45
Construction (06)	991,173.97	-	-	-	(161,945.96)	829,228.01
Debt Service (07)	1,496,285.08	104,530.88	-	-	448,904.01	2,049,719.97
Performance Contract (16)	(3,679,239.60)	-	-	-	-	(3,679,239.60)
Custodial Fund for Student Activities (18)	86.00	-	-	-	(86.00)	-
Activity Fund (19)	135,930.54	182.69	-	-	10,348.97	146,462.20
Dental Self Insurance (20)	270,304.97	73.50	-	29,097.18	52,483.45	293,764.74
Medical Self Insurance (21)	5,376,682.96	648.57	-	475,720.81	459,005.42	5,360,616.14
OPEB Trust Fund (25)	760,529.79	20,292.07	-	2,267.62	(187,311.96)	591,242.28
OPEB Debt Service (47)	361,495.61	-	-	-	-	361,495.61
Student Activities Under Board Control (51)	67,415.19	6,423.39	-	517.40	1,211.00	74,532.18
<b>Total</b>	<b>\$ 10,432,361.99</b>	<b>\$ 11,733,846.91</b>	<b>\$ 1,123,520.90</b>	<b>\$ 8,919,235.30</b>	<b>\$ 0.00</b>	<b>\$ 10,127,250.58</b>

<b>Bank</b>	<b>Balance Per Bank Statement</b>	<b>Outstanding Checks</b>	<b>Outstanding Deposits</b>	<b>Balance per Treasurer's Books</b>
MN Trust - OPEB	\$ 702,088.55	\$ -	\$ -	\$ 702,088.55
MN Trust - Operating	9,609,422.88	184,260.85	-	9,425,162.03
<b>Total</b>	<b>\$ 10,311,511.43</b>	<b>\$ 184,260.85</b>	<b>\$ -</b>	<b>\$10,127,250.58</b>

53

Difference \$ 0.00

**Schedule of Investments**

**As of 8/31/20**

<b>Investment</b>	<b>Broker</b>	<b>Type</b>	<b>Purchased</b>	<b>Maturity</b>	<b>Market Value</b>	<b>Par</b>	<b>Yield</b>
MN Trust Term Series	PMA - OPP	TS	08/25/20	09/25/20	7,000,000.00	7,000,832.34	0.14%
Bank of China Certificate of Deposit	PMA - OPP	CD	05/29/20	01/26/21	249,400.00	249,984.27	0.35%
Texas Capital Bank Certificate of Deposit	PMA - OPP	CD	05/29/20	01/26/21	249,400.00	249,977.09	0.35%
Customers Bank Certificate of Deposit	PMA - OPP	CD	05/29/20	01/26/21	249,500.00	249,915.17	0.25%
Brookline Bank Certificate of Deposit	PMA - OPP	CD	05/29/20	01/26/21	249,500.00	249,915.78	0.25%
Bank Rhode Island Certificate of Deposit	PMA - OPP	CD	05/29/20	01/26/21	249,500.00	249,915.78	0.25%
CFG Bank Certificate of Deposit	PMA - OPEB	CD	10/18/17	10/16/20	236,900.00	249,272.64	1.74%
Savoy Bank Certificate of Deposit	PMA - OPEB	CD	10/18/17	10/16/20	232,800.00	244,947.90	1.74%
Superior Choice Credit Union Certificate of Deposit	PMA - OPEB	CD	10/18/17	10/16/20	237,000.00	249,360.35	1.72%
Fidelity Bank - IA Certificate of Deposit	PMA - OPEB	CD	11/01/18	11/02/20	235,600.00	249,202.23	2.88%
Merrick Bank Certificate of Deposit	PMA - OPEB	CD	11/01/18	11/02/20	235,500.00	249,164.38	2.87%
KS State Bank/Kansas State Bank of Manhattan Certificate of Deposit	PMA - OPEB	CD	11/01/18	11/02/20	100,000.00	105,833.33	2.88%
Third Coast Bank Certificate of Deposit	PMA - OPEB	CD	11/01/18	11/02/20	235,800.00	249,209.26	2.81%
Pacific Western Bank Certificate of Deposit	PMA - OPEB	CD	11/01/18	11/02/20	235,800.00	249,209.50	2.81%
Bank of the Valley Certificate of Deposit	PMA - OPEB	CD	11/06/18	11/06/20	155,000.00	163,863.11	2.83%
Summit-TXB-D-Var-Purp	PMA - OPEB	SEC	11/01/18	12/01/20	201,932.00	200,000.00	2.94%
Prime Alliance Bank Certificate of Deposit	PMA - OPEB	CD	12/19/17	12/21/20	235,600.00	249,133.39	1.91%
Mediapolis Savings Bank Certificate of Deposit	PMA - OPEB	CD	12/19/17	12/21/20	235,600.00	249,140.59	1.91%
First Internet Bank of Indiana Certificate of Deposit	PMA - OPEB	CD	12/19/17	12/21/20	178,800.00	189,236.68	1.92%
Avondale-B-REF-TXBL	PMA - OPEB	SEC	01/08/20	07/01/21	101,549.00	100,000.00	1.61%
CIBC Bank USA/Private Bank - MI Certificate of Deposit	PMA - OPEB	CD	12/18/19	12/17/21	242,500.00	249,792.51	1.50%
Luana Savings Bank Certificate of Deposit	PMA - OPEB	CD	12/18/19	12/17/21	242,500.00	249,775.00	1.50%
Azle ISD REF-TXBL	PMA - OPEB	SEC	01/08/20	02/15/22	229,581.00	220,000.00	1.60%
Oklahoma City - TXBL	PMA - OPEB	SEC	01/07/20	03/01/24	221,866.00	200,000.00	1.70%
<b>Totals</b>					\$ 12,041,628.00	\$ 12,167,681.30	

## Personnel Changes 2020-21 School Year

### New Contracts and Amendments per Master Agreements (2020-2021)

First Name	Last Name	Assignment	Step/Lane/Salary	School
Emily	Ashworth	SY LTS Teacher	BA/3	RLS
Carrie	Baertsch	Cook	\$14.03/hour	RLS
Jennifer	Bardenpratt	AVID Tutor	\$13.25/hour	FHS
Lori	Bartho	Teacher	MA+40/8	RLS
Zack	Bobick	Head Girls Soccer Coach	Schedule C	FHS
Emmanuel	Brown	Assistant Boys Soccer Coach	Schedule C	FHS
Rebecca	Brown	Behavior Intervention Teacher	MA/1	RLS
Anna	Carlston	Building Attendant	\$13.25/hour	FHS
Madeline	Cronk	Teacher	BA/1	FHS
Julia	Ebbers	Teacher	BA/8	FMS
Brad	Fisher	Cross Country Head Coach	Schedule C	FHS
Kahnnie	Gbor	Assistant Cheerleading Coach	Schedule C	FHS
Holly	Groves	Paraeducator	\$14.99/hour	RLS
Samantha	Hamlin	Paraeducator	\$15.86/hour	HYS
Emily	Heille	Assistant Girls Swim Coach	Schedule C	FHS
Sasha	Herder	CE Classroom Assistant	\$15.01/hour	FCC
Adam	Hertz	Teacher	BA+40/8	ALC-HS
Kim	Imholte	TC Asst Program Manager	\$18.31/hour	FCC
Darren	Johnson	CE Instructor	\$13.49/hour	FCC
Hannah	Johnson	Cross Country Assistant Coach	Schedule C	FHS
Shana	Kelly	Speech Clinician	MA/2	RLS
Tony	Kohaneck	AVID Tutor	\$13.25/hour	FHS
Alyssa	Lane	Head Cheerleading Coach	Schedule C	FHS
Bridgette	Lensing	Teacher	BA/8	FMS
Tiffany	Little	TC Asst Program Manager	\$17.73/hour	FCC
Emily	Lund	CE Classroom Assistant	\$15.01/hour	FCC
Laura	Lusardi	Teacher	BA+20/2	FHS
Marcy	Martin	AVID Tutor	\$13.25/hour	FHS
John	Meyongar	Assistant Boys Soccer Coach	Schedule C	FHS
Christine	Nalepka	Assistant Girls Soccer Coach	Schedule C	FHS
Kirsten	Olson Madaus	CR Catalog Class Instructor	Schedule C	FCC
Madison	Pawlyshyn	Clerical	\$16.60/hour	FMS
Kristina	Pickering	Teacher	BA/3	RLS
Kelly	Quach	Assistant Tennis Coach	Schedule C	FHS
Anne	Rae	Teacher – LTS	BA/1	ALC
Erica	Rauworth	Assistant Girls Swim Coach	Schedule C	FHS
Faith	Redmond	Cook	\$14.03/hour	FHS
Adnan	Secic	Custodian	\$17.56/hour	FMS
Yashminie	Seriram	CE Classroom Assistant	\$15.01/hour	FCC
Christopher	Sinclair	CE Classroom Assistant	\$15.01/hour	FCC

First Name	Last Name	Assignment	Step/Lane/Salary	School
Zachary	Sorenson	Teacher	BA/3	Hayes
Andrew	Spreeman	CE ECFE Classroom Assistant	\$15.01/hour	FCC
Eve	Stein	Teacher	MA/8	FMS
Michelle	Stevens	TC Asst Program Manager	\$17.16/hour	FCC
Kyle	Syverson	Head Girls Swim Coach	Schedule C	FHS
Lawrence	Talery	Assistant Boys Soccer Coach	Schedule C	FHS
William	Totimeh	Head Boys Soccer Coach	Schedule C	FHS
Samuel	Vossler	Teacher	MA/1	FHS/FMS
Darian	Winslow	Cross Country Assistant Coach	Schedule C	FHS
Susan	Wolney	TC Asst Program Manager	\$18.31/hour	FCC
Eric	Wright	Teacher	BA+10/1	FHS

### Individual Contracts and Amendments (2020-2021)

First Name	Last Name	Assignment	Step/Lane/Salary	School
Steven (Ike)	Isaacson	Director of Human Resources	Individual Contract	District
Barbra (Barbie)	Roessler	Director of Finance & Operations	Individual Contract	District
Xong	Yang	Equity & Inclusion Specialist	Individual Contract	FCC

### Leave of Absence (2020-2021)

- Deborah Janssen has requested a leave of absence for the 2020-2021 school year from her teacher position at Hayes Elementary.
- Hope Osifyue requested a leave of absence from her Equity and Inclusion Specialist position at RLS from August 31, 2020 through September 18, 2020.

### Resignations (2020-2021)

- Gavin Bardenpratt resigned his student worker position at Fridley Community Center, effective March 13, 2020.
- Jonathan Conyers has resigned his paraeducator position at Fridley Middle School, effective June 11, 2020.
- Kawsar Jama resigned her paraeducator position at Fridley Community Center, effective June 11, 2020.
- Monica Lhotka has resigned her paraeducator position at Fridley High School, effective June 11, 2020.
- Valentae Morehead resigned his student worker position at Fridley Community Center, effective November 1, 2019.
- Tarek Morey has resigned his teacher position at Fridley ALC, effective June 12, 2020.
- Keshia Newsome resigned her para position at Hayes Elementary effective September 6, 2020.
- Emily Rice resigned her student worker position at Fridley Community Center, effective May 10, 2018.
- Ximora Welsh resigned from her student worker position at Fridley Community Center, effective March 23, 2020.

**MEMORANDUM OF AGREEMENT**

**WHEREAS**, the Fridley Education Association ("Union") and Independent School District No. 14 ("School District") are parties to the Teachers' Collective Bargaining Agreement ("Collective Bargaining Agreement"); and

**WHEREAS**, the Union and the School District wish to acknowledge the need to provide for additional distance learning in the FHS Art class during the 2020-2021 school-year;

**WHEREAS**, the Union and the District do not envision this to be an on-going need in the School District,

**NOW, THEREFORE**, the Union and the School District agree as follows:

1. Danielle Hasbrouck will have .3 added to her schedule during the 2020-2021 school-year
2. This additional assignment is for one-year only, and does not obligate the School-District to the additional .3 in subsequent assignments.
3. This MOA does not constitute a past practice, nor does it establish a precedent.

Dated: 9/2/2020

Fridley Education Association

By [Signature]  
Its President

Dated: 9/2/20

By [Signature]  
Its Head Negotiator

Dated: \_\_\_\_\_

Independent School District No. 14

By \_\_\_\_\_  
Its \_\_\_\_\_

By \_\_\_\_\_  
Its \_\_\_\_\_

**MEMORANDUM OF AGREEMENT**

**WHEREAS**, the Fridley Education Association (“Union”) and Independent School District No. 14 (“School District”) are parties to the Teachers’ Collective Bargaining Agreement (“Collective Bargaining Agreement”); and

**WHEREAS**, the Union and the School District wish to acknowledge the change in ECFE teacher schedules resulting in 6 hours of instructional time;

Whereas the union and the School District wish to acknowledge the collective bargaining agreement allows for 1-hour prep time for every 3 hours of instruction, thus requiring an 8-hour day to accommodate 6 hours of instruction;

Whereas the union and the School District intend to include a ½ hour paid lunch in the daily ECFE teacher schedule

**WHEREAS**, the Union and the District do not envision this to be an on-going work-place scenario in the School District,

**NOW, THEREFORE**, the Union and the School District agree as follows:

1. ECFE teachers will be scheduled and paid for 8.5 hours per day for the '20 –'21 school-year, effective August 31<sup>st</sup>, 2020
2. This Memorandum of Agreement is effective upon execution of the parties and shall expire on June 30, 2021. It shall have no force or effect thereafter, unless so agreed, in writing by the Union and the School District.
3. This MOA does not constitute a past practice, nor does it establish a precedent.

Dated: 9/2/2020

Fridley Education Association

By [Signature]  
Its President

Dated: 9/2/20

By [Signature]  
Its Chief Negotiator

Dated: \_\_\_\_\_

Independent School District No. 14

By \_\_\_\_\_  
Its \_\_\_\_\_

By \_\_\_\_\_  
Its \_\_\_\_\_

## **Assurance of Compliance with State and Federal Law Prohibiting Discrimination**

All school districts must complete the Assurance of Compliance with state and federal law and verify Mandated Reporting training by November 15 each year.

By completing all sections of the Assurance of Compliance and Mandated Reporting, school districts provide written assurance that they do not discriminate in their use of funds provided through the Minnesota Department of Education and that they have informed all mandated reporters of their reporting duties.

This assurance is given by each district in consideration of and for the purpose of obtaining any and all federal grants, loans, contracts, property, discounts, or other federal and state financial assistance extended to the district by the U.S. Department of Education and the Minnesota Department of Education (MDE), including installment payments after such date of application for federal financial assistance and state aid allotments which were approved before such date.

By submitting the Assurance of Compliance, the district recognizes and agrees that such federal and state financial assistance will be extended in reliance on the representations, supporting information required by Minnesota Statutes, section 127A.42, subdivision 3, and agreements made in this assurance. This assurance is binding on the district and the persons who are authorized to submit information on behalf of the district.

Please note that you can now provide the entire assurance online. We no longer require the paper copy of the Assurance of Compliance certificate. However, it is important to note that by submitting the Assurance of Compliance online that you are verifying that the Superintendent is electronically signing this assurance on behalf of the school board. **Though the paper copy is no longer required, the approval of the board is per Minnesota Rule 3535.9910.**

**FRIDLEY PUBLIC SCHOOLS ENROLLMENT**  
**as of September 11, 2020 (First Friday)**

		K	1	2	3	4	5	6	7	8	9	10	11	12	Total
<b>Elementary Schools</b>	Hayes Elementary	103	101	98	86	102									490
	Stevenson Elementary	90	107	90	91	91									469
	<b>Elementary Totals</b>	<b>193</b>	<b>208</b>	<b>188</b>	<b>177</b>	<b>193</b>									<b>959</b>
<b>Secondary Schools</b>	Fridley Middle School						188	222	230	204					844
	Fridley High School*										240	257	246	226	969
<b>GRAND TOTAL</b>		<b>193</b>	<b>208</b>	<b>188</b>	<b>177</b>	<b>193</b>	<b>188</b>	<b>222</b>	<b>230</b>	<b>204</b>	<b>240</b>	<b>257</b>	<b>246</b>	<b>226</b>	<b>2772</b>

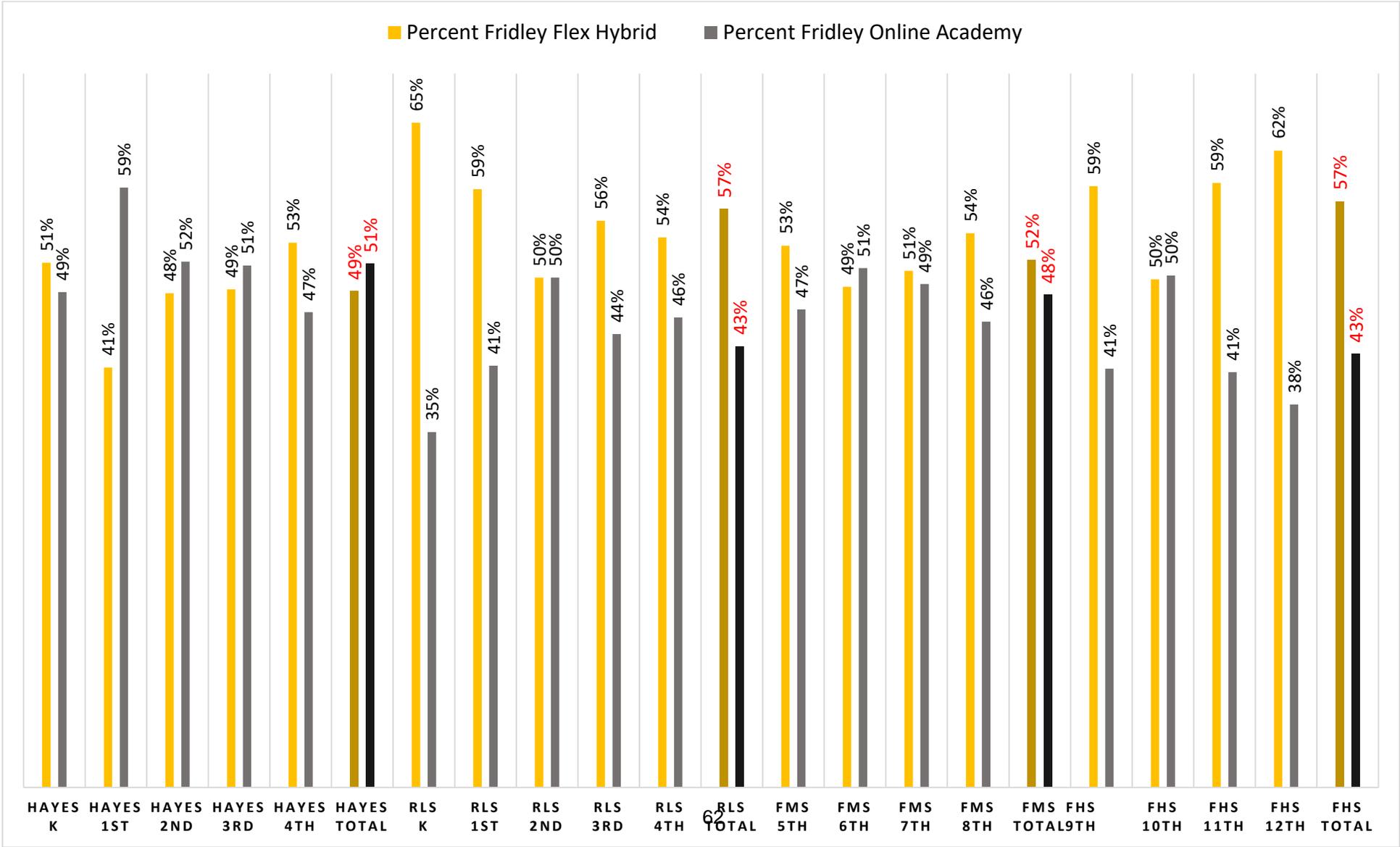
\*High School total does not include full-time PSEO students

**Enrollment Comparison: 2019-2020 to 2020-2021**

Grade	2019-2020 School Year										2020-2021 School Year										20-21 Adopted Budget	Current Month + / - Adopted	
	EOY	EOY	EOY	EOY	EOY	EOY	EOY	EOY	EOY	EOY	EOY	EOY	EOY	EOY	EOY	EOY	EOY	EOY	EOY	EOY			
	Oct 1 2019	Dec 1 2019	Jan 1 2020	Feb 1 2020	Mar 1 2020	Apr 1 2020	May 1 2020	June 1 2020	June 11 2020	Sep 1 2020	Oct 1 2020	Dec 1 2020	Jan 1 2021	Feb 1 2021	Mar 1 2021	Apr 1 2021	May 1 2021	Jun 1 2021	June 10 2021	June 10 2021	June 10 2021		
Kindergarten to 4th	989	1005	1009	1006	1010	1013	1012	1015	1015	959												990	-31
5th to 8th	828	845	849	854	861	863	865	865	865	844												820	24
9th to 12th*	866	877	878	873	884	894	891	892	878	969												815	154
<b>Kindergarten to 12th</b>	<b>2683</b>	<b>2727</b>	<b>2736</b>	<b>2733</b>	<b>2755</b>	<b>2770</b>	<b>2768</b>	<b>2772</b>	<b>2758</b>	<b>2772</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2625</b>	<b>147</b>
ECSE	27	31	30	31	31	34	36	35	39	8												25	-17
Full-time PSEO Students	47	48	48	47	47	48	48	46	46	0												0	0
Transition	6	4	3	3	3	3	3	3	3	2												12	-10
Full-time ALC	58	64	62	58	57	59	56	49	47	44												57	-13
<b>Not Eligible for 1.0 ADM</b>	<b>138</b>	<b>147</b>	<b>143</b>	<b>139</b>	<b>138</b>	<b>144</b>	<b>143</b>	<b>133</b>	<b>135</b>	<b>54</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>94</b>	<b>-40</b>
<b>Total Kindergarten to 12th</b>	<b>2821</b>	<b>2874</b>	<b>2879</b>	<b>2872</b>	<b>2893</b>	<b>2914</b>	<b>2911</b>	<b>2905</b>	<b>2893</b>	<b>2826</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2719</b>	<b>107</b>
Four-Year Old Preschool	140	139	139	139	139	139	140	140	140	105													
<b>TOTAL ENROLLED</b>	<b>2961</b>	<b>3013</b>	<b>3018</b>	<b>3011</b>	<b>3032</b>	<b>3053</b>	<b>3051</b>	<b>3045</b>	<b>3033</b>	<b>2931</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

## Fridley Public School District Flex Hybrid and Online Academy as of 9/11/2020 (First Friday)



## 104 School District 14 Mission Statement

### I. Purpose

The purpose of this policy is to establish a clear statement of the purpose for which the Fridley Public School District 14 exists.

### II. General Statement of Policy

The mission statement is based on the beliefs and values of the community as perceived by School Board members elected to represent the community. The mission statement should be the basis on which decisions are made. The School Board, on behalf of and with extensive participation by the community, will develop a consensus among its members regarding the nature of the enterprise the School Board governs, the purposes it serves, the constituencies it should consider, including student representation, and the results it intends to produce.

### III. Mission Statement for Fridley School District 14

As a world class community of learners, Fridley Public Schools aims to develop internationally-minded students. We challenge ourselves, our students, and our community to become caring and knowledgeable life-long learners who inquire and take action to create a better world.

Our mission is to guide students in the development of learning skills to help them reach their full potential. To accomplish this mission, we will. . .

- Provide a nurturing environment
- Create high expectations defined by learner outcomes
- Develop exemplary programs and continuously improve them
- Strive to meet students' needs
- Respect individual differences.

*Fridley's vision is to develop an educational foundation for students*

- To be life-long learners
- To develop high skill levels
- To care for others
- To be adaptable
- To be prepared to thrive in a diverse, changing society

*Values Fridley will promote The International Baccalaureate Learner Profile*

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

### *Priorities*

- ~~Academic Achievement~~
- ~~Instructional strategies~~
- ~~Positive, safe, and respectful learning environment~~
- ~~Financial stability~~
- ~~Parent/School Partnerships~~
- Ensure district-wide high-level school performance through review and inquiry.
- Alignment of policies, procedures, and performance that support best practices linked to high levels of student achievement.
- Alignment of policies, procedures, and performance that foster an equitable, welcoming, safe, and respectful environment for students, staff, teachers and community.
- Protect and direct Fridley Public Schools' financial stability through long-range planning and oversight.
- Continuous improvement of parent, school, and community partnerships through public engagement.

## **IV. Accountability/Evaluation**

Individual schools will establish goals in the district priority areas each year based on the needs at each school. Each school will measure and report progress towards attainment of its goals and will make changes in its goals and supporting activities as needed.

The district administration will provide direction and support for program development and evaluation and will monitor the extent to which district priorities were successfully addressed.

### *Legal References:*

Minn. Rule Parts 3501.0010 to 3501.0180  
Minn. Rule Parts 3501.0200-3501.0270  
Minn. Stat 123.972 (School District Policy)



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**Fridley Public Schools** is committed to creating a welcoming, respectful environment that provides an equitable and inclusive education for each student, staff and community member by ensuring that opportunities, access, and resources are aligned to support the growth and academic achievement of each student.

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*School Board Action:*

Revised as Policy 2.000 February 26, 1985

Revised as Policy 104 December 21, 1999

Revised January 17, 2006

Revised November 16, 2010

Revised March 15, 2011

Revised August 19, 2014

Revised October 18, 2016

Revised November 21, 2017

First Reading

## 105 Equity and Inclusion Policy

### I. Purpose

The purpose of this policy is to provide educational equity and inclusion for each student, staff and family member. This policy will make it a priority that students, staff, families, and community members feel welcomed, valued, and heard. To ensure educational equity and inclusion, Fridley Public Schools will create a collective **antiracist** systemic culture that values equity **and inclusion** for all students, families, staff and community members. This policy will ensure that educational equity is implemented districtwide with fidelity, consistency, connection and coherence.

In developing and implementing its equity plan, Fridley Public Schools will honor the following five agreements that were developed by a diverse group of community stakeholders:

- We will actively create a safe space to engage in our equity journey
- We will value and hear all voices
- We will define Equity
- We will determine where we are and where we want to be
- We will prioritize representation of student body in all aspects of the organization.

### II. General Statement of Policy

*Fridley Public Schools is committed to creating a welcoming, respectful environment that provides an equitable and inclusive education for each student, staff and community member by ensuring that opportunities, access, and resources are aligned to support the growth and academic achievement of each student.*

At Fridley Public Schools:

Our students, staff, families and community are our greatest strength and we view our diversity as an asset. We will create and maintain an equitable, inclusive, and diverse community that ensures that each and every voice is heard and valued.

Educational equity and inclusion is achieved when each adult collaborates and affirms each student by creating a respectful learning environment inclusive of their race, ethnicity, culture, language, religion (creed), gender, gender expression, age, national origin (ancestry), disability, socio-economic status, and sexual orientation; and that each student, staff, family, and community member has access to opportunities to thrive to their fullest potential.

It is important that we ALL acknowledge and actively confront the historical conditions and systems that have continued to marginalize certain groups of students; and that we ALL

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share in the decision-making process to create an equitable and inclusive learning environment for each student. Fridley Public Schools will actively focus on interrupting and dismantling existing barriers by identifying, acknowledging, confronting, and disrupting beliefs and systems that marginalize children.

Fridley Public Schools acknowledges that there are many different intersections and ways that students are marginalized. Racism is the dominating force, historical foundation, persistent and pervasive barrier and biggest ongoing reality that students of color experience within the educational system. In order to address this current reality, Fridley Public Schools is committed to actively working to dismantle racist systems and policies, and replace them with antiracist systems. We will create accountability and monitor our progress through a consistent, connected, and coherent commitment to equity, and the application of strategies and processes that will help create a foundation for equitable and inclusive learning environment for all students through systemic change.

### III. Definitions

A. Antiracist: One who is expressing the idea that racial groups are equals and none needs developing, and is supporting policy that reduces racial inequity. One who is supporting an antiracist policy through their actions or expressing an antiracist idea.

A-B. Culture: Broadly described, culture can include economic systems, ways of life and social mores, educational institutions, social programs, the environment, technological systems, political ideologies and processes, recreational practices, customs and traditions, artistic and heritage activities, transportation and communication industries, and religious and spiritual activities.

B-C. Diversity: Identifications that include race, ethnicity, culture, language, religion (creed), gender, gender expression, age, national origin (ancestry), disability, socio-economic status, and sexual orientation, etc.

C-D. Equality: Everyone has equal (the same) opportunities and access.

D-E. Equity: Each person has the (individualized) opportunities and access they need.

E-F. Inclusion: A way of thinking and acting that demonstrates universal acceptance and promotes a sense of belonging for all learners. It is an attitude and approach that embraces Diversity and learner differences and promotes equitable opportunities for all learners. (Alberta Education Principles of Inclusion)

G. Marginalize: Treat as insignificant or inferior.

F-H. Racism: Racism describes the combination of individual prejudice and individual discrimination, on the one hand, and institutional policies and practices, on the other, that result in the unjustified negative treatment and subordination of members of a racial or ethnic group. By convention, the term racism has been reserved to describe the mistreatment of members of racial and ethnic groups that have experienced a history of discrimination. (Gerald Pine and Asa Hilliard, 1990)

#### **IV. School District Action and Administrative Responsibilities:**

Fridley Public Schools will use the following School Board Priorities for operational improvement to increase equity, inclusion, raise expectations, strengthen relationships and partnerships, and focus on resources:

1. Improve academic achievement and ensure high levels of school performance
2. Use instructional strategies recognized as most effective in the field and that are linked to high levels of student achievement
3. Create a positive, safe, and respectful environment for student learning,
4. Continue building financial stability in Fridley by planning and executing financial plans
5. Improve parent, student, and community partnership.

##### **A. Teaching and Learning**

Fridley Public Schools employees will work together to increase their personal and collective capacity to ensure a positive, inclusive, and academically rigorous school environment for each student. Administration and school staff will collaborate to eliminate practices that lead to the over/under representation of any student group to academic achievement, social/emotional learning, and college/career readiness. Professional development will be provided for all staff to support staff in reflecting on their current practices and mental models.

*(School Board Priority: 1. Academic Achievement, 2. Instructional Strategies, 3. Positive, safe, and respectful learning environment)*

##### **B. Leadership**

Fridley Public School's leadership will actively focus and reflect on current practices and mental models, in order to interrupt and dismantle existing barriers to eliminate any achievement or opportunity gap. Leadership will examine issues, and develop and implement solutions that center antiracist educational systems.

The school board will review, adopt and support alignment of policies, procedures, and performances that ensures equitable and inclusive opportunities for each student and foster increased achievement in a safe, welcoming, and respectful environment for students, staff, families, and community. District and school administrators will provide and align resources to ensure an equitable and inclusive education through curriculum/instruction, educational experiences, and support services that prepare each student for college and career pathways.

*(School Board Priority: 1. Academic Achievement, 2. Instructional Strategies, 3. Positive, safe, and respectful learning environment, 4. Financial Stability, and 5. Parent/School Partnerships)*

### **C. Students and Families**

Fridley Public Schools acknowledges the important role of student voice and student leadership. Furthermore, it is critical to ensure through intentional inclusion and engagement, that voices and experiences of students and families who have historically been excluded from leadership roles are actively engaged in programs, practices and structures that foster engagement, leadership, advocacy, and student voice.

Fridley Public Schools believe education is a shared responsibility among staff, students, parents/guardians, families, and community. Fridley Public Schools will continue to maintain a high level of family partnership that ensures inclusion of perspectives, experiences, rights, and needs of each student through communication, parent education, volunteering opportunities, parent leadership in decision-making, parent information to support student's continued learning at home, and community connections and collaborations to support students and families.

*(School Board Priority: 1. Academic Achievement, 3. Positive, safe, and respectful learning environment, 5. Parent/School partnership)*

### **D. Community Engagement**

Fridley Public Schools will continuously strive to increase collaboration with the community at large to support equitable and inclusive educational experiences for students and families through on-going and open dialogue, and engagement and participation in opportunities that enhance student learning and growth and prepares each student for college and careers.

*(School Board Priority: 3. Positive, safe, and respectful learning environment, 4. Financial stability, 5. Parent/School partnerships).*

### **V. Implementation and Monitoring**

The board directs the Superintendent to develop and implement an operational plan which includes developing and implementing an equity policy and an equity and inclusion plan. The equity and inclusion plan will include measurable strategies monitored by the Superintendent.

#### ***Legal References:***

U.S. Constitution, First Amendment.

#### ***Cross References:***

MSBA/MASA Model Policy

[Definitions adapted from Toronto District School Board Draft Equity Policy \(Revised\)](#)



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Definition for Antiracist from Kendi, Ibram X. (2019). How To Be An Antiracist. The New York Times Company

Definition for Racism from Singleton, Glenn E. (2015). Courageous Conversations About Race (2nd ed). United States, Corwin

**SCHOOL BOARD ACTION:**

~~Definitions adapted from Toronto District School Board Draft Equity Policy (Revised)~~  
Adopted as Policy 105 August 20, 2019

First Reading