



# Fridley Public Schools School Board Business Meeting Agenda

Tuesday, November 17, 2020 at 7:30 PM

Virtual Meeting

Fridley Public Access Channel 14

<https://www.youtube.com/FridleyPublicSchoolsMN/videos>

Fridley, MN 55432-3009

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<b>A. Call to Order, Pledge of Allegiance</b>	
<b>B. Approval of Agenda with Suggested Motions and Resolutions</b>	
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1. NE Metro 916 Board Meeting held on November 4, 2020	
2. Association of Metropolitan School Districts (AMSD) Board Meeting held on November 6, 2020	
<b>I. Important Future School Board Dates</b>	
1. Northwest Suburban Integration School District (NWSISD) Joint Powers Board Meeting November 18, 2020, 6:15 PM	

2. Association for Metropolitan School Districts (AMSD) Board Meeting  
December 4, 2020, 7:00 AM
3. Fridley Public School Board - Board Retreat  
December 8, 2020 at 5:30 PM
  
4. NE Metro 916 Board Meeting  
December 9, 2020, 6:00 PM
5. Fridley Public Schools Board Meeting  
December 15, 2020  
Work Session, 5:30 PM  
Truth in Taxation, 7:00 PM  
Business Meeting, 7:30 PM

J. **Adjournment**

**Tuesday, November 17, 2020**  
**School Board Business Meeting**  
**Motions**

**A. Call to Order, Pledge of Allegiance**

**B. Approval of Agenda with Suggested Motions and Resolutions**

**1. Suggested Motions and Resolutions**

**Suggested Motion:** Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to approve the agenda for November 17, 2020.

**C. Spotlight on Recognition**

**D. Superintendent and Staff Reports**

**E. Business Action Items**

**1. 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 **Hayes Elementary School:**
  - Former Hayes Students Marjean Swanson & Nancy Andersen - 20 jackets, 19 hats, 9 pair of gloves, socks and underwear, sweatshirts and leggings
  - St. Phillip's Lutheran Church – 17 jackets

**Suggested Motion:** Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to accept the gifts and thank the donors for their contributions.

**2. RESOLUTION for Consolidated Polling Places**

RESOLUTION ESTABLISHING A COMBINED POLLING PLACE FOR MULTIPLE PRECINCTS AND DESIGNATING HOURS DURING WHICH THE POLLING PLACES WILL REMAIN OPEN FOR VOTING FOR SCHOOL DISTRICT ELECTIONS NOT HELD ON THE DAY OF A STATEWIDE, COUNTY, OR MUNICIPAL ELECTION

BE IT RESOLVED by the School Board of ISD #14, State of Minnesota, as follows:

1. Pursuant to Minnesota Statutes, Section 205A.11, the precincts and polling places for school district elections are those precincts or parts of precincts located within the boundaries of the school district which have been established by the cities or towns located in whole or in part within the school district. The board hereby confirms those precincts and polling places so established by those municipalities.

2. Pursuant to Minnesota Statutes, Section 205A.11, the board may establish a combined polling place for several precincts for school elections not held on the day of a statewide, county, or municipal election. Combined polling places are hereby established to serve the precincts specified for all school district special and general elections not held on the same day as a statewide, county, or municipal election, as listed below:

<b>County</b>	<b>Combination Name</b>	<b>Polling Place</b>	<b>Comprised of City Precincts</b>
Anoka	ISD #14 P1	FRIDLEY COMMUNITY CENTER 6085 7th St NE FRIDLEY MN 55433	FRIDLEY W-1 P-1 FRIDLEY W-1 P-2 FRIDLEY W-1 P-3 FRIDLEY W-1 P-4 FRIDLEY W-2 P-1 FRIDLEY W-2 P-2 FRIDLEY W-2 P-3 FRIDLEY W-2 P-4 FRIDLEY W-3 P-1 FRIDLEY W-3 P-2 FRIDLEY W-3 P-3 FRIDLEY W-3 P-4

3. Pursuant to Minnesota Statutes, Section 205A.09, the polling places will remain open for voting for school district elections between the hours of 7:00 a.m. and 8:00 p.m.

4. The clerk is directed to prepare a map illustrating the boundaries of each combined precinct, to post the map of the combined precincts in the administrative offices of the school district and to file a copy of the map and a certified copy of this resolution with the county auditor of each county in which the school district is located in whole or in part.

5. As required by Minnesota Statutes, Section 204B.16, Subdivision 1a, the clerk is hereby authorized and directed to give written notice of new polling place locations to all registered voters in the school district whose school district polling place locations have been changed. The notice must be a non-forwardable notice mailed at least twenty-five (25) days before the date of the first election to which it will apply.

**Suggested Motion:** Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve a combined polling place for voting on School District Elections not held on the day of a statewide, county, or municipal election.

**3. RESOLUTION OF SCHOOL BOARD SUPPORTING FORM A APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION**

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the District 14 School Board recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist school districts in recognizing, promoting, and funding extracurricular participation by high school students in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED that the Fridley School Board supports the District's application to the Minnesota State High School League Foundation for a FORM A Grant to offset student activity fees.

**Suggested Motion:** Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the resolution of School Board support Form A application to MSHSL Foundation.

**4. Motion: Second Reading and Adoption of Policies**

- Policy 402 Disability Nondiscrimination

**Suggested Motion:** Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Second Reading and Adoption of Policy 402.

**F. Consent Agenda**

**Suggested Motion:** Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to approve the consent agenda of routine action items including minutes of the regular School Board meeting, work session held on October 20, 2020 and the special meeting held on November 13, 2020; Monthly Financial Reports; New Contracts, Amendments, Lane Changes, Leaves of Absence, Terminations, Resignations and Retirements; and Region V Computer Services Joint Powers Agreement

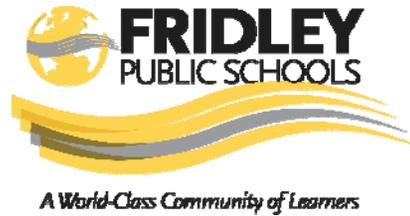
**G. Written Information**

**H. Reports from School Board Members**

**I. Important Future School Board Dates**

**J. Adjournment**

**Suggested Motion:** Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to adjourn at\_\_\_\_\_.



# Employee of the Month

October 2020 / November 2020

**Employee of the Month for  
October 2020:**

**Fatima Alnizami**



**Employee of the Month for  
November 2020:**

**Jordan Wright**



Fatima Alnizami  
Employee of the Month – October 2020

Congratulations to Fatima Alnizami, our Employee of the Month for October! Fatima has served as our administrative assistant in our student support services office at Fridley High School for three years. In the SSS office, Fatima illustrates such a calm presence with our students who come in to speak with their dean or the social worker. She is always extremely positive, caring, and helpful and takes in each situation, giving individual attention to each student and family. She shows empathy, compassion, and respect for others at all times. The students love her and the staff respect her hard work, dedication, and professionalism. As one staff member noted, “Fatima handles her work place stress with such smooth poise, yet her work is done with urgency. No matter how big or small the project, she makes the tasks at hand a priority. This year Fatima and the assistant principal worked so many extra hours to complete the class schedule that was beyond impossible to puzzle together. Fatima took the project head on, and made sure everything was perfect. When an error would pop up, she made it her top priority to ensure the safety of our students and to calm the nerves of our teaching staff.” Another staff member said “Fridley is so lucky to have Fatima as a part of our team for her hard work ethic but also because she is constantly building, connecting, and reconnecting relationships within our Fridley family!” We are lucky to have Fatima as a member of our team and congratulate her on the honor of Employee of the Month!

- Patty Hand, Principal of Fridley High School

Jordan Wright  
Employee of the Month – November 2020

Congratulations to Jordan Wright as Employee of the Month for November. Throughout the spring, summer and into the fall months, Jordan Wright has shown all aspects of the IB Learner Profile in her work with Childcare, whether it has been the Critical Care or fee based programming. Jordan has worked tirelessly to create a welcoming environment for families that also made them feel safe during these months of the pandemic. She possesses the highest levels of communication skills and treats each family with grace and individuality. She knows the childcare and other related aspects of her position inside and out (dealing with Pathways, County Assistance, etc). Her work with families and kids is of the highest quality and that stems over into her work with her colleagues. Her integrity level is of the highest quality and in all her work she keeps an open mind to all and is welcoming to multiple perspectives. It is with my highest respect that I nominated Jordan Wright for Employee of the Month.

- Stephen Keeler, Director of Community Education & Karin Beckstrand, PYP IB Coordinator

## **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 **Hayes Elementary School**:
  - Former Hayes Students Marjean Swanson & Nancy Andersen - 20 jackets, 19 hats, 9 pair of gloves, socks and underwear, sweatshirts and leggings
  - St. Phillip's Lutheran Church – 17 jackets

**RESOLUTION ESTABLISHING A COMBINED POLLING PLACE  
FOR MULTIPLE PRECINCTS AND  
DESIGNATING HOURS DURING WHICH THE POLLING  
PLACES WILL REMAIN OPEN FOR VOTING  
FOR SCHOOL DISTRICT ELECTIONS NOT HELD  
ON THE DAY OF A STATEWIDE, COUNTY, OR MUNICIPAL ELECTION**

BE IT RESOLVED by the School Board of ISD #14, State of Minnesota, as follows:

1. Pursuant to Minnesota Statutes, Section 205A.11, the precincts and polling places for school district elections are those precincts or parts of precincts located within the boundaries of the school district which have been established by the cities or towns located in whole or in part within the school district. The board hereby confirms those precincts and polling places so established by those municipalities.

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3. Pursuant to Minnesota Statutes, Section 205A.09, the polling places will remain open for voting for school district elections between the hours of 7:00 a.m. and 8:00 p.m.

4. The clerk is directed to prepare a map illustrating the boundaries of each combined precinct, to post the map of the combined precincts in the administrative offices of the school district and to file a copy of the map and a certified copy of this resolution with the county auditor of each county in which the school district is located in whole or in part.

5. As required by Minnesota Statutes, Section 204B.16, Subdivision 1a, the clerk is hereby authorized and directed to give written notice of new polling place locations to all registered voters in the school district whose school district polling place locations have been changed. The notice must be a non-forwardable notice mailed at least twenty-five (25) days before the date of the first election to which it will apply.

**FORM A**

**RESOLUTION OF SCHOOL BOARD SUPPORTING  
FORM A APPLICATION TO MINNESOTA  
STATE HIGH SCHOOL LEAGUE FOUNDATION**

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the District 14 School Board recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist school districts in recognizing, promoting and funding extracurricular participation by high school students in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Fridley School Board supports the District's application to the Minnesota State High School League Foundation for a **FORM A** grant to offset student activity fees.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Chair

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Clerk - Treasurer



A World-Class Community of Learners

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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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## 402 DISABILITY NONDISCRIMINATION POLICY

### I. PURPOSE

The purpose of this policy is to provide a fair employment setting for all persons and to comply with state and federal law.

### II. GENERAL STATEMENT OF POLICY

- A. The school district shall not discriminate against qualified individuals with disabilities because of the disabilities of such individuals in regard to job application procedures, hiring, advancement, discharge, compensation, job training, and other terms, conditions, and privileges of employment.
- B. The school district shall not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees with disabilities to discrimination on the basis of disability. The school district shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association.
- C. The school district shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose undue hardship on the operation of the business of the school district.
- D. Any job applicant or employee wishing to discuss the need for a reasonable accommodation, or other matters related to a disability or the enforcement and application of this policy, should contact S. Ike Isaacson, Director of Human Resources, 6000 West Moore Lake Drive, Fridley, MN 55432, 763-502-5013, [ike.isaacson@fridley.k12.mn.us](mailto:ike.isaacson@fridley.k12.mn.us). Ike is the school district's appointed ADA coordinator.

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

Minn. Stat. Ch. 363A (Minnesota Human Rights Act)  
29 U.S.C. 794 *et seq.* (Rehabilitation Act of 1973, § 504)  
42 U.S.C., Ch. 126 § 12112 (Americans with Disabilities Act)  
29 C.F.R. Part 32  
34 C.F.R. Part 35  
34 C.F.R. Part 104

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

MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)



A World-Class Community of Learners

**School Board Action:**

Adopted October 16, 2007

Revised October 21, 2014

Revised November 17, 2020

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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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Second Reading

**Minutes**  
**School Board Business Meeting**  
**Fridley Independent School District 14**  
**October 20, 2020**

**Call to Order**

Donna Prewedo called the Business Meeting of the Fridley School Board to order at 7:30 p.m. on Tuesday, October 20, 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 October 20, 2020. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

**Spotlight on Recognition**

Superintendent Hiel introduced the September 2020 Employee of the Month as District Nurse & COVID Coordinator, Linda Snyder.

**Superintendent and Staff Reports**

1. Director of Finance & Operations, Barbie Roessler, introduced the Audit Report given by berganKDV.
2. Director of Finance & Operations, Barbie Roessler, introduced Ehler's who discussed the sale of bonds.
3. Get Ready Program Coordinator at Fridley High School, Matt Keifer introduced the Get Ready Program and happenings at Fridley High School & Middle School. Equity & Inclusion Coordinator, Suzan Samaha presented on the work with Get Ready and Family Engagement.
4. Director of Communications and Community Relations, Jael McLemore, introduced a video on upcoming Capital Projects Levy Renewal on the November 3, 2020 ballot along with Director of Finance and Operations, Barbie Roessler.

**Business Action Items**

**1. Motion: Approval of the 2019-2020 Audit Report**

Motion by Starck, seconded by Thornton to approve the 2019-2020 Audit Report. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

**2. RESOLUTION: Awarding the Sale, Determining the Form and Details, Authorizing the Execution, Delivery, and Registration, and Providing for the Payment of General Obligation School Building Refunding Bonds, Series 2020A**

Motion by Karnopp, seconded by Starck to awarding the sale, determining the form and details, authorizing the execution, delivery and registration, and providing for the payment of general obligation school building refunding bonds, Series 2020A. Upon roll being called, Adam, Karnopp, Prewedo, Starck, Thornton & Xiong voted in favor, none against, none abstained. Motion carried 6-0.

**3. RESOLUTION: Accepting Gifts**

Motion by Karnopp, 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.

#### **4. Motion: Second Reading and Adoption of Policies**

- a. Policy 104 School District 14 Mission Statement
- b. Policy 105 Equity & Inclusion

Motion by Thornton, seconded by Karnopp, to approve the Second Reading and Adoption of Policies 104 and 105. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

#### **Consent Agenda**

Motion by Adam, seconded by Xiong to approve the consent agenda of routine action items including minutes of the regular School Board meeting, work session held on September 15, 2020 and the work session held on October 6, 2020; Monthly Financial Reports; New Contracts, Amendments, Lane Changes, Leaves of Absence, Terminations, Resignations and Retirements; Memorandum of Agreements with ISD 14 and the Fridley Education Association regarding building subs; and Statewide Health Improvement Program Agreement. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

#### **Written Information**

1. Student Enrollment – Student enrollment is 2,884 as of October 1, 2020.
2. First Reading of Policies
  - a. Policy 402 Disability Nondiscrimination

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

1. Board Member Thornton reported on Schools for Equity in Education Meeting held on September 18, 2020. Justice Alan Page and Federal Reserve Bank President Neel Kashkari presented on the constitutional amendment to change “quality” of education. Leatherman/Morris reported on latest survey. Education still supported however moves down among top items below crime reduction, economy/jobs, health care and racial injustice.
2. Superintendent Hiel reported on the AMSD Meeting held on October 2, 2020. Tom Melcher presented on Finance working groups and their work on finding better ways to provide funding to school districts.
3. Board Member Starck reported on the NE 916 Board Meeting held on October 7, 2020. Learning models, COVID related policies and next steps for the Superintendent of 916 search were discussed.

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

#### **Adjournment**

Motion by Starck, seconded by Thornton, to adjourn at 8:37 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**  
**October 20, 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, October 20, 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. Second Readings and Adoption of Policies
    - a. Policy 104 School District 14 Mission Statement
    - b. Policy 105 Equity & Inclusion
  - 2. First Readings of Policies
    - a. Policy 402 Disability Nondiscrimination
- C. Oversight of Operations
  - 1. Legal, Staffing and Personnel Update
    - a. New Contracts, Amendments, Leaves of Absence, Terminations, Resignations, and Retirements
    - b. Memorandum of Agreements with FEA - Building Subs
  - 2. Finance and Operations Update
    - a. Audit Update
    - b. Sale of bonds
  - 3. Statewide Health Improvement Program Agreement
  - 4. Partnership Updates
    - a. Schools for Equity in Education on September 18, 2020
    - b. AMSD on October 2, 2020
    - c. NE Metro 916 on October 7, 2020
- D. Board Governance Policy
  - 1. Election Results Canvass Meeting
  - 2. Process for Nominations of Officers & Board Committees in January 2021
  - 3. School Resource Officer Discussion
- E. Superintendent Relations
  - 1. Superintendent Goals – November 2020
- F. Informational Items
  - 1. Student Enrollment
  - 2. District Update
- G. Public Forum

Adjourned at 7:25 p.m.

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Donna Prewedo, Board Chair

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Carol Thornton, Board Clerk

**Minutes**  
**School Board Special Board Meeting**  
**Fridley Independent School District**  
**Friday, November 13, 2020**

**Call to Order**

Donna Prewedo called the Special Board Meeting of the Fridley School Board to order at 7:15 a.m. on Friday, November 13, 2020 via google meet. Present: Abdisalam Adam, Jake Karnopp, Donna Prewedo, Avonna Starck, Carol Thornton, and Gao Nue Xiong. Absent: None

**Approval of Agenda**

Motion by Thornton, seconded by Xiong to approve the agenda for November 13, 2020. Motion carried 6-0.

**Business Action Items**

**1. RESOLUTION: Canvassing Returns of Votes of School District General Election**

**RESOLUTION CANVASSING RETURNS OF VOTES OF  
FRIDLEY INDEPENDENT SCHOOL DISTRICT NO. 14  
GENERAL ELECTION HELD NOVEMBER 5, 2019**

**BE IT RESOLVED** by the School Board of Fridley Independent School District No. 14, State of Minnesota, as follows:

1. It is hereby found, determined and declared that the General Election of the voters of this school district held on November 3, 2020, was in all respects duly and legally held.

2. As specified in the attached Abstract and Return of Votes Cast, a total of 7,146 voters of the district voted at said General Election on the election of three (3) school board members for one (1) one (1) year vacancy on the board caused by resignation of a past Board Member. Votes cast for the office are as follows:

<b>Candidate</b>	<b>Votes</b>	<b>Elected</b>
Gao Nue Xiong	2,128	
Hassan Ali	1,507	
Ross Meisner	3,447	X
Write-In	64	

3. Ross Meisner, having received the highest number of votes, is elected to a one (1) year term.

4. As specified in the attached Abstract of Votes Cast a total of 7,761 voters of the school district voted at said Special Election to consider Ballot Question No. 1 as follows:

**SCHOOL DISTRICT BALLOT QUESTION 1  
RENEWAL OF EXPIRING CAPITAL PROJECT LEVY AUTHORIZATION**

The board of Independent School District No. 14 (Fridley Public Schools) has proposed to renew the school district’s existing capital project levy authorization of 5.47% times the net tax capacity of the school district. The money raised by the capital project levy authorization will be used to cover costs related to deferred maintenance and renovation projects at various sites and facilities, technology devices, and technology infrastructure. The proposed capital project levy authorization will raise approximately \$1,016,000 for taxes payable in 2022, the first year it is to be levied, and would be authorized for ten years. The estimated total cost of the projects to be funded over that time period is approximately \$10,160,000. The projects to be funded have received a positive review and comment from the Commissioner of Education. Shall the renewal of the capital project levy authorization proposed by the board of Independent School District No. 14 be approved?

5. Votes cast for and against the question are as follows:

	Yes Votes	No Votes
Ballot Question No. 1	5,202	2,559

6. Ballot Question No. 1 having received the approval of at least a majority of such votes, is hereby declared to have carried.

7. The clerk is hereby directed to certify results of the General Election to the county auditors of each county in which the school district is located in whole or in part.

8. After the time for contesting the election has passed and the candidate has filed all campaign financial reports required by Minnesota Statutes, Chapter 211A, the clerk is hereby directed to deliver a certificate of election to each person entitled thereto. The clerk is also hereby directed to enclose with the certificate a form of acceptance of office and oath of office.

Motion by Starck, seconded by Thornton, to accept the Canvassing Returns of Votes of School District General Election. Upon roll being called, Adam, Karnopp, Prewedo, Starck, Thornton, and Xiong voted in favor, none against. Motion carried 6-0.

**Adjournment**

Motion by Starck, seconded by Thornton, to adjourn at 7:26am. Motion carried 6-0.

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Donna Prewedo, Chair

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Carol Thornton, Clerk

**Schedule of Investments**

**As of 10/31/20**

<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	10/23/20	11/25/20	10,000,000.00	10,000,813.71	0.09%
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%
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	200,610.00	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	101,250.00	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	228,507.40	220,000.00	1.60%
Oklahoma City - TXBL	PMA - OPEB	SEC	01/07/20	03/01/24	220,508.00	200,000.00	1.70%
<b>Totals</b>					\$ 14,330,875.40	\$ 14,424,081.78	

## Personnel Changes 2020-21 School Year

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

First Name	Last Name	Assignment	Step/Lane/Salary	School
Aanika	Anderson	Key Club Assistant Advisor	Schedule C	FHS
Jessica	Baker	Key Club Advisor	Schedule C	FHS
Brooke	Brose	Assistant Dance Team Coach	Schedule C	FHS
Mandi	Burian	Student Council Advisor	Schedule C	FHS
Ryan	Corcoran	Classroom Assistant	\$15.01/hour	FCC
Tracy	Eberlein	Head Dance Team Coach	Schedule C	FHS
Amy	Engler	MN Honor Society Advisor	Schedule C	FHS
Amy	Engler	Assistant Dance Team Coach	Schedule C	FHS
Emily	Fair	Chinese Club Advisor	Schedule C	FHS
LeVon	Garrett	Paraeducator	\$16.71/hour	FMS
Kelli	Greenhalgh	Student Council Advisor	Schedule C	FHS
Danielle	Hasbrouck	Yearbook Advisor	Schedule C	FHS
Jeffrey	Johnson	GSA Advisor	Schedule C	FHS
Matt	Kiefer	Event Worker	Schedule C	FHS
Tom	Larson	Fall Production Costumes & Make-up	Schedule C	FHS
Tom	Larson	Fall Production Director	Schedule C	FHS
Jana	Litecky	CE building monitor	\$13.75/hour	FCC
Aaron	Midgyett	CE Classroom Assistant	\$15.01/hour	FCC
Christine	Nalepka	MN Honor Society Advisor	Schedule C	FHS
Gerald	Pehl	Event Worker	Schedule C	FHS
Alesia	Pehl	Event Worker	Schedule C	FHS
Aaron	Quach	Math Team Advisor	Schedule C	FHS
Aloda	Sims	AASU Advisor	Schedule C	FHS
Katie	Sneider	Key Club Assistant Advisor	Schedule C	FHS
Lisa	Vitkus	Teacher	MA/4	FMS
Caitlyn	Williams	CE Classroom Assistant	\$15.01/hour	FCC
Michael	Wilmes	Math Team Advisor	Schedule C	FHS
Dan	Wold	Fall Production Scene Design and Set Construction	Schedule C	FHS
Jamie	Woods	Assistant Dance Team Coach	Schedule C	FHS
Xong	Yang	Hmong Club Advisor	Schedule C	FHS
Maryan	Yusuf	CE Classroom Assistant	\$15.01/hour	FCC

### Resignations (2020-2021)

- Sarah Rutledge resigned her paraeducator position at Stevenson Elementary, effective October 30, 2020.
- Sheryl Wallace-Holman resigned her paraeducator position at Fridley Community Center, effective November 3, 2020.

### Leave Requests (2020-2021)

- Leah Beidelman has requested a leave of absence from her teacher position at Stevenson Elementary from January 19, 2021 through April 16, 2021.
- Frankie Fetrow has requested a leave of absence from her paraeducator position at Stevenson Elementary effective November 2, 2020 through January 8, 2021.
- Jessica Row has requested a leave of absence from her teacher position at Stevenson Elementary, effective October 26, 2020 through February 1, 2021.

**Terminations (2020-2021)**

- Judy Riggins Swan was terminated from her building monitor position at Stevenson Elementary, effective October 9, 2020.



## **JOINT POWERS AGREEMENT**

This agreement entered into on the dates indicated below by Independent School Districts of Region V, State of Minnesota, hereinafter referred to as member districts, witness that:

WHEREAS, Minnesota Statutes, Section 123A.23 authorizes the member districts to organize pursuant to Minnesota Statutes, Section 471.59 to provide computer services to school districts.

WHEREAS, the parties to this agreement have as their purposes the provision of computer services for member districts, and

WHEREAS, Minnesota Statutes, Section 471.59 authorizes the member districts to jointly or cooperatively exercise any power common to the contracting parties,

NOW THEREFORE, the parties to this agreement, pursuant to the authority and in accordance with the conditions specified in Minnesota Statutes, Sections 123A.23 and 471.59, hereby agree as follows:

### **I. ESTABLISHMENT OF REGION V COMPUTER SERVICES COOPERATIVE**

That hereby there is established Region V Computer Services Cooperative under the Joint Powers Act of the State of Minnesota and it shall operate under the name and title of Region V Computer Services.

### **II. PURPOSE OF AGREEMENT**

The purpose of this agreement shall be to provide, by cooperative effort, computer and support services for member districts of Region V Computer Services.

### **III. ACCOMPLISHMENT OF PURPOSE**

The development and continuance of the services provided by Region V Computer Services shall be accomplished by the Region V Governance Board, which shall administer the funds and exercise its authority in such a way as to accomplish the purpose of this agreement as set forth in Article II.

#### IV. GOVERNANCE BOARD

Section A. The Governance Board shall consist of eight (8) representatives elected by member districts in accordance with the following guidelines:

1. School districts are separated into three (3) categories determined by Governance Board action.
2. School districts shall remain in those categories unless moved by Governance Board action.
3. Each category shall be represented by two members. In addition, two members shall be elected at-large. Eligible candidates must be a superintendent, a designated district-level administrator, or a school board member.
4. No two members of the Governance Board can be from the same school district.
5. Member school districts will vote for candidates representing their category and for at-large candidates.

Section B. Terms of the Governance Board shall be for four (4) years. The terms of representatives elected from the same category shall not expire in the same year. The election process shall be conducted through a mail ballot.

#### V. ANNUAL MEETING

The regular May meeting of the Governance Board will serve as the Annual Meeting of the Cooperative and will have available informational material regarding the next fiscal year's budget and fees.

#### VI. GOVERNANCE BOARD RESPONSIBILITIES

Section A. To adopt and maintain bylaws to govern the operation of the Cooperative. Districts shall be notified of any proposed changes to the bylaws one month in advance of final Governance Board action.

Section B. To conduct regular meetings, and such other special meetings as requested by the Executive Director, the Chairman, or two (2) other members of the Governance Board.

Section C. To provide for a thorough and continuing system of reporting to and communicating with the Superintendent of each member school district.

Section D. To employ an Executive Director who shall be responsible to the Governance Board for the administration of the Cooperative, to provide the Executive Director with timely evaluations of his or her performance, and to employ other such personnel as deemed necessary.

Section E. To let contracts and to make purchases in conformance with the laws applicable to contracts and purchases of independent school districts in the State of Minnesota. All contracts on behalf of the Governance Board shall be executed in accordance with the bylaws.

Section F. To provide an effective and efficient program and an appropriate system of record keeping of Board action.

Section G. The Governance Board shall have the power to contract with a Region V district member to act as a fiscal agent on behalf of the Cooperative. In accordance with the adopted budget, the fiscal agent shall maintain records, disburse funds, and accept receipts.

Section H. To establish and collect membership dues.

Section I. To establish and collect charges for its services to member districts. The Cooperative can establish a schedule of fees for services to other school districts outside the region, and private schools that do not qualify to be members, if the Cooperative has the capacity to offer services to those schools without diminishing services to member districts.

Section J. To accept gifts, apply for and use grants or loans of money or other property from any organization enter into agreements required in connection therewith and hold, use, and dispose of such moneys or property in accordance with the terms of the gift, grant, loan, or agreement relating thereto.

## VII. FINANCIAL SUPPORT

Section A. The fiscal year shall commence on July 1.

Section B. Membership dues are established by the Governance Board annually. Fees for services will be determined for each member district when the district contracts for those services.

Section C. The Governance Board shall have the authority to adopt and revise the budget to reflect changes in revenues and/or expenditures, and it shall have the authority to fix cost-sharing charges for all members in an amount sufficient to provide the funds required by the budgets of the Cooperative. It shall advise the school district superintendent of each member, on or before May 1 of each year or within ten (10) days of any revisions, of the amounts of such charges.

Section D. Payment of charges for dues and services as established by the Governance Board are due upon receipt of a statement from the Cooperative. In the event of a bona fide dispute between the member and the Governance Board as to the amount which is due and payable, the member shall nevertheless make such payment in order to preserve its status as a member, but such payment may be made under protest and without prejudice to its right to dispute the amount of the charge and to pursue any legal remedies available to it.

Section E. Nothing contained in this document shall prevent the Governance Board from charging other regions, private schools, or school districts outside the region, or any other organization, for services rendered on such basis as the Governance Board shall deem appropriate.

Section F. Funds may be expended by the Governance Board in accordance with procedures established in law for the expenditure of funds by school districts.

Section G. Periodic reports of all receipts and disbursements made by the Governance Board shall be furnished to each member. The Governance Board shall provide for accounting procedures which will result in strict accountability for all funds received.

#### VIII. ADDITION OF MEMBER DISTRICTS

Any public school district may become party to this agreement and may participate in the activities of the Cooperative upon such terms and conditions as the parties hereto may approve. If the Cooperative denies membership to any district, the district may appeal the denial to the Commissioner of Education.

#### IX. TERMINATION OF SERVICES

Section A. Any member may, at any time, give written notice of its intent to discontinue its use of a specific service. Any such termination of service shall be conditioned upon the following:

1. A member must give written notice of its intent to discontinue a specific service on or before February 1 of the current fiscal year, but cannot terminate service until the end of the fiscal year.
2. Upon effective termination of a specific service, the member shall continue to be responsible for all of the unpaid obligations that it has accrued in connection with the provision of this service by the Cooperative.

Section B. Any member who effectively terminates service without giving the appropriate written notice shall continue to be responsible for all fees and charges for that service as established by the adopted budget of the Cooperative for the fiscal year in question.

#### X. WITHDRAWAL

Section A. Any member may at any time give written notice of withdrawal. However:

1. A member must give notice of withdrawal on or before February 1 of the current fiscal year but cannot withdraw until the end of the fiscal year.
2. Upon effective withdrawal the member shall continue to be responsible for all of its unpaid obligations that it has accrued under this agreement.

Section B. A member withdrawing from membership at a time when such withdrawal does not result in dissolution of the organization shall forfeit its claim to any assets of the organization except that it shall have access to any software developed for its use while it was a member. However, if the organization is dissolved within twelve (12) months after the effective date of a member's withdrawal, that member will share in the dissolution rights and responsibilities described in Article XI of this document. If a withdrawing district disputes the terms and conditions of the distribution of assets upon withdrawal, appeal may be made to the Commissioner of Education who will resolve the dispute in accordance with this agreement and any other factors required to be considered by law.

## XI. DISSOLUTION

Section A. The Cooperative shall be dissolved whenever there is a recommendation for dissolution made by the Governance Board and a majority of the member districts vote for dissolution through a mail ballot following a Special Meeting.

Section B. In the event of dissolution, the Governance Board shall determine the measures necessary to effect the dissolution and shall provide for the taking of such measures as promptly as circumstances permit and subject to the provisions of this agreement.

Section C. Upon dissolution, the remaining assets, after payment of all obligations, shall be distributed among the then existing members in proportion to their contributions, as determined by the Governance Board, provided that computer software prepared for such members shall be available to them, subject to such reasonable rules and regulations as the Governance Board shall determine.

Section D. If, upon dissolution, there is an organizational deficit, such deficit shall be charged to and paid by the members and former members as defined in Article X on a pro rata basis only in regard to services rendered on their behalf.

Section E. In the event of dissolution the following provisions shall govern the distribution of the computer software owned by the Cooperative:

1. All such software shall be an asset of the Cooperative.
2. A member or former member may use (but may not authorize reuse by another) any software developed during its membership upon:
  - a. Paying any unpaid sums due.
  - b. Paying the costs of reproducing such software and documentation.
  - c. Complying with reasonable rules and regulations of the Governance Board relating to the use of such software. Such rules and regulations may include a reasonable time within which such software must be taken by any member or former member desiring to do so.

## XII. LIABILITY

Section A. For the purpose of the Minnesota Municipal Tort Liability Act (Minnesota Statutes, Chapter 466), member districts, and the Governance Board are a single cooperative governmental unit. The employees and officials of the Cooperative are deemed to be employees (as defined in Minn. Stat. §466.01, subd. 3) of the Cooperative only while acting within the scope of their official duties under this agreement.

Section B. The total liability for the Cooperative, including the member districts, and the Governance Board shall not exceed the limits on governmental liability for a single member district. The limits of liability for some or all of the member districts may not be added together.

XIII. CHANGES TO JOINT POWERS AGREEMENT

This Joint Powers Agreement may be amended by the affirmative vote of a majority of the voting member districts through an electronic mail ballot or at any special meeting of the membership, provided that the substance of the proposed amendment shall have been submitted in writing, to all delegates, at least seven (7) days prior to such meeting.

XIV. RATIFICATION

IN WITNESS WHEREOF, the undersigned school district has caused this agreement to be signed and delivered on its behalf and remits herewith dues for first year membership.

Dated \_\_\_\_\_ Independent School District No. \_\_\_\_\_

\_\_\_\_\_ County, Minnesota

By \_\_\_\_\_

Chairperson

\_\_\_\_\_

Clerk

IN THE PRESENCE OF

\_\_\_\_\_

\_\_\_\_\_



A World-Class Community of Learners

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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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## 407 EMPLOYEE RIGHT TO KNOW–EXPOSURE TO HAZARDOUS SUBSTANCES

### I. PURPOSE

The purpose of this policy is to provide school district employees a place of employment and conditions of employment free from recognized hazards that are likely to cause death or serious injury or harm. (Minn. Stat. § 182.653, Subd. 2)

### II. GENERAL STATEMENT OF POLICY

~~It is the~~The policy of this school district is to provide information and training to employees who may be routinely exposed to a hazardous substance, harmful physical agent or infectious agent, or blood borne pathogen.

### III. DEFINITIONS

- A. “Commissioner” means the Commissioner of Labor and Industry.
- B. “Routinely exposed” means that there is a reasonable potential for exposure during the normal course of assigned work or when an employee is assigned to work in an area where a hazardous substance has been spilled.
- C. “Hazardous substance” means a chemical or substance, or mixture of chemicals and substances, which:
  - 1. is regulated by the Federal Occupational Safety and Health Administration under the Code of Federal Regulations, title 29, part 1910, subpart Z; or
  - 2. is either toxic or highly toxic; an irritant; corrosive; a strong oxidizer; a strong sensitizer; combustible; either flammable or extremely flammable; dangerously reactive; pyrophoric; pressure-generating; compressed gas; carcinogen; teratogen; mutagen; reproductive toxic agent; or that otherwise, according to generally accepted documented medical or scientific evidence, may cause substantial acute or chronic personal injury or illness during or as a direct result of any customary or reasonably foreseeable accidental or intentional exposure to the chemical or substance; or
  - 3. is determined by the commissioner as a part of the standard for the chemical or substance or mixture of chemicals and substances to present a significant risk to worker health and safety or imminent danger of death or

serious physical harm to an employee as a result of foreseeable use, handling, accidental spill, exposure, or contamination.

- D. “Harmful physical agent” means a physical agent determined by the commissioner as a part of the standard for that agent to present a significant risk to worker health or safety or imminent danger of death or serious physical harm to an employee. This definition includes but is not limited to radiation, whether ionizing or nonionizing.
- E. “Infectious agent” means a communicable bacterium, rickettsia, parasites, virus, or fungus determined by the commissioner by rule, with approval of the commissioner of health, which according to documented medical or scientific evidence causes substantial acute or chronic illness or permanent disability as a foreseeable and direct result of any routine exposure to the infectious agent. Infectious agent does not include an agent in or on the body of a patient before diagnosis.
- F. “Blood borne pathogens” means a pathogenic microorganisms that are-is present in human blood and can cause disease in humans. These pathogens This definition includes, but are-is not limited to, hepatitis B virus (HBV) and human immunodeficiency virus (HIV).

#### IV. TARGET JOB CATEGORIES

Annual tTraining will be provided to all full and part-time employees who are “routinely exposed” to a hazardous substance, harmful physical agent, or infectious agent, substance or blood borne pathogen as set forth above.

#### V. TRAINING SCHEDULE

Training will be provided to employees before beginning a job assignment as follows:

- A. Any newly-hired employee assigned to a work area where he or she is determined to be “routinely exposed” under the guidelines above.
- B. Any employee reassigned to a work area where he or she is determined to be routinely exposed under the above guidelines.

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

Minn. Stat. Ch. 182 (Occupational Safety and Health)

Minn. Rules Ch. 5205 (Safety and Health Standards)

Minn. Rules Ch. 5206 (Employee Right to Know Standards)

29 C.F.R. § 1910.1050, App. B (Substance Technical Guidelines)



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**Cross References:**

MSBA/MASA Model Policy 420 (Students and Employees with Sexually Transmitted Infections and Diseases and Certain Other Communicable Diseases and Infectious Conditions)

MSBA/MASA Model Policy 807 (Health and Safety Policy)

***School Board Action:***

Adopted at Policy 407 March 16, 2004

First Reading

## 409 EMPLOYEE PUBLICATIONS, INSTRUCTIONAL MATERIALS, INVENTIONS AND CREATIONS

### I. PURPOSE

The purpose of this policy is to identify and reserve the proprietary rights of the school district to certain publications, instructional materials, inventions, and creations which employees may develop or create, or assist in developing or creating, while employed by the school district.

### II. GENERAL STATEMENT OF POLICY

Unless the employee develops, creates or assists in developing or creating a publication, instructional material, computer program, invention or creation entirely on the employee's own time and without the use of any school district facilities or equipment, the employee shall immediately disclose and, on demand of the school district, assign any rights to publications, instructional materials, computer programs, materials posted on websites, inventions or creations which the employee develops or creates or assists in developing or creating during the term of employee's employment. In addition, employees shall sign such documents and perform such other acts as may be necessary to secure the rights of the school district relating to such publications, instructional materials, computer programs, materials posted on websites, inventions and/or creations, including domestic and foreign patents and copyrights.

### III. NOTICE OF POLICY

The school district shall give employees notice of this policy by such means as are reasonably likely to inform them of this policy.

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

Minn. Stat. § 181.78 (Agreements; Terms relating to Inventions)

17 U.S.C § 101 et seq. (Copyrights)