



## Fridley Public Schools School Board Business Meeting Agenda

Tuesday, December 15, 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. Oath of Office - Mr. Meisner</b>	
<b>C. Approval of Agenda with Suggested Motions and Resolutions</b>	
1. Suggested Motions and Resolutions	3
<b>D. Spotlight on Recognition</b>	
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3. Motion: Second Reading and Adoption of Policies	52
a. Policy 407 Employee Right to Know-Exposure to Hazardous Substances	53
b. Policy 409 Employee Publications, Instructional Materials, Inventions and Creations	56
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<b>H. Written Information</b>	
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a. Policy 423 Employee-Student Relationships	63
<b>I. Reports From School Board Members</b>	
1. Northwest Suburban Integration School District (NWSISD) Joint Powers Board Meeting held on November 18, 2020	
2. Association of Metropolitan School Districts (AMSD) Board Meeting held on December 4, 2020	
3. NE Metro 916 Board Meeting held on December 9, 2020	
<b>J. Important Future School Board Dates</b>	
1. WINTER BREAK - No School: December 23, 2020 through January 3, 2021	

2. Fridley Public Schools Board Work Session  
January 5, 2021 at 5:30 PM
3. AMSD Board Meeting  
January 8, 2021 at 8:00 AM
4. Schools for Equity in Education  
January 8, 2021 at 9:00 AM
5. Fridley Public Schools Board Meeting  
January 19, 2021  
Work Session, 5:30 PM  
Open Forum, 7:00 PM  
Business Meeting, 7:30 PM
6. Northwest Suburban Integration School District (NWSISD) Joint Powers Board Meeting  
January 20, 2021 at 6:15 PM

**K. Adjournment**

**Tuesday, December 15, 2020**  
**School Board Business Meeting**  
**Motions**

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

**B. Oath of Office – Mr. Meisner**

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

**1. Suggested Motions and Resolutions**

**Suggested Motion:** Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to approve the agenda for December 15, 2020.

**D. Spotlight on Recognition**

**E. Superintendent and Staff Reports**

**F. Business Action Items**

**1. Motion: Tax Levy Final Certification of Pay 21 Levy**

**Suggested Motion:** Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the tax levy final certification of pay 21 levy.

**2. 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 **Fridley Middle School:**
  - Jason Siththideth – books for the FMS Media Center

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

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

- Policy 407 Employee Right to Know-Exposure to Hazardous Substances

- Policy 409 Employee Publications, Instructional Materials, Inventions and Creations

**Suggested Motion:** Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Second Reading and Adoption of Policies 407 and 409.

**G. 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 November 17, 2020; Monthly Financial Reports; and New Contracts, Amendments, Lane Changes, Leaves of Absence, Terminations, Resignations and Retirements

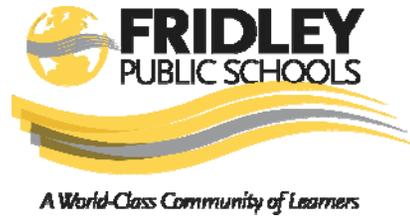
**H. Written Information**

**I. Reports from School Board Members**

**J. Important Future School Board Dates**

**K. Adjournment**

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

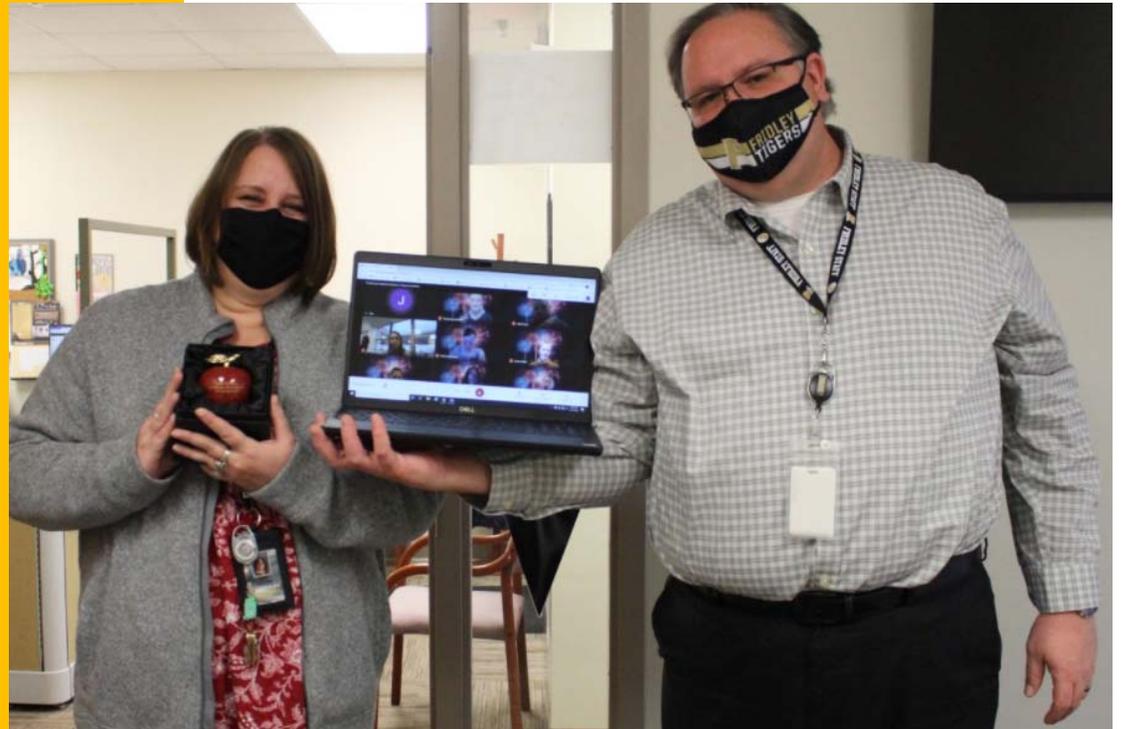


# Employee of the Month

December 2020

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

**Jan Caven**



Jan Caven  
Employee of the Month – December 2020

Congratulations to Jan Caven, our Employee of the Month for December! I want to recognize and celebrate the work and contributions that Jan Caven makes for the Fridley ALC and our school district. Jan is the Secretary at the ALC and she has been in the Fridley system for 4 years. First of all, Jan is fiercely loyal, and her top priority is to serve our students, staff, and community. She greets everyone with a smile, stays calm in any situation, and gets the job done. She does all of this without complaint and simply seeks solutions to better any situation. If you need something, Jan's got your back! She has a fully stocked workspace with everything from staples to chocolate to hand sanitizer. If for some reason she doesn't have something you need, by the next day she will. Jan's reach extends beyond the walls of the ALC building as she supports enrollments and programming for the High School Extended Day credit recovery program and our K-8 Targeted Services program. Our students and staff truly love working with Jan and we couldn't do it without her. For these reasons, and many more, Jan Caven is the Fridley Public School's December 2020 employee of the month.

- Dr. Jason Bodey, Principal of Fridley ALC and Preschool



*A World-Class Community of Learners*

# Fridley Public Schools, ISD 14

## Public Hearing for Taxes Payable in 2021

DECEMBER 15, 2020

PRESENTED BY:

BARBIE ROESSLER,

DIRECTOR OF FINANCE AND  
OPERATIONS

# Minnesota State Law Requires:

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## **A Public Meeting...**

- Between November 25th & December 28th
- At 6:00 PM or later
- May be part of regularly scheduled meeting
- Must allow for public comments
- May adopt final levy at same meeting

## **...and Presentation of:**

- Current year budget
- Proposed property tax levy

# Hearing Agenda

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- Background Information on School Funding
- District's Budget
- District's Proposed Tax Levy for Taxes Payable in 2021
- Public Comments

# MN Legislature Must Set Funding for Minnesota Public Schools

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Minnesota Constitution ARTICLE XIII

MISCELLANEOUS SUBJECTS

Section 1

**“UNIFORM SYSTEM OF PUBLIC SCHOOLS.** The stability of a republican form of government depending mainly upon the intelligence of the people, it is the duty of the legislature to establish a general and uniform system of public schools. The ***legislature shall make such provisions by taxation or otherwise*** as will secure a thorough and efficient system of public schools throughout the state.”

As a result...

## Funding is Highly Regulated

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### State Sets:

- Formulas which determine revenue; most revenue based on specified amounts per pupil
- Tax policy for local schools
- Maximum authorized property tax levy (districts can levy less but not more than amount authorized by state, unless approved by voters in November)

State also authorizes school board to submit referendums for operating and capital needs to voters for approval

# Challenge: State Set Basic General Education Formula Lags Inflation

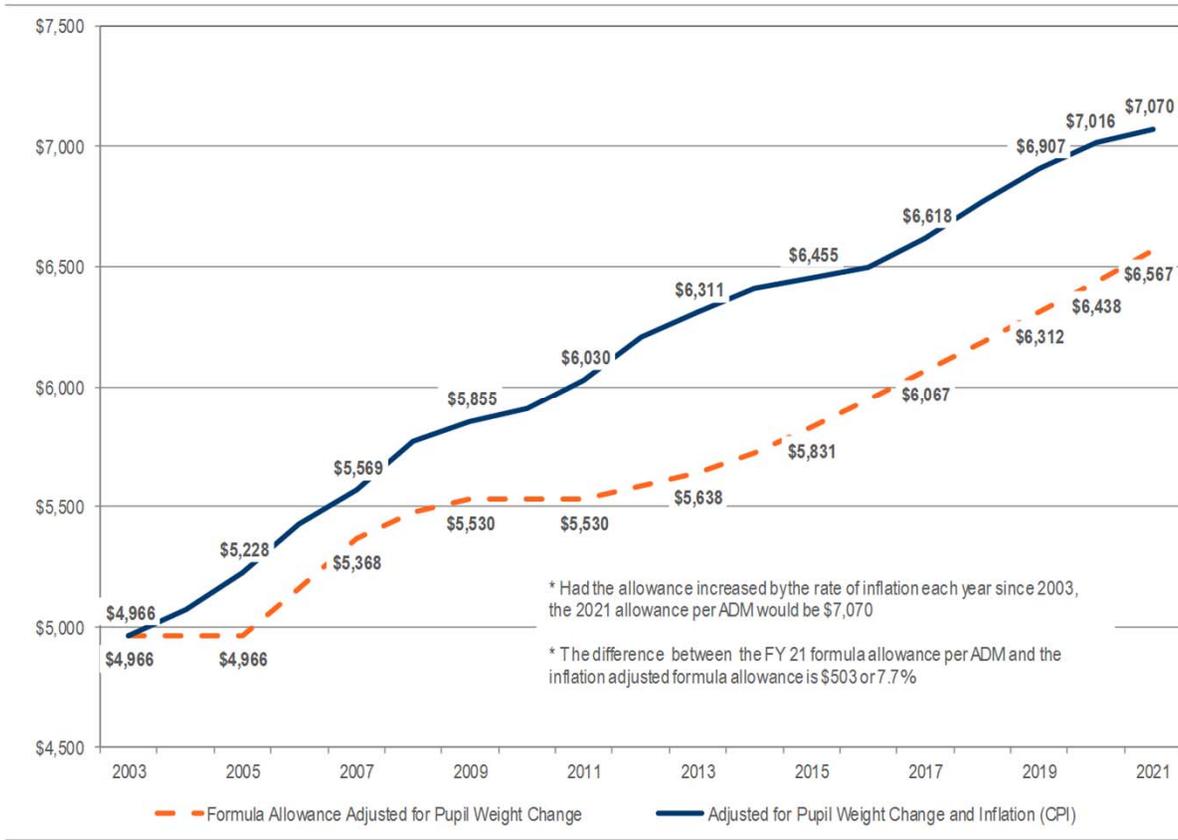
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- Since 2002-03, state General Education Revenue formula has not kept pace with inflation
- For Fiscal Year 2020-21, an increase of 2% or \$129 over previous year was approved
- No additional changes to formula have been approved by legislature

*Per-pupil allowance for Fiscal Year 2020-21 of \$6,567 would need to increase by another \$503 (7.7%) to have kept pace with inflation since 2002-03*

## General Education Formula Allowance, 2003-2021

Adjusted for Pupil Weight Change and Inflation (CPI)



Source: MDE June 2020 Inflation Estimates



# Underfunding of Special Education

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MDE reports FY 2018 cost of providing special education programs was underfunded by \$822 million, or an average of 40% underfunded

Translating into a statewide average funding shortfall of \$5,705 per special education student

Underfunding of special education costs requires a transfer from regular program resources to support an underfunded program mandated by state and federal law

Primary options to bridge special education funding gap are to cut regular program budgets or increase referendum revenue, most districts have done both

# Result: Growing Dependence on Referendum Revenue

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- In 1992-93, 65% of districts had operating referendum revenue averaging \$332 per pupil
- For 2020-21, all Minnesota districts have referendum revenue and/or local optional revenue levy authority averaging \$1,570 per pupil
  - Of this amount, \$846 is a voter approved operating referendum, and \$724 is Local Optional Revenue (LOR)
  - Statewide, referendum revenue including Local Optional Revenue (LOR) provides 14.3% of General Fund operating revenue

# Change in Tax Levy does not Determine Change in Budget

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1

Tax levy is based on many state-determined formulas plus voter approved referendums

2

Some increases in tax levies are revenue neutral, offset by reductions in state aid

3

***Expenditure budget is limited*** by state-set revenue formulas, voter-approved levies, and fund balance

4

An increase in school taxes does not always correlate to an equal increase in budget`

# School District Levy Cycle Differs from City/County Levy Cycle

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## **City/County:**

- Budget Year same as calendar year
- 2021 taxes provide revenue for 2021 calendar year budget

## **Schools:**

- Budget year begins July 1st and coincides with school year
- 2021 taxes provide revenue for 2021-22 school fiscal year
- Budget will be adopted in June 2021

# Budget Information

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Because approval of school district budget lags certification of tax levy by six months, state requires only current year budget information be presented at this hearing. Fiscal Year 2021-22 budget will be adopted by School Board in June 2021.

**All school district budgets are divided into separate funds, based on purposes of revenue, as required by law**

## **Our District's Funds:**

- General
- Food Service
- Community Service
- Building Construction
- Debt Service
- Internal Service
- OPEB\* Trust
- OPEB\* Debt Service

*\*Other post employment benefits*

## Fridley Public Schools, ISD 14

### District Revenues and Expenditures

Actual for FY 2020, Budget for FY 2021

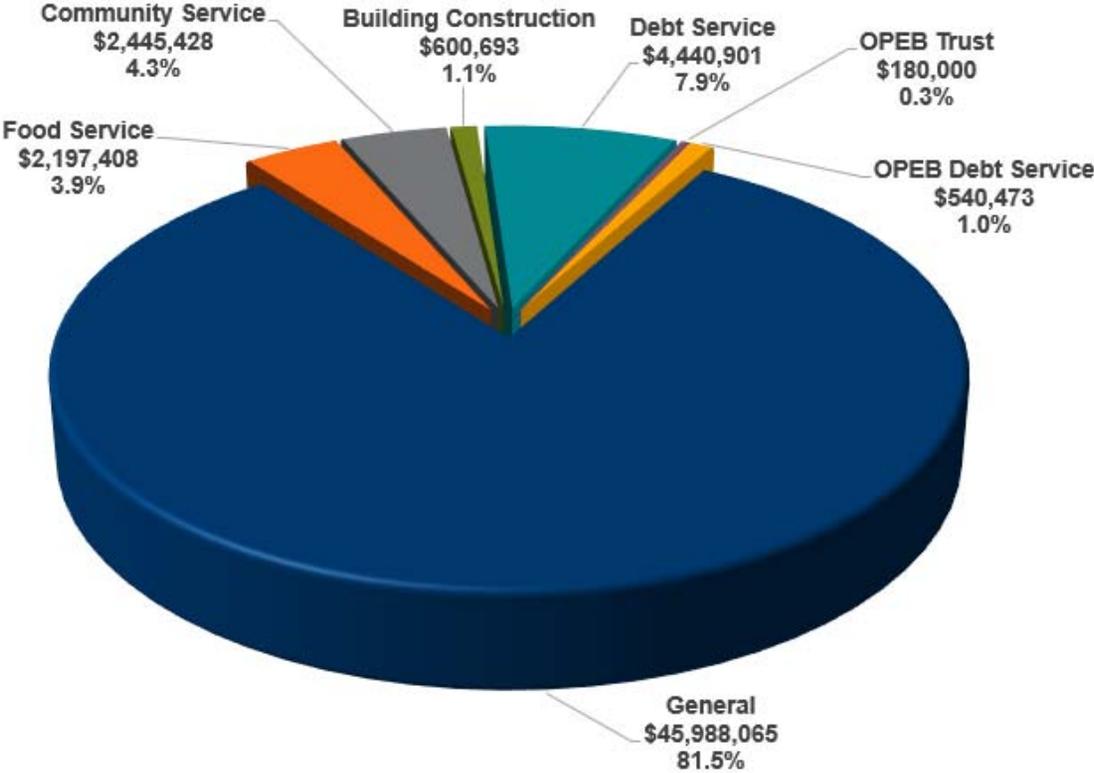
FUND	FISCAL 2020 BEGINNING	2019-20 ACTUAL	2019-20 ACTUAL	JUNE 30, 2020 ACTUAL	2020-21 BUDGET	2020-21 BUDGET	JUNE 30, 2021 PROJECTED
	FUND BALANCES	REVENUES & TRANSFERS IN	EXPENDITURES & TRANSERS OUT	FUND BALANCES	REVENUES & TRANSERS IN	EXPENDITURES & TRANSERS OUT	FUND BALANCES
<b>General/Restricted</b>	\$1,036,386	\$9,940,416	\$9,216,664	\$1,760,138	\$8,814,462	\$10,013,899	\$560,701
<b>General/Other</b>	4,933,466	34,453,637	33,686,297	5,700,806	37,173,603	35,793,720	7,080,689
<b>Food Service</b>	574,349	1,799,298	1,749,649	623,998	2,197,408	2,189,191	632,215
<b>Community Service</b>	453,909	2,662,613	2,712,965	403,557	2,445,428	2,592,562	256,423
<b>Building Construction</b>	444,103	547,072	161,946	829,229	600,693	600,693	829,229
<b>Debt Service</b>	667,127	4,468,083	4,347,350	787,860	4,440,901	4,345,100	883,661
<b>Internal Service</b>	4,077,082			4,771,281			4,794,709
<b>OPEB* Revocable Trust</b>	4,545,762	266,820	309,533	4,503,049	180,000	212,000	4,471,049
<b>OPEB* Debt Service</b>	123,405	537,014	546,895	113,524	540,473	540,580	113,417
<b>Total All Funds</b>	<b>\$16,855,589</b>	<b>\$54,674,953</b>	<b>\$52,731,299</b>	<b>\$19,493,442</b>	<b>\$56,392,968</b>	<b>\$56,287,745</b>	<b>\$19,622,093</b>

\*Other Post Employment Benefits

# Fridley Public Schools, ISD 14

Revenue - All Funds

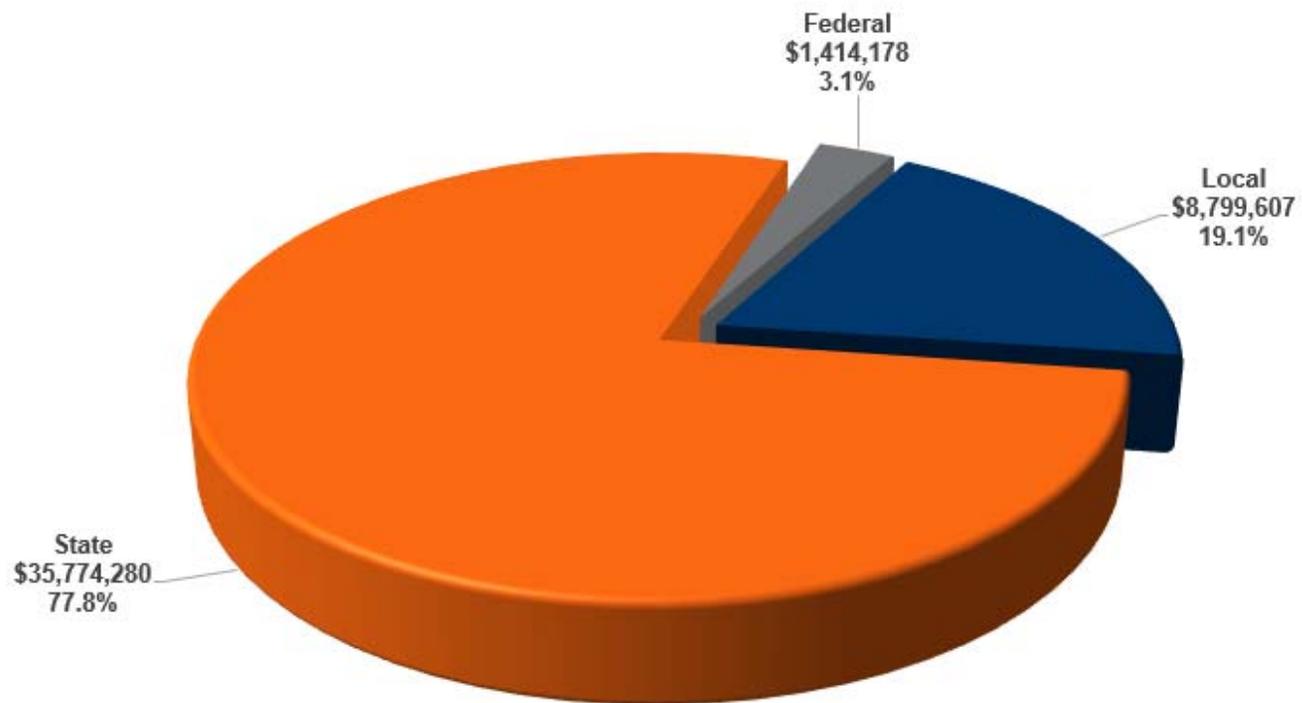
2020-21 Budget \$56,392,968



## Fridley Public Schools, ISD 14

General Fund Revenue

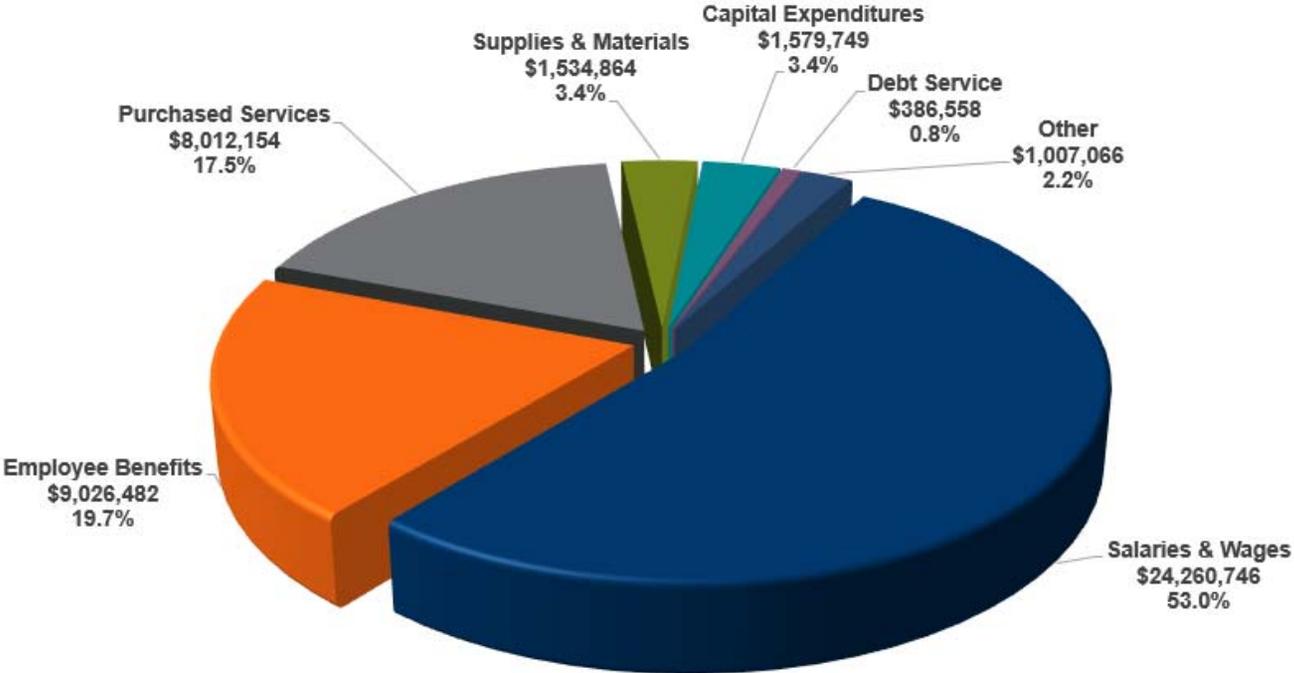
2020-21 Budget \$45,988,065



# Fridley Public Schools, ISD 14

General Fund Expenditures by Object

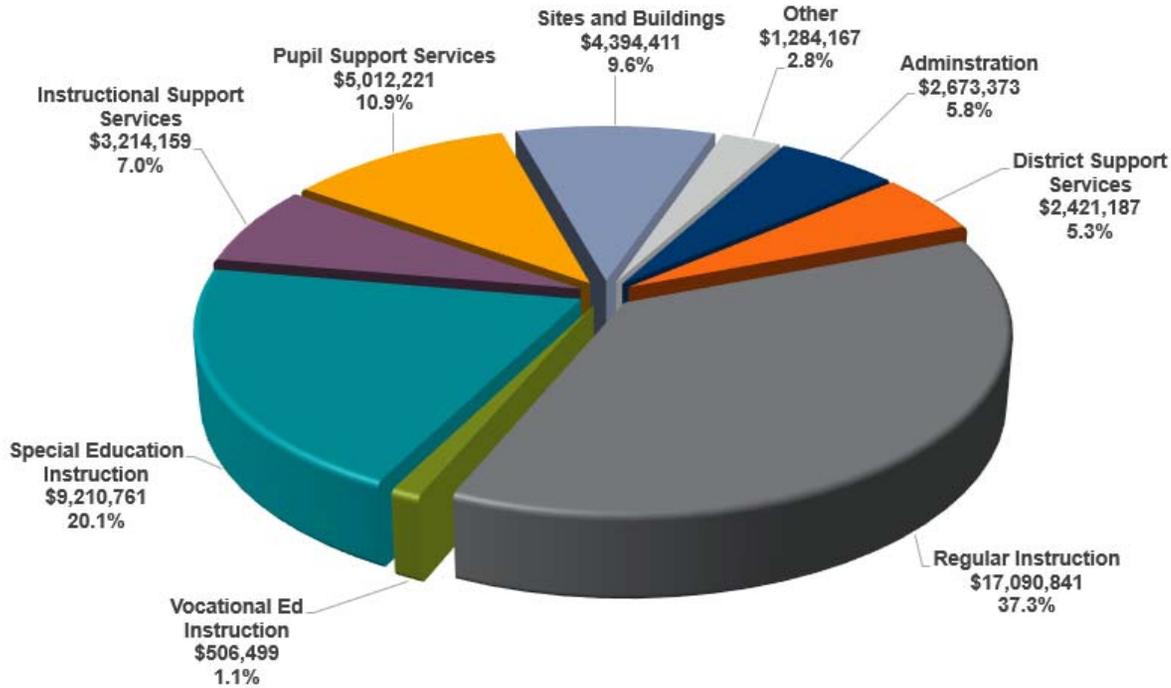
2020-21 Budget \$45,807,619



# Fridley Public Schools, ISD 14

General Fund Expenditures by Program

2020-21 Budget \$45,807,619



# Payable 2021 Property Tax Levy

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- Determination of levy
- Comparison of 2020 to 2021 levies
- Reasons for changes in tax levy
- Impact on taxpayers

# Property Tax Background

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- Every owner of taxable property pays property taxes to various “taxing jurisdictions” (county, city/township, school district, special districts) in which property is located
- Each taxing jurisdiction sets own tax levy, often based on limits in state law
- County sends bills, collects taxes from property owners, and distributes funds back to other taxing jurisdictions

Sample of parcel specific notice mailed to every property owner between November 11 & November 24 with information on impact of Proposed 2021 levy

Contents:

- Proposed property taxes compared to last year
- By taxing jurisdiction
- Contains time and place of public meetings
- By voter approved and other for school district



**Spruce County**  
 Jane Smith, Auditor-Treasurer  
 345 12th Street East, Box 78  
 Spruceville, MN 55555-5555  
 (555) 345-6789  
 www.co.spruce.mn.us

**TAXPAYER(S):**  
 John and Mary Johnson  
 123 Pine Rd S  
 Spruceville, MN 55555-5555

**Property Information**  
 PIN Number: 01.234.56.789.R1      Property Address: 789 Pine Rd S  
 Lot 1, Block 1, Spruce Acres Subdivision      Spruceville, MN 55555

PROPOSED TAXES 2021			
THIS IS NOT A BILL. DO NOT PAY.			
VALUES AND CLASSIFICATION			
Step 1	Taxes Payable Year	2020	2021
	Estimated Market Value	\$125,000	\$150,000
	Homestead Exclusion	\$	\$23,800
	Taxable Market Value	\$125,000	\$126,200
	Class	Res NHmstd	Res Hmstd
PROPOSED TAX			
Step 2	Property Taxes before credits	\$1,562.46	
	School building bond credit	\$ 12.00	
	Agricultural market value credit		
	Other credits		
	Property Taxes after credits	\$1,550.46	
Step 3	PROPERTY TAX STATEMENT		
	Coming in 2021		
The time to provide feedback on PROPOSED LEVIES is NOW			

Proposed Property Taxes and Meetings by Jurisdiction for Your Property			
Contact Information	Meeting Information	Actual 2020	Proposed 2021
State General Tax	No public meeting	\$0	\$0
County of Spruce Spruce County Courthouse 123 Spruce St Spruceville, MN 55555 www.co.spruce.mn.us (555) 123-4567	December 4, 7:00 PM	\$438.06	\$484.18
City of Spruceville Mayor's Office 456 Spruce St Spruceville, MN 55555 www.ci.spruceville.mn.us (555) 123-7854	December 3, 6:30 PM Spruceville City Hall	\$273.79	\$312.06
Spruceville School District 999 150 1st St N Spruceville, MN 55555 www.spruceville.k12.mn.us (555) 123-6789 Voter Approved Levies Other Levies	December 10, 7:00 PM Spruceville High School Cafeteria	\$289.35 \$340.11	\$296.68 \$374.60
<i>Your school district was scheduled to hold a referendum at the November general election. If the referendum was approved by the voters, the school district's voter approved property tax for 2021 may be higher than the proposed amount shown on this notice.</i>			
Metro Special Taxing Districts		\$57.76	\$58.70
Spruceville Metropolitan Council www.spruce.metrocouncil.org (555) 555-5555 Spruceville, MN 55055	December 11, 7:30 PM Spruce Park Centre 500 Pine St.		
Other Special Taxing Districts Tax Increment Tax	No public meeting No public meeting	\$12.80 \$10.15	\$13.02 \$11.22
<b>Total excluding any special assessments</b>		<b>\$1,422.02</b>	<b>\$1,550.46</b> 9.0%

# School District Property Taxes

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- Each school district may levy taxes in over 40 different categories
- Maximum levy amounts for each category are set by:
  - State law
  - Voter approval

*Minnesota Department of Education (MDE) calculates levy maximums for each district*

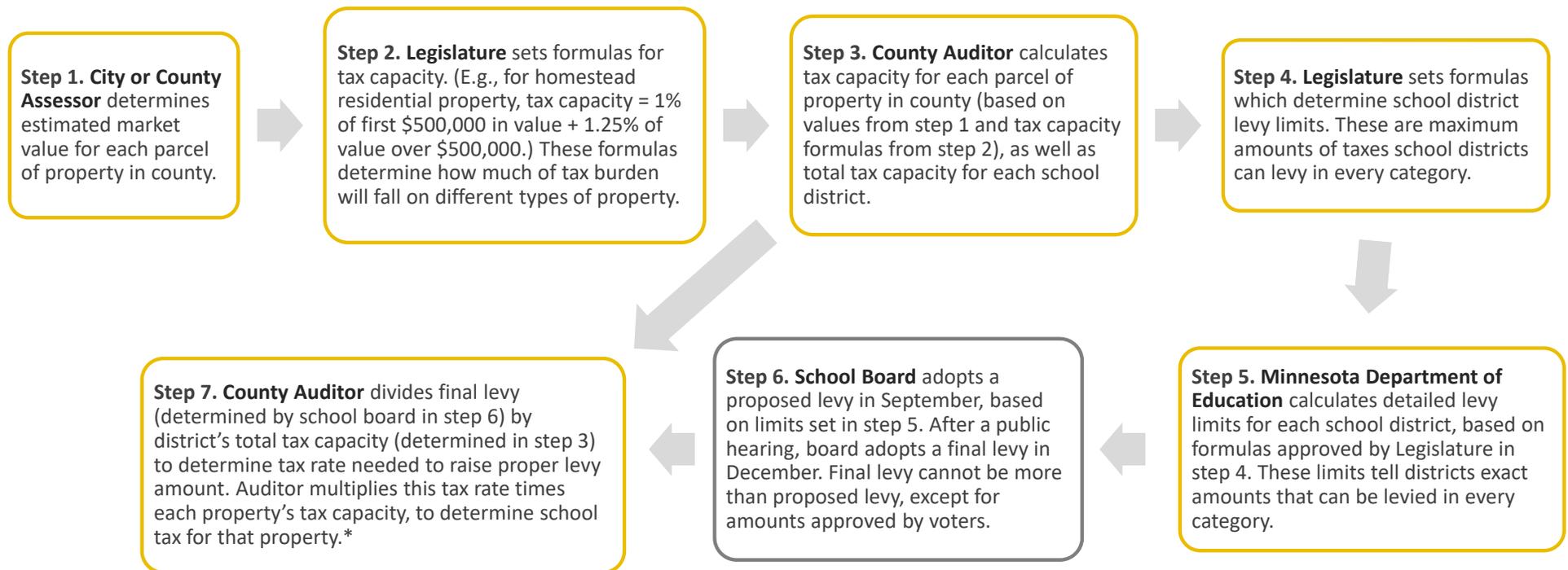
# Property Tax Background

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## School District Property Taxes

- Key steps in process are summarized on next slide
- Any of these steps may affect taxes on a parcel of property, but district has control over only 1 of 7 steps

# School District Property Tax Process



**Step 7\*.** For certain levy categories (referendum, equity & transition levies), tax rates & levy amounts are based on referendum market value, rather than tax capacity.

# Schedule of Events in Approval of District's 2020 (Payable 2021) Tax Levy

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# Overview of Proposed Levy Payable in 2021

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- Proposed property tax levy for 2021 is an increase from 2020 of \$131,838 or 1.1%
  - Includes decrease of \$76,567 from proposed levy approved by School Board in September, because District refinanced some of its existing bonds
  - Total savings from refinancing was approximately \$338,000, with reduction in debt service levies for taxes payable in 2021 through 2025
- Reasons for major changes in levy are included on following slides

## Fridley Public School District, ISD 14

Comparison of Actual Tax Levy Payable in 2020 to Proposed Levy Payable in 2021

Fund Levy Category	Actual Levy Payable in 2020	Proposed Levy Payable in 2021	\$ Change	% Change
<b>General</b>				
Voter Approved Operating Referendum	1,399,359.10	1,537,773.00	\$138,414	
Local Optional Revenue (LOR)	1,851,785	1,867,084	15,299	
Equity	435,329	425,446	(9,883)	
Capital Project Referendum	924,145	987,134	62,989	
Operating Capital	181,870	195,250	13,380	
Alternate Teacher Compensation	272,631	280,026	7,396	
Achievement and Integration	219,119	228,592	9,473	
Safe Schools	157,865	154,336	(3,529)	
Long Term Facilities Maintenance	1,179,715	1,154,778	(24,937)	
Instructional Lease	587,227	584,730	(2,497)	
Other	156,522	233,998	77,477	
Prior Year Adjustments	15,689	(46,508)	(62,197)	
<b>Total, General Fund</b>	<b>\$7,381,256</b>	<b>\$7,602,641</b>	<b>\$221,385</b>	<b>3.0%</b>
<b>Community Service</b>				
Basic Community Education	\$120,409	\$120,409	\$0	
Early Childhood Family Education	50,270	50,437	167	
School-Age Child Care	165,000	175,000	10,000	
Other	1,129	1,244	115	
Prior Year Adjustments	50,494	74,607	24,113	
<b>Total, Community Service Fund</b>	<b>\$387,303</b>	<b>\$421,698</b>	<b>\$34,395</b>	<b>8.9%</b>
<b>Debt Service</b>				
Voter Approved	\$2,311,681	\$2,253,775	(\$57,906)	
Other	264,390	263,183	(1,207)	
Long-Term Facility Maintenance	1,413,761	1,451,430	37,669	
Other Post Employment Benefits	567,084	572,623	5,539	
Reduction for Debt Excess	(203,564)	(304,391)	(100,827)	
Prior Year Adjustments	58,308	51,098	(7,209)	
<b>Total, Debt Service Fund</b>	<b>\$4,411,660</b>	<b>\$4,287,719</b>	<b>(\$123,941)</b>	<b>-2.8%</b>
<b>Total Levy, All Funds</b>	<b>\$12,180,219</b>	<b>\$12,312,057</b>	<b>\$131,838</b>	<b>1.1%</b>
<b>Subtotal by Truth in Taxation Categories:</b>				
Voter Approved	4,574,310	4,671,343	97,033	
Other	7,605,909	7,640,714	34,806	
<b>Total</b>	<b>\$12,180,219</b>	<b>\$12,312,057</b>	<b>\$131,838</b>	<b>1.1%</b>

# Explanation of Levy Changes

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**Categories:** Voter Approved Operating Referendum

**Changes:** +\$138,414

**Use of Funds:** General Operating Expenses

**Reason for Changes:**

- Voter approved operating referendum authority includes an annual inflationary increase
- Revenues are partially funded by the State through equalization aid. The district's total valuation increased, resulting in a reduction in aid from the State, and an offsetting increase in the local levy

# Explanation of Levy Changes

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**Categories:** Capital Project Referendum

**Changes:** +\$62,989

**Use of Funds:** Deferred Maintenance and Technology

**Reason for Increase:**

- Voter approved amount is a rate that is applied to the District's tax base
- District's tax base increased

# Explanation of Levy Changes

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**Category:** Reduction for Debt Excess

**Change:** -\$100,827

**Use of Funds:** Payments on bonds

**Reason for Change:**

- Districts are required to levy at 105% of debt service payment amounts to cover delinquencies in tax collections
- Since delinquencies are generally less than 5%, most districts gradually build up fund balances in debt service funds
- Formulas in state law determine adjustments to tax levy for debt excess balances
- State-required levy reduction for 2021 is more than 2020

# Factors Impacting Individual Taxpayers' School Taxes

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Many factors can cause tax bill for an individual property to increase or decrease from year to year

- Changes in value of individual property
- Changes in total value of all property in District
- Increases or decreases in levy amounts caused by changes in state funding formulas, local needs and costs, voter-approved referendums, and other factors

# Four Year School Levy Comparison

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- Following slides show examples of changes in school district portion of property taxes from 2018 to 2021
- All examples are based on a 20.2% increase in property value over this four-year period
  - Actual changes in value may be more or less than this for any parcel of property
  - Intended to provide a fair representation of what happened to school district property taxes over this period for typical properties

# Impact on Taxpayers

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- Examples are for property in City of Fridley
- Amounts for 2021 are preliminary estimates, based on best available data – final amounts could change slightly
- Estimates prepared by Ehlers, District's municipal financial advisors

## Fridley Public Schools, ISD 14

Estimated Changes in School Property Taxes, 2018 to 2021

Based on 20.2% Cumulative Changes in Property Value from 2018 to 2021 Taxes

Type of Property	Estimated Market Value for 2018 Taxes	Actual Taxes Payable in 2018	Estimated Market Value for 2019 Taxes	Actual Taxes Payable in 2019	Estimated Market Value for 2020 Taxes	Actual Taxes Payable in 2020	Estimated Market Value for 2021 Taxes	Estimated Taxes Payable in 2021	Change in Taxes 2018 to 2021	Change in Taxes 2020 to 2021
Residential Homestead	\$83,192	\$414	\$89,847	\$448	\$95,238	\$511	\$100,000	\$506	\$92	-\$5
	124,788	716	134,771	763	142,857	853	150,000	842	126	-11
	166,384	1,018	179,695	1,079	190,476	1,195	200,000	1,177	159	-18
	207,980	1,319	224,618	1,394	238,095	1,537	250,000	1,512	193	-25
	249,576	1,621	269,542	1,710	285,714	1,878	300,000	1,848	227	-30
	332,768	2,225	359,389	2,340	380,952	2,562	400,000	2,518	293	-44
	415,960	2,828	449,236	2,955	476,190	3,219	500,000	3,155	327	-64
	499,151	3,394	539,084	3,594	571,429	3,946	600,000	3,896	502	-50
	665,535	4,736	718,778	4,997	761,905	5,454	800,000	5,379	643	-75
831,919	6,080	898,473	6,400	952,381	6,962	1,000,000	6,861	781	-101	
Commercial/ Industrial #	\$415,960	\$3,252	\$449,236	\$3,497	\$476,190	\$3,716	\$500,000	\$3,637	\$385	-\$79
	623,939	5,005	673,854	5,370	714,286	5,690	750,000	5,564	559	-126
	831,919	6,757	898,473	7,244	952,381	7,663	1,000,000	7,492	735	-171
	1,247,879	10,262	1,347,709	10,990	1,428,571	11,611	1,500,000	11,347	1,085	-264
	1,663,838	13,766	1,796,945	14,737	1,904,762	15,558	2,000,000	15,202	1,436	-356
Apartments and Res. Non-Homestead ( 2 or more units)	\$83,192	\$672	\$89,847	\$701	\$95,238	\$754	\$100,000	\$741	\$69	-\$13
	499,151	4,031	539,084	4,208	571,429	4,524	600,000	4,448	417	-76
	831,919	6,718	898,473	7,013	952,381	7,539	1,000,000	7,413	695	-126

# For commercial-industrial property, amounts above are for property in the City of Fridley. Taxes for commercial-industrial property in other municipalities may be slightly different, due to the impact of the Fiscal Disparities Program.

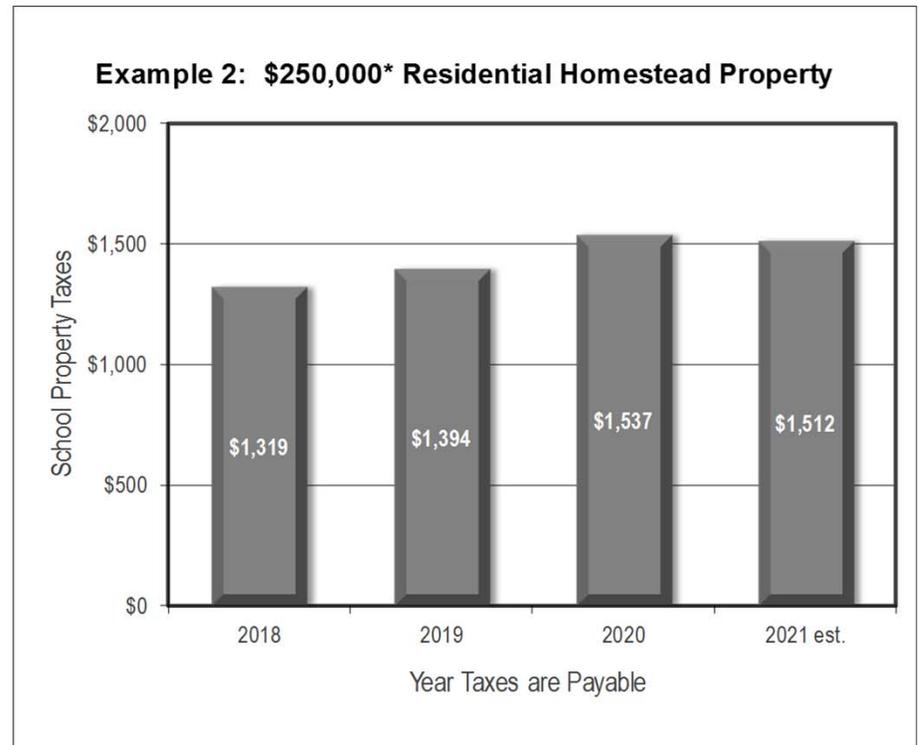
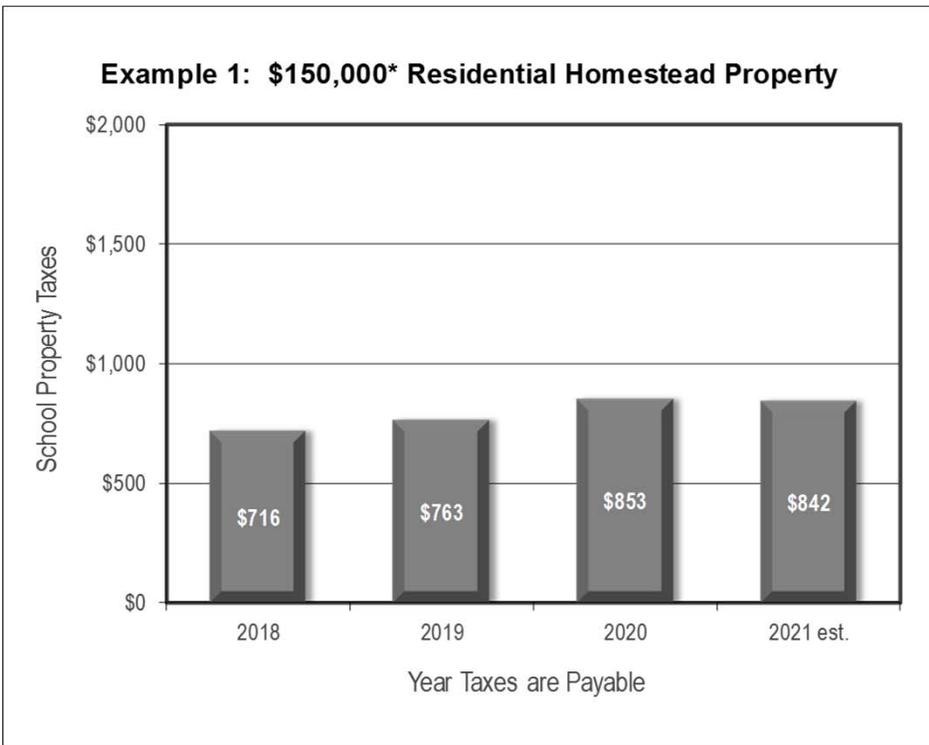
### General Notes

1. Amounts in the table are based on school district taxes only, and do not include taxes for the city or township, county, state, or other taxing jurisdictions.
2. Estimates of taxes payable in 2021 are preliminary, based on the best data available.
3. For all examples of properties, taxes are based on changes in estimated market value of 8.0% from 2018 to 2019 taxes, 6.0% from 2019 to 2020, and 5.0% from 2020 to 2021.

## Fridley Public Schools, ISD 14

Estimated Changes in School Property Taxes, 2018 to 2021

Based on 20.2% Cumulative Changes in Property Value from 2018 to 2021 Taxes

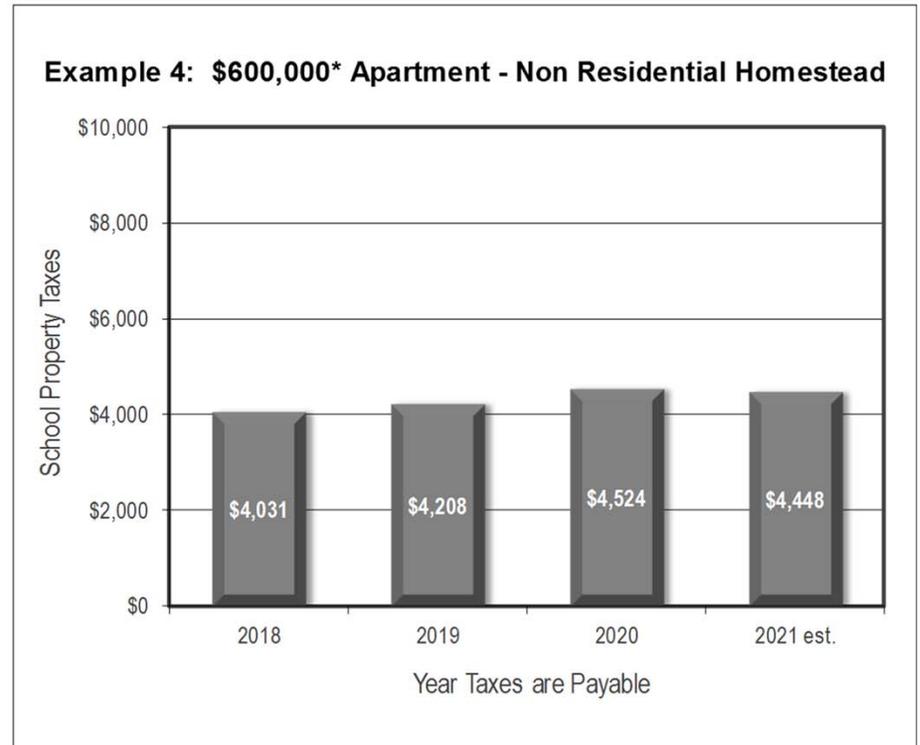
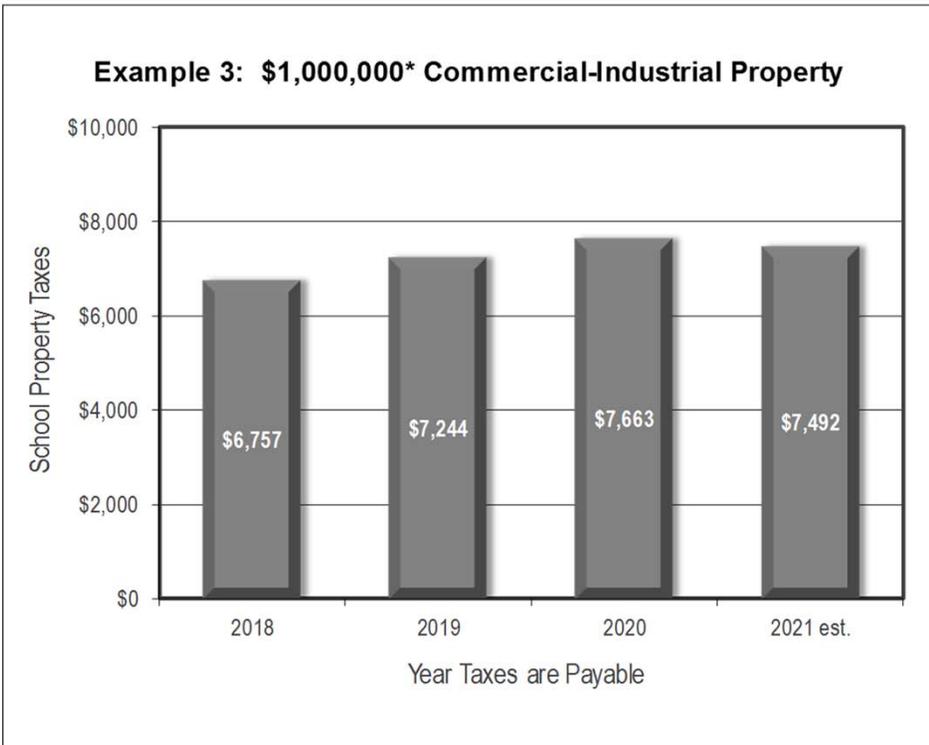


\* For example properties, the value shown in the title of the chart is the estimated market value for taxes payable in 2021. Taxes are calculated based on changes in market value of 8.0% from 2018 to 2019 taxes, 6.0% from 2019 to 2020, and 5.0% from 2020 to 2021.

## Fridley Public Schools, ISD 14

Estimated Changes in School Property Taxes, 2018 to 2021

Based on 20.2% Cumulative Changes in Property Value from 2018 to 2021 Taxes



\* For example properties, the value shown in the title of the chart is the estimated market value for taxes payable in 2021. Taxes are calculated based on changes in market value of 8.0% from 2018 to 2019 taxes, 6.0% from 2019 to 2020, and 5.0% from 2020 to 2021.

# Minnesota Homestead Credit Refund “Circuit Breaker”

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- Has existed since 1970s
- Available each year to owners of homestead property  
(applies to taxes paid on house, garage and one acre for ag homestead property)
- Annual income must be approximately \$115,020 or less  
(income limit is higher if you have dependents)
- Sliding scale - refund based on income and total property taxes
- Maximum refund for homeowners is \$2,820
- Also available to renters
- Complete state tax form M-1PR ([www.revenue.state.mn.us](http://www.revenue.state.mn.us))

# Minnesota Special Property Tax Refund

Available each year to owners of homestead properties with a gross tax increase of at least 12% and \$100 over prior year

Helpful in first year after referendum

Refund is 60% of amount by which tax increase exceeds greater of 12% or \$100, up to a maximum of \$1,000

No income limits

Complete state tax form  
M-1PR  
([www.revenue.state.mn.us](http://www.revenue.state.mn.us))

# Senior Citizen Property Tax Deferral

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- Allows people age 65 and older with household income of \$60,000 or less to defer a portion of property taxes on home
- Must have lived in, owned, and homesteaded for last 15 years
- Limits maximum amount of property tax paid to 3% of household income
- Additional taxes are deferred, not forgiven
- Provides predictability; amount of tax paid will not change while participating in program
- Deferred property taxes plus accrued interest must be paid when home is sold or homeowner(s) dies

# Next Steps

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1

Board will accept public comments on proposed levy

2

Board will certify 2021 property tax levy



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PUBLIC COMMENTS



# FRIDLEY PUBLIC SCHOOLS

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**Barbie Roessler, Director of Finance & Operations**  
barbie.roessler@fridley.k12.mn.us | 763-502-5004

## MEMORANDUM

TO: Members of the School Board and Dr. Hiel

FROM: Barbie Roessler, Director of Finance and Operations

DATE: December 15, 2020

RE: Approve the 2020 Payable 2021 Property Tax Levy

### Recommendation

**For the Board of Education to approve and certify the final property tax levy for taxes payable in 2021 in the amount of \$12,312,057.25.**

### Attachments:

Pay 2021 Fund Summary  
Pay 2021 Levy Summary



## Fridley Public School District, ISD 14

Comparison of Actual Tax Levy Payable in 2020 to Proposed Levy Payable in 2021

Fund Levy Category	Actual Levy Payable in 2020	Proposed Levy Payable in 2021	\$ Change	% Change
<b>General</b>				
Voter Approved Operating Referendum	1,399,359.10	1,537,773.00	\$138,414	
Local Optional Revenue (LOR)	1,851,785	1,867,084	15,299	
Equity	435,329	425,446	(9,883)	
Capital Project Referendum	924,145	987,134	62,989	
Operating Capital	181,870	195,250	13,380	
Alternate Teacher Compensation	272,631	280,026	7,396	
Achievement and Integration	219,119	228,592	9,473	
Safe Schools	157,865	154,336	(3,529)	
Long Term Facilities Maintenance	1,179,715	1,154,778	(24,937)	
Instructional Lease	587,227	584,730	(2,497)	
Other	156,522	233,998	77,477	
Prior Year Adjustments	15,689	(46,508)	(62,197)	
<b>Total, General Fund</b>	<b>\$7,381,256</b>	<b>\$7,602,641</b>	<b>\$221,385</b>	<b>3.0%</b>
<b>Community Service</b>				
Basic Community Education	\$120,409	\$120,409	\$0	
Early Childhood Family Education	50,270	50,437	167	
School-Age Child Care	165,000	175,000	10,000	
Other	1,129	1,244	115	
Prior Year Adjustments	50,494	74,607	24,113	
<b>Total, Community Service Fund</b>	<b>\$387,303</b>	<b>\$421,698</b>	<b>\$34,395</b>	<b>8.9%</b>
<b>Debt Service</b>				
Voter Approved	\$2,311,681	\$2,253,775	(\$57,906)	
Other	264,390	263,183	(1,207)	
Long-Term Facility Maintenance	1,413,761	1,451,430	37,669	
Other Post Employment Benefits	567,084	572,623	5,539	
Reduction for Debt Excess	(203,564)	(304,391)	(100,827)	
Prior Year Adjustments	58,308	51,098	(7,209)	
<b>Total, Debt Service Fund</b>	<b>\$4,411,660</b>	<b>\$4,287,719</b>	<b>(\$123,941)</b>	<b>-2.8%</b>
<b>Total Levy, All Funds</b>	<b>\$12,180,219</b>	<b>\$12,312,057</b>	<b>\$131,838</b>	<b>1.1%</b>
<b>Subtotal by Truth in Taxation Categories:</b>				
Voter Approved	4,574,310	4,671,343	97,033	
Other	7,605,909	7,640,714	34,806	
<b>Total</b>	<b>\$12,180,219</b>	<b>\$12,312,057</b>	<b>\$131,838</b>	<b>1.1%</b>

LINE #	LIMITATION COMPONENTS	2019 PAY 2020 LIMITATION	2019 PAY 2020 CERTIFIED LEVY	2020 PAY 2021 LIMITATION	2020 PAY 2021 PROPOSED LEVY	2020 PAY 2021 CERTIFIED LEVY NOTES
SUBTOTALS BY LEVY CATEGORY						
(5001)	GENERAL-RMV VOTER-JOBZ EXEMPT	1,412,385.42	1,412,385.42	1,543,767.56	1,543,767.56	
(5002)	GENERAL-RMV OTHER-JOBZ EXEMPT	2,339,555.37	2,339,555.37	2,238,435.40	2,238,435.40	
(5003)	GENERAL-NTC VOTER-JOBZ EXEMPT	924,144.62	924,144.62	987,134.11	987,134.11	
(5004)	GENERAL-NTC OTHER-GENED-EXEMPT	N/A	N/A	N/A	N/A	N/A *1
(5005)	GENERAL-NTC OTHER-JOBZ EXEMPT	2,705,170.92	2,705,170.92	2,833,304.15	2,833,304.15	
(5011)	COMMUNITY SERV-NTC OTHER-EXEMPT	387,302.69	387,302.69	421,697.50	421,697.50	
(5016)	GENL DEBT-NTC VOTER-NONEXEMPT	2,237,780.22	2,237,780.22	2,140,441.44	2,213,087.13	*2
(5017)	GENL DEBT-NTC OTHER-NONEXEMPT	1,633,406.26	1,633,406.26	1,607,440.57	1,611,361.93	*2
(5023)	OPEB DEBT-NTC VOTER-NONEXEMPT					
(5024)	OPEB DEBT-NTC OTHER-NONEXEMPT	540,473.29	540,473.29	539,836.52	539,836.52	
SUBTOTALS BY FUND						
(5006)	GENERAL FUND	7,381,256.33	7,381,256.33	7,602,641.22	7,602,641.22	
(5011)	COMMUNITY SERVICES FUND	387,302.69	387,302.69	421,697.50	421,697.50	
(5018)	GENERAL DEBT SERVICE FUND	3,871,186.48	3,871,186.48	3,747,882.01	3,824,449.06	
(5025)	OPEB/PENSION DEBT SERVICE FUND	540,473.29	540,473.29	539,836.52	539,836.52	
SUBTOTALS BY TAX BASE						
	REFERENDUM MARKET VALUE	3,751,940.79	3,751,940.79	3,782,202.96	3,782,202.96	
	NET TAX CAPACITY	8,428,278.00	8,428,278.00	8,529,854.29	8,606,421.34	
SUBTOTALS BY TRUTH IN TAXATION CATEGORY						
	VOTER APPROVED	4,574,310.26	4,574,310.26	4,671,343.11	4,743,988.80	
	OTHER	7,605,908.53	7,605,908.53	7,640,714.14	7,644,635.50	
TOTAL LEVY						
	TOTAL LEVY	12,180,218.79	12,180,218.79	12,312,057.25	12,388,624.30	
ALLOWABLE INCREASE						
	ALLOWABLE INCREASE AMOUNT				76,567.05-	
	MAXIMUM ALLOWABLE CERTIFIED LEVY				12,312,057.25	

FOOTNOTES:

- \*1 STUDENT ACHIEVEMENT (GENED) LEVY PHASED OUT AFTER PAY 2017
- \*2 SCHOOL BUILDING BOND AGRICULTURAL CREDIT WILL BE CALCULATED USING THE GENERAL DEBT SERVICE LEVY CATEGORIES

NOTE TO SCHOOL DISTRICTS: MUST CERTIFY PROPOSED AND FINAL LEVIES VIA THE WEB-BASED LEVY CERTIFICATION SYSTEM AVAILABLE ON THE MDE WEBSITE, HTTP://EDUCATION.STATE.MN.US.

## **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 **Fridley Middle School:**
  - Jason Siththideth – books for the FMS Media Center



# FRIDLEY PUBLIC SCHOOLS

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## Fridley Public Schools Policies Presented for Second Reading December 15, 2020

#	Policy Name	Change/Revision
407	Employee Right to Know-Exposure to Hazardous Substances	MSBA recommended changes adding blood borne pathogens to policy
409	Employee Publications, Instructional Materials, Inventions and Creations	NEW 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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## 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

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 pathogen” means a pathogenic microorganism that is present in human blood and can cause disease in humans. This definition includes, but is not limited to, hepatitis B virus (HBV) and human immunodeficiency virus (HIV).

#### IV. TARGET JOB CATEGORIES

Annual training will be provided to all full and part-time employees who are “routinely exposed” to a hazardous substance, harmful physical agent, infectious agent, 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

Revised December 15, 2020

Second 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)

***School Board Action:***

Adopted December 15, 2020

**Minutes**  
**School Board Business Meeting**  
**Fridley Independent School District 14**  
**November 17, 2020**

**Call to Order**

Donna Prewedo called the Business Meeting of the Fridley School Board to order at 7:30 p.m. on Tuesday, November 17, 2020 via Google Meet. Present: Abdisalam Adam, Jake Karnopp, Donna Prewedo, Avonna Starck, and Gao Nue Xiong. Absent: Carol Thornton

**Approval of Agenda**

Motion by Adam, seconded by Starck, to approve the agenda for November 17, 2020. Upon roll being called, Adam, Karnopp, Prewedo, Starck, & Xiong voted in favor, none against, none abstained. Motion carried 5-0.

**Spotlight on Recognition**

Superintendent Hiel introduced the October 2020 Employee of the Month as Student Support Services Secretary, Fatima Alnizami and November 2020 Employee of the Month as Tiger Club Secretary, Jordan Wright.

**Superintendent and Staff Reports**

Superintendent Hiel thanked the Fridley Community for voting to pass the capital projects levy renewal with 67% in favor of the renewal. She welcomed Mr. Ross Meisner to the School Board as a new member next month and thanked interim Board Member Gao Nue Xiong for her support and service on the School Board.

**Business Action Items**

**1. RESOLUTION: Accepting Gifts**

Motion by Starck, seconded by Xiong, to accept the gifts and thank the donors for their contributions. Upon roll being called, Adam, Karnopp, Prewedo, Starck, & Xiong voted in favor, none against, none abstained. Motion carried 5-0.

**2. RESOLUTION: Consolidated Polling Places**

Motion by Starck, seconded by Karnopp, to approve a combined polling place for voting on School District Elections not held on the day of a statewide, county, or municipal election. Upon roll being called, Adam, Karnopp, Prewedo, Starck, & Xiong voted in favor, none against, none abstained. Motion carried 5-0.

**3. RESOLUTION: Minnesota State High School League Foundation Grant**

Motion by Adam, seconded by Xiong to approve the resolution of School Board support Form A application to MSHSL Foundation. Upon roll being called, Adam, Karnopp, Prewedo, Starck, & Xiong voted in favor, none against, none abstained. Motion carried 5-0.

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

a. Policy 402 Disability Nondiscrimination

Motion by Starck, seconded by Karnopp, to approve the Second Reading and Adoption of Policy 402. Upon roll being called, Adam, Karnopp, Prewedo, Starck, & Xiong voted in favor, none against, none abstained. Motion carried 5-0.

## **Consent Agenda**

Motion by Starck, seconded by Karnopp 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. Upon roll being called, Adam, Karnopp, Prewedo, Starck, & Xiong voted in favor, none against, none abstained. Motion carried 5-0.

## **Written Information**

1. First Reading of Policies
  - a. Policy 407 Employee Right to Know – Hazardous Substances
  - b. Policy 409 Employee Publications, Instructional Materials, Inventions and Creations

## **Reports from School Board Members**

1. Board Member Starck reported on the NE 916 Board Meeting held on November 4, 2020. COVID Strategic Coordinator spoke on the different learning models. Policies were approved and a retirement of 31 years was celebrated. Superintendent search is still being worked out.
2. Superintendent Hiel reported on the AMSD Meeting held on November 6, 2020. Election Results were shared. 3.26 Million Voters turned out in Minnesota which comes out to 79.35% of eligible voters. Budget deficits were discussed and a clear audit report has been given for AMSD.

## **Important Future School Board Dates**

## **Adjournment**

Motion by Xiong, seconded by Adam, to adjourn at 7:56 p.m. Upon roll being called, Adam, Karnopp, Prewedo, Starck, & Xiong voted in favor, none against, none abstained. Motion carried 5-0.

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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**  
**November 17, 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, November 17, 2020, via Google Meet. The following Board members were present in the room: Abdisalam Adam, Jake Karnopp, Donna Prewedo, Avonna Starck and Gao Nue Xiong. Absent: Carol Thornton

**The following items were discussed**

- A. Signing Required Documents
- B. Governance and Policy
  - 1. Second Readings and Adoption of Policies
    - a. Policy 402 Disability Nondiscrimination
  - 2. First Readings of Policies
    - a. Policy 407 Employee Right to Know-Exposure to Hazardous Substances
    - b. Policy 409 Employee Publications, Instructional Materials, Inventions and Creations
- C. Oversight of Operations
  - 1. Legal, Staffing and Personnel Update
    - a. New Contracts, Amendments, Leaves of Absence, Terminations, Resignations, and Retirements
  - 2. Finance and Operations Update
    - a. Region V Computer Services Joint Powers Agreement
  - 3. RESOLUTION: Consolidate Polling Place at FCC
  - 4. RESOLUTION: Minnesota State High School League (MSHSL) Foundation Grant
  - 5. Partnership Updates
    - a. NE Metro 916 on November 4, 2020
    - b. AMSD on November 6, 2020
- D. Board Governance Policy
  - 1. Process for Nominations of Officers & Board Committees in January 2021
    - a. Policy 202 School Board Officers
- E. Superintendent Relations
  - 1. Superintendent Goals
- F. Informational Items
  - 1. City of Fridley Update
  - 2. Impact Power Solutions Presentation
  - 3. District Update
- G. Public Forum

Adjourned at 7:26 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 11/30/20**

<b>Fund</b>	<b>Balance 10/31/20</b>	<b>Receipts</b>	<b>Payroll</b>		<b>A/P</b>	<b>Journal Entry</b>	<b>Balance 11/30/20</b>
			<b>Disbursements</b>	<b>Disbursements</b>	<b>Transfers</b>		
General (01)	\$ 32,706,595.75	\$ 12,008,158.87	\$ 1,248,821.34	\$ 11,720,469.30	\$ (473,945.70)	\$ 31,271,518.28	
Food Service (02)	495,303.37	113,858.46	34,034.48	73,243.32	(20,529.90)	481,354.13	
Transportation (03)	(30,924,574.74)	-	6,364.93	45,891.11	(2,691.90)	(30,979,522.68)	
Comm. Service (04)	317,779.78	110,646.02	86,166.41	137,094.52	(27,884.17)	177,280.70	
Operating Capital (05)	(66,446.54)	-	-	37,052.16	-	(103,498.70)	
Construction (06)	829,228.01	-	-	-	-	829,228.01	
Debt Service (07)	2,915,220.20	750,793.10	-	-	-	3,666,013.30	
Performance Contract (16)	(3,679,239.60)	-	-	-	-	(3,679,239.60)	
Custodial Fund for Student Activities (18)	-	-	-	-	-	-	
Activity Fund (19)	138,177.65	6,754.97	-	178.32	-	144,754.30	
Dental Self Insurance (20)	293,075.19	-	-	20,550.47	26,950.13	299,474.85	
Medical Self Insurance (21)	5,609,551.09	-	-	398,665.55	498,101.54	5,708,987.08	
OPEB Trust Fund (25)	1,368,395.84	1,286,046.45	-	1,001,951.38	-	1,652,490.91	
OPEB Debt Service (47)	450,451.96	88,956.35	-	-	-	539,408.31	
Student Activities Under Board Control (51)	79,014.61	3,824.00	-	1,425.19	-	81,413.42	
<b>Total</b>	<b>\$ 10,532,532.57</b>	<b>\$ 14,369,038.22</b>	<b>\$ 1,375,387.16</b>	<b>\$ 13,436,521.32</b>	<b>\$ (0.00)</b>	<b>\$ 10,089,662.31</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	\$ 1,628,057.72	\$ -	\$ -	\$ 1,628,057.72
MN Trust - Operating	8,545,414.35	83,809.76	-	8,461,604.59
<b>Total</b>	<b>\$ 10,173,472.07</b>	<b>\$ 83,809.76</b>	<b>\$ -</b>	<b>\$10,089,662.31</b>
		60		
		Difference		\$ 0.00

**Schedule of Investments**

**As of 11/30/20**

<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	11/25/20	12/28/20	10,000,000.00	10,000,632.88	0.07%
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%
Summit-TXB-D-Var-Purp	PMA - OPEB	SEC	11/01/18	12/01/20	200,000.00	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	101,113.00	100,000.00	1.61%
Third Coast Bank, SSB Certificate of Deposit	PMA - OPEB	CD	11/16/20	11/16/21	249,700.00	249,952.13	0.10%
Western Alliance Bank/Torrey Pines Bank Certificate of Deposit	PMA - OPEB	CD	11/16/20	11/16/21	249,700.00	249,964.32	0.11%
Bank 7 Certificate of Deposit	PMA - OPEB	CD	11/16/20	11/16/21	249,700.00	249,952.20	0.10%
Servisfirst Bank Certificate of Deposit	PMA - OPEB	CD	11/16/20	11/16/21	249,700.00	249,949.70	0.10%
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	228,109.20	220,000.00	1.60%
Oklahoma City - TXBL	PMA - OPEB	SEC	01/07/20	03/01/24	220,628.00	200,000.00	1.70%
<b>Totals</b>					\$ 14,130,950.20	\$ 14,157,237.49	

## Personnel Changes 2020-21 School Year

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

First Name	Last Name	Assignment	Step/Lane/Salary	School
Sarah	Bennek	Student Council Advisor	Schedule C	FMS
Blair	Berger	Builders Club Advisor	Schedule C	FMS
Ezekiel	Miltenberger	Lifeguard/WSI	\$10.66 / \$14.61 per hour	FCC
Joshua	Morros	CE Classroom Assistant	\$15.01 per hour	FCC
Anthony	Nichols	CE Classroom Assistant	\$15.01 per hour	FCC
Anne	Rae	LTS Social Worker	BA/step 1	District
Jonathan	Schuh	Asst Basketball Coach	Schedule C	FHS
Josh	Thurston	MS Yearbook Club Advisor	Schedule C	FMS

### Resignations (2020-2021)

- Caitlyn Williams resigned her classroom assistant position at Fridley Community Center, effective December 1, 2020.
- Ashishasia Young-Harris resigned her paraeducator position at Fridley Community Center, effective November 11, 2020.

### Leave Requests (2020-2021)

- Jenna Lange has requested a leave of absence from her dean of students position at Fridley Middle Schools from February 19, 2021 through May 6, 2021.
- Hope Osifuye has extended her leave of absence from her Equity and Inclusion Specialist position at Stevenson through February 1, 2021.
- Samantha Schenkelberg has requested a leave of absence from her teacher position at Fridley Middle School from March 15, 2021 through May 25, 2021.

### Terminations (2020-2021)

- Ayan Ahmed's employment as a custodian at Fridley High School has been terminated, effective November 30, 2020.
- Fatima Alkaabi's Building Monitor position ended November 20, 2020 due to the change in learning models from hybrid to distance learning at the elementary schools.



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## 423 EMPLOYEE-STUDENT RELATIONSHIPS

### I. PURPOSE

The school district is committed to an educational environment in which all students are treated with respect and dignity. Every school district employee is to provide students with appropriate guidance, understanding, and direction while maintaining a standard of professionalism and acting within accepted standards of conduct.

### II. GENERAL STATEMENT OF POLICY

- A. This policy applies to all school district employees at all times, whether on or off duty and on or off of school district locations.
- B. At all times, students will be treated by all school district employees with respect, courtesy, and consideration and in a professional manner. Each school district employee is expected to exercise good judgment and professionalism in all interpersonal relationships with students. Such relationships must be and remain on an employee-student basis.
- C. Staff must be mindful of their inherent positions of authority and influence over students.
- D. Sexual relationships between school district employees and students, without regard to the age of the student, are strictly forbidden and may subject the employee to criminal liability.
- E. Other actions that violate this policy include, but are not limited to, the following:
  - 1. Dating students.
  - 2. Having any interaction/activity of a sexual nature with a student.
  - 3. Committing or attempting to induce students or others to commit an illegal act or act of immoral conduct which may be harmful to others or bring discredit to the school district.
  - 4. Supplying alcohol or any illegal substance to a student, allowing a student access to such substances.
- F. School district employees shall, whenever possible, employ safeguards against improper relationships with students and/or claims of such improper relationships.



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- G. Excessive informal and social involvement with individual students is unprofessional, is not compatible with employee-student relationships, and is inappropriate.
- H. School district employees will adhere to applicable standards of ethics and professional conduct in Minnesota law.

### III. REPORTING AND INVESTIGATION

- A. Complaints and/or concerns regarding alleged violations of this policy shall be handled in accordance with MSBA/MASA Model Policy 103 (Complaints – Students, Employees, Parents, Other Persons) unless other specific complaint procedures are provided within any other policy of the school district.
- B. All employees shall cooperate with any investigation of alleged acts, conduct, or communications in violation of this policy.

### IV. SCHOOL DISTRICT ACTION

Upon receipt of a report, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. It also may include reporting to appropriate state or federal authorities, including the Minnesota Professional Educator Licensing and Standards Board or the appropriate licensing authority and appropriate agencies responsible for investigating reports of maltreatment of minors and/or vulnerable adults. School district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law, and school district policies.

### V. SCOPE OF LIABILITY

Employees are placed on notice that if an employee acts outside the performance of the duties of the position for which the employee is employed or is guilty of malfeasance, willful neglect of duty, or bad faith, the school district is not required to defend and indemnify the employee for damages in school-related litigation.

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

Minn. Stat. § 13.43, Subd. 16 (School District or Charter School Disclosure of Violence or Inappropriate Sexual Contact)



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Minn. Stat. § 122A.20, Subd. 2 (Mandatory Reporting to Professional Educator Licensing and Standards Board or Board of School Administrators)

Minn. Stat. § 122A.40, Subds. 5(b) and 13(b) (Mandatory immediate discharge of teachers with license revocations due to child or sex abuse convictions)

Minn. Stat. §§ 609.341-609.352 (Defining “intimate parts” and “position of authority” as well as detailing various sex offenses)

Minn. Stat. § 626.556 (Reporting of Maltreatment of Minors)

Minn. Stat. § 626.557 (Reporting of Maltreatment of Vulnerable Adults)

Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)

Minn. Rules Part 8710.2100 (Code of Ethics for Minnesota Teachers)

***Cross References:***

MSBA/MASA Model Policy 103 (Complaints – Students, Employees, Parents, Other Persons)

MSBA/MASA Model Policy 211 (Criminal or Civil Action Against School District, School Board Member, Employee, or Student)

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

MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)

MSBA/MASA Model Policy 413 (Harassment and Violence)

MSBA/MASA Model Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)

MSBA/MASA Model Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)

MSBA/MASA Model Policy 421 (Gifts to Employees and School Board Members)

MSBA/MASA Model Policy 507 (Corporal Punishment)

***School Board Action:***