

Business Meeting

Tuesday, April 16, 2024 7:30 PM

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

A. Call to Order, Pledge of Allegiance	Presenter: Board Chair
B. Approval of Agenda with Suggested Motions and Resolutions	Presenter: Board Chair
B.1. Suggested Motions and Resolutions	
C. Public Hearing - Tax Abatement Hearing	Presenter: Ehlers
D. Superintendent and Staff Reports	
D.1. Superintendent Report	Presenter: Superintendent Lewis
D.2. Revised Budget 2023-2024 Presentation	Presenter: Jason Mutzenberger
D.3. Referendum Presentation	Presenter: Jason Mutzenberger
E. Business Action Items	
E.1. RESOLUTION Relating to Property Tax Abatement for Parking Lot Projects; Granting the Abatement	Presenter: Superintendent Brenda Lewis
E.2. RESOLUTION Stating the Intention of the School Board to Issue General Obligation Facilities Maintenance and Tax Abatement Bonds, Series 2024A	Presenter: Superintendent Brenda Lewis
E.3. Motion: Approval of the Revised Budget for 2023-2024	Presenter: Jason Mutzenberger
E.4. Second Reading and Adoption of Policies	
E.4.a. Policy 522 Title IX Sex Nondiscrimination	Presenter: Laura Seifert-Hertling
E.4.b. Policy 504 Student Dress & Appearance	Presenter: Dr. Jason Bodey
F. Consent Agenda	Presenter: Board Chair
F.1. Minutes of the School Board Business Meeting and Work Session held on March 19, 2024 and Work Session held on April 2, 2024	
F.2. Monthly Financial Reports	
F.3. New Contracts, Amendments, Leaves of Absence, Terminations, Resignations, and Retirements	
F.4. Married Insurance MOU's	
F.5. School Year 2025-2026 Calendar	
F.6. Agreement to Provide Special Education and Related Staffing by NE Metro 916	
G. Important Future School Board Dates	Presenter: Board Chair
G.1. FHS Spring Play: Radium Girls April 18, 19, 20 at 7:00 PM District Auditorium	

G.2. Senior Party Fundraiser
April 18 4:00-9:00 PM
Cane's Chicken - Brooklyn Park, Shoreview &
Blaine locations

G.3. FHS ACT/Pre-ACT Day
April 23, 2024
No School for grades 9 & 12

G.4. RLS PTO Meeting
April 24, 2024 5:30 PM
Stevenson Elementary

G.5. Preschool STEM Night
April 25, 2024 5:00-6:00 PM
Fridley Community Center

G.6. FMS 5th-6th Grade Spring Fling
April 26, 2024 3:30-5:30 PM
Fridley Middle School

G.7. Family Wellness Event
April 27, 2024 1:00-4:00 PM
Fridley Community Center

G.8. Kindergarten Social
May 2, 2024 4:30 PM
Commons Park

G.9. Free Family Movie Night: Wonka
May 3, 2024 7:00 PM
District Auditorium

G.10. Prom Grand March
May 4, 2024 4:00 PM
District Auditorium

G.11. RLS PTO Meeting
May 8, 2024 5:00 PM
Stevenson Elementary

G.12. FMS Inventors Fair
May 9, 2024
Fridley Middle School

G.13. Hayes Carnival
May 9, 2024 5:00 PM
Hayes Elementary

G.14. 6th, 7th, 8th Grade Spring Band Concert
May 14, 2024 6:00 PM, 7:00 PM, 8:00 PM
District Auditorium

G.15. 5th Grade Student Orientation
May 16, 2024 4:30-7:30 PM
Fridley Middle School

G.16. Scholastic Achievement Banquet
May 16, 2024 6:00 PM
Fridley High School

G.17. Stevenson Carnival
May 17, 2024 5:00-7:00 PM
Stevenson Elementary

G.18. Fridley Public Schools Board Meeting
May 21, 2024
Work Session, 5:30 PM
Open Forum, 7:00 PM
Business Meeting, 7:30 PM
Fridley Community Center

H. **Adjournment**

Presenter: Board
Chair

Tuesday, April 16, 2024
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 April 16, 2024.

C. Public Hearing – Tax Abatement Hearing

D. Superintendent & Staff Reports

- 1. Superintendent Report**
- 2. Revised Budget 2023-2024 Presentation**
- 3. Referendum Presentation**

E. Business Action Items

1. RESOLUTION: Relating to Property Tax Abatement for Parking Lot Projects; Granting the Abatement

Suggested Motion: Motion by _____, seconded by _____, to accept the resolution relating to property tax abatement for parking lot projects; granting the abatement.

2. RESOLUTION: Stating the Intention of the School Board to Issue General Obligation Facilities Maintenance and Tax Abatement Bonds, Series 2024A

Suggested Motion: Motion by _____, seconded by _____, to accept the resolution stating the intention of the school board to issue general obligation facilities maintenance and tax abatement bonds.

3. Motion: Approval of the Revised Budget for 2023-2024

Suggested Motion: Motion by _____, seconded by _____, to accept the revised budget for 2023-2024.

4. Motion: Second Reading and Adoption of Policies

- Policy 522 Title IX Sex Nondiscrimination
- Policy 504 Student Dress and Appearance

Suggested Motion: Motion by _____, seconded by _____, to approve the second reading and adoption of policies 522 and 504.

F. Consent Agenda

Suggested Motion: Motion by _____, seconded by _____ to approve the consent agenda including minutes of the work session and business meeting held on March 19, 2024 and the work session held on April 2, 2024; the Monthly Financial Reports; New Contracts, Amendments, Leaves of Absence, Resignations, Retirements, and Position Discontinuations; Married Insurance

MOUs; School Year Calendar for 2025-2026; and Agreement to Provide Special Education and Related Staffing by NE Metro 916.

G. Important Future School Board Dates

H. Adjournment

Suggested Motion: Motion by _____, seconded by _____, to adjourn at_____.



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Fridley Public Schools ISD #14

PUBLIC HEARING -

**Property Tax Abatement
for Parking Lot
Construction &
Improvement Project**

April 16, 2024

Agenda for Hearing

1. Statutory Authority for Tax Abatement
2. Scope of Parking Lot Projects
3. Tax Abatement Approval Process
4. Next Steps
5. Abatement Bonds and Property Tax Levy Information
6. Public Comments

Statutory Authority

- Minnesota Statutes, Sections
469.1812 to 469.1815
 - First authorized by the State in 1997
 - Intended to be an economic development tool for local governments
 - Minnesota Department of Education has interpreted the statute to allow school districts to issue abatement bonds only for the construction or renovation of parking lots and parking structures
 - Debt service payments may not exceed the greater of 10% of the net tax capacity of the district or \$200,000

Tax Abatement Process

1. Parcel(s) identified for abatement
 - School property tax amounts sufficient to cover annual debt service levies
 - Property owner(s) still pay taxes in the same manner and at same rates
 - District adds amount of “abated” taxes as an annual levy
2. School Board adopts resolution calling for abatement hearing
3. Hearing notice published in newspaper
4. Hearing held
5. School Board adopts resolution granting abatement and authorizing the sale of bonds
6. School district adds estimated amount of abated taxes to proposed tax levy for upcoming year
7. Proposal(s) on bonds are received, School Board awards the sale of bonds, and provides annual tax levies to Minnesota Department of Education

Next Steps



March 19, 2024 - Regular School Board Meeting

School Board call Public Hearing for April 16 to consider granting Property Tax Abatement



April 16, 2024 - Regular School Board Meeting

Public Hearing; School Board: Resolution to Approve the Tax Abatement and Authorize the Issuance of General Obligation Tax Abatement Bonds



June 2024

Bond Closing – District Receives Bond Proceeds



Summer 2024

Construction for Parking Lot Projects is Completed

Abatement Bonds & Property Tax Levy Information

Tax Abatement Bonds to be Authorized: \$1,000,000

- Includes estimate of bond issuance costs
- 10 Year Term (number of annual property tax abatements/debt service levies is 10, effective beginning with taxes payable in 2025)





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PUBLIC COMMENTS



SUPERINTENDENT UPDATE

APRIL 16, 2024

PRESENTED BY: BRENDA LEWIS, Ph. D.

**FRIDLEY
PUBLIC
SCHOOLS
ISD 14**





ADNAN SECIC

**February 2024
Employee of the Month**



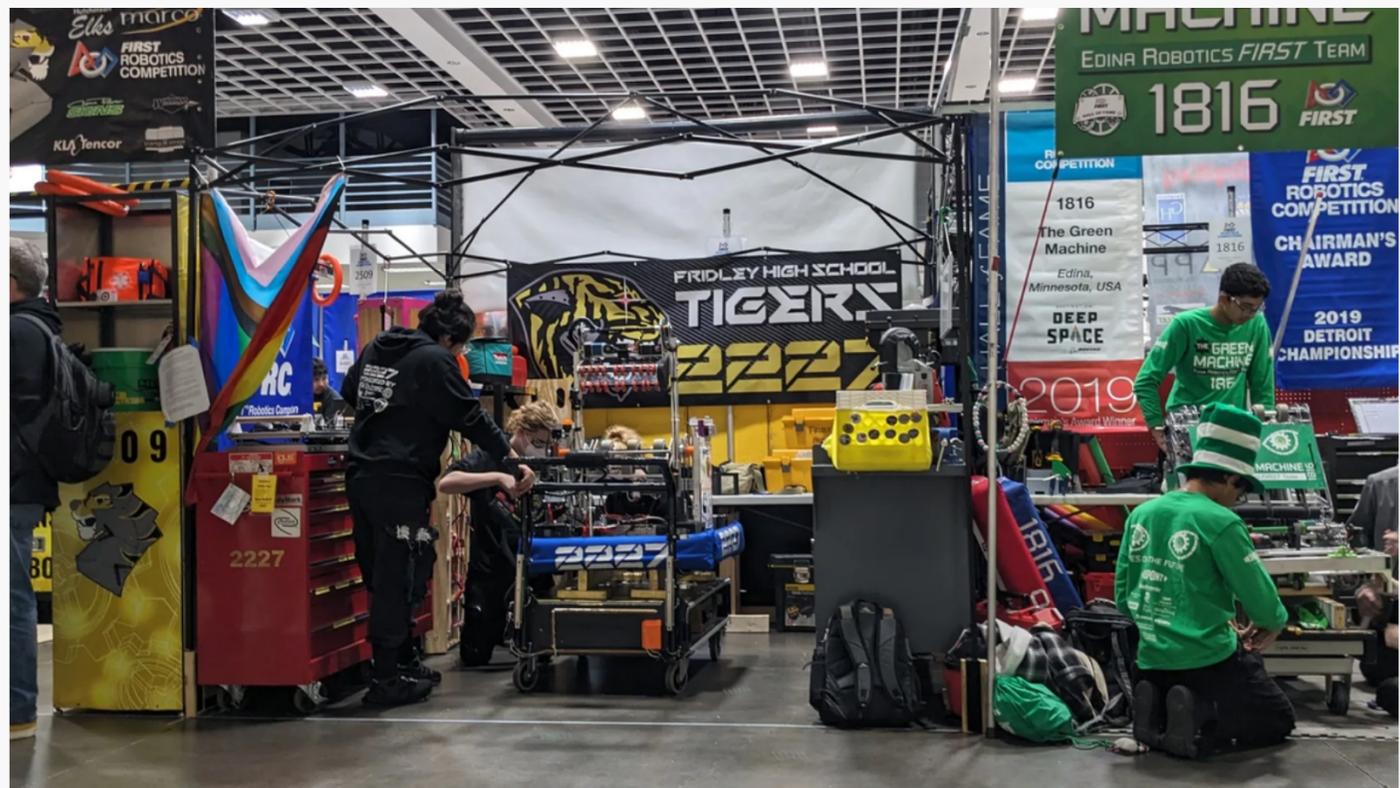
ABBY GIGLEY

March 2024

Employee of the Month



ROBOTICS #2227





WINTER SPORTS RECAP

Triple A Winners:

Ethan Andler

& Vanessa Pobuda

Athena Award Winner:

Sophia Jensen



Go Tigers!



**dance
dance
dance**



Congratulations Fridley Key Club!



- Awards at the Minnesota-Dakotas District Conference
- Distinguished Diamond Silver Club Level
 - 1st in Digital Scrapbook
 - 2nd in Oratory Contest
 - 2nd in Video Contest
 - 3rd in Silver Level Single Service Award
 - 1st in Silver Level Major Emphasis Award
 - 2nd in Silver Level Signature Project Award
 - Recognition for Highest Service Hours
 - Distinguished President - Yahira Barreto-Paredes
 - Distinguished Vice President - Cecilia Felner
 - Distinguished Secretary - Priti Rana
 - Distinguished District Board Member - Nathan Gonzalez



FRIDLEY HS ONE ACT

SECTION SPEECH

- 4TH (CREATIVE EXPRESSION) ANNA NORDIN
- 1ST (HUMOROUS) LIAM CALLAHAN
- 3RD (POETRY) AMIRA HUSEN
- 2ND (STORYTELLING) KAZMA BRIGHT
- 6TH (DRAMA) AMI PETROS



TAKE STATE!



Liam Callahan
Humorous



Amira Husen
Poetry



Kazma Bright
Storytelling

SATURDAY, APRIL 20

CONGRATULATIONS!
Fridley HOSA placed in the top 10 in two categories of the Mid-Year Competition on January 12th!

Deeqa Ahmed, Casula Xiong, Nafum Bul, Sharon Tama, Sorada Robleh, and Nazam Yehannes took 9th in Creative Problem Solving.

Nazam Yehannes placed 2nd in the Family Medicine-Physician category.

HOSA



POLAR PLUNGE
RAISED \$2300

#GTHHS

Marcose Pokuda 24 Ethan Andler

TRIPLE 'A' AWARD 2024
ACADEMICS | ARTS | ATHLETICS

Athena Award
FRIDLEY HIGH SCHOOL

Sophia Jensen

2023-2024

All State Band

Onni Kisner

Congrats!



THE WRESTLING TEAM
ADVANCED TO THE
SECTION 5AA SEMIFINALS.
THE TEAM WAS THE #4
SEED BEAT THE #5 SEED
BEFORE LOSING TO THE
EVENTUAL SECTION
CHAMPIONS (#1 SEED).
THE TEAM RECORD WAS
12-7 AND THE TEAM WAS A
"GOLD" LEVEL ACADEMIC
ALL-STATE TEAM WITH A
3.75 G.P.A.



ELEVEN WRESTLERS
PLACED IN THE SECTION
INDIVIDUAL TOURNAMENT.
FOUR WRESTLERS WENT
TO STATE (TOP 2 AT THEIR
WEIGHT), AND NEX
NGUYEN PLACED 4TH IN
STATE.



6 SPORTS

12 ALL CONFERENCE
HONORABLE MENTION

13 ALL CONFERENCE

8 STATE PARTICIPANTS

DANCE TEAM TOOK
3RD IN KICK AT
CONFERENCE.



118 ATHLETES

11 SENIORS RECEIVED
ACADEMIC ALL
CONFERENCE FOR
HAVING A GPA OF 3.4
OR HIGHER WHILE
PARTICIPATING IN A
SPORT

BRANDI WASHINGTON
JOINED THE 1000
POINT CLUB WITH
GIRLS BASKETBALL.



BOYS BASKETBALL MADE
IT TO THE SECTION FINALS
WHERE THEY LOST TO THE
EVENTUAL STATE
CHAMPIONS.



BOYS SWIM & DIVE
200 YD MEDLEY RELAY
TOOK 3RD IN SECTIONS
AND QUALIFIED FOR
STATE!

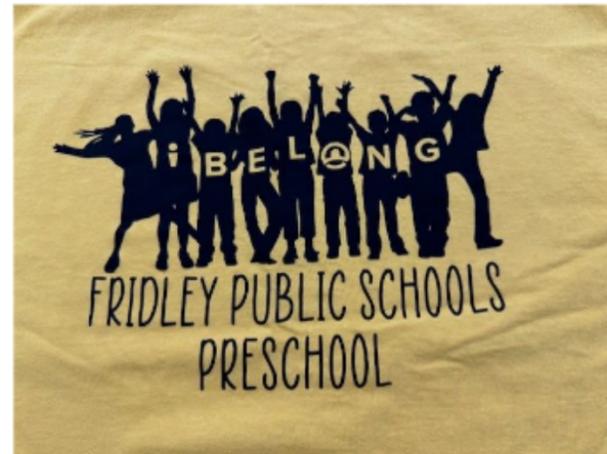




PRESCHOOL / ALC PRESENTATION



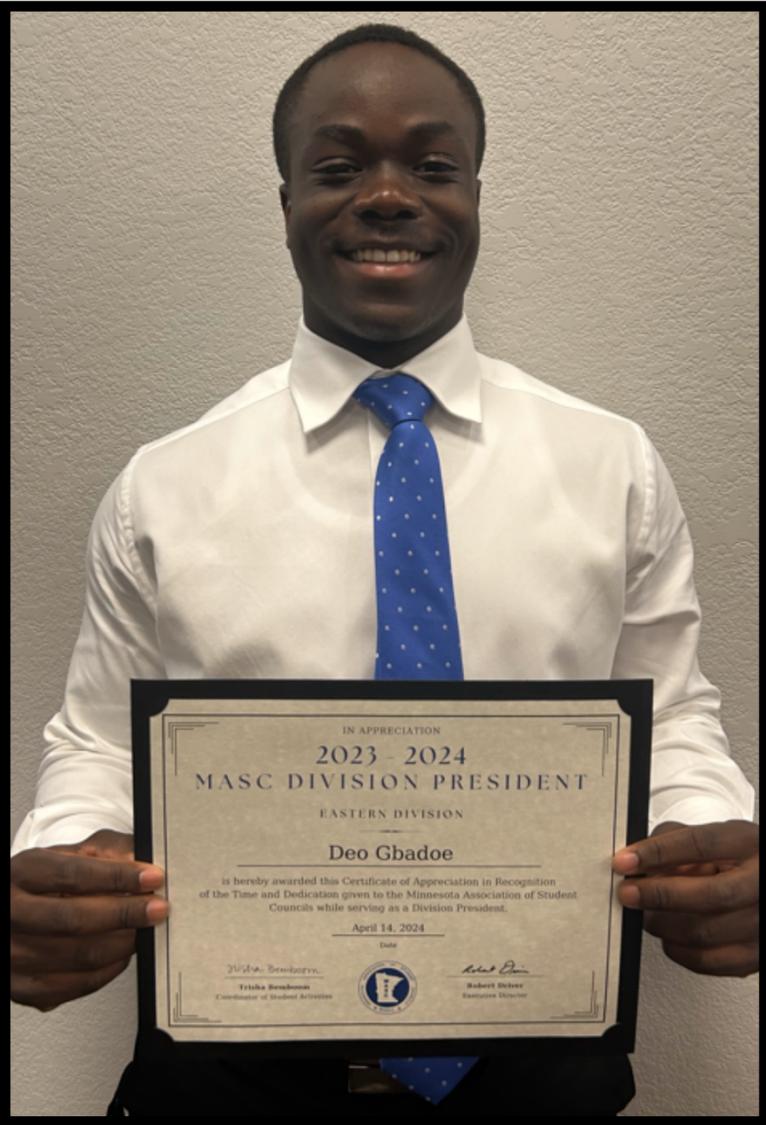
*Provide engaging individualized learning
in an alternative educational environment*



Principal:
Renee Van Gorp



OUR OWN STUDENT BOARD REPS



President

★ ★ ★ ★ ★ ★

Deqa **Ahmed**



Grade: Junior

Career Goal: Dentist

Fun Fact: I started the Fridley HOSA Chapter!

**Congratulations
Deo & Deqa!**



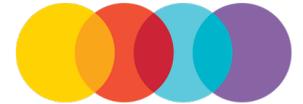
THANK YOU!



A World-Class Community of Learners

Revised Budget School Year 23-24

April 16, 2024



IB CONTINUUM
CONTINUUM DE L'IB
CONTINUO DEL IB

The first and only school district in Minnesota to provide the full E-12 International Baccalaureate Continuum

Mid-Year Considerations

- Enrollment Updates
- State & Federal Funding
- Staffing
 - Contract Settlements
 - Staff Placement
 - Employee Benefits
- Detailed Look at Account Activity
- Deferred Maintenance Items
- Prior Year Results

2023-24 Adopted vs Revised Budget General Fund

General Fund	Adopted	Revised	Change
Revenue	\$50,114,985	\$51,961,191	\$1,846,206
Expenditures	\$50,184,612	\$53,125,609	\$2,940,997
Fund Balance	(\$69,627)	(\$1,164,418)	(\$1,094,791)

2023-24 General Fund Revenue Adjustments

Description	Change
State General Education Aid	\$338,236
Property Taxes	\$212,911
Other State Sources	\$145,703
Local - Fees, donations, Other	\$234,655
Federal Sources	\$857,845
Student Activities	\$56,856
Total Adjustments	\$1,846,206

2023-24 General Fund Expenditure Adjustments

Description	Change
Salaries & Wages	\$789,949
Employee Benefits	\$89,435
Purchased Services	\$1,182,585
Supplies & Equipment	\$733,221
Other Expenditures	(\$93,079)
Federal Programs	\$238,886
Total Adjustments	\$2,940,997

2023-24 Food Service Fund Adjustments

Food Service Fund	Change
Revenue	\$69,667
Expenditures	(\$138,613)
Excess (Deficit)	\$208,280

2023-24 Community Service Fund Adjustments

Community Service Fund	Change
Revenue	(\$209,608)
Expenditures	(\$380,014)
Excess (Deficit)	\$170,406

2023-24 Internal Service Fund Adjustments

Internal Service Fund	Change
Revenue	\$380,000
Expenditures	\$1,120,000
Excess (Deficit)	(\$740,000)

2023-24 Post-Employment Trust Fund Adjustments

Post-Employment Fund	Change
Revenue	\$85,000
Expenditures	\$0
Excess (Deficit)	\$85,000



Questions / Comments

Jason Mutzenberger
Director of Finance
Fridley Public Schools
Finance@Fridley.k12.mn.us



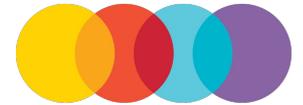
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Referendum Consideration

Explaining the Financial Need and Options



April 16, 2024



IB CONTINUUM
CONTINUUM DE L'IB
CONTINUO DEL IB

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Purpose of Referendum Consideration

1. Understand current fiscal realities and future forecasting
2. Identify community views, tolerance for levy changes
- ✓ Seek permission to identify a vendor to begin survey process

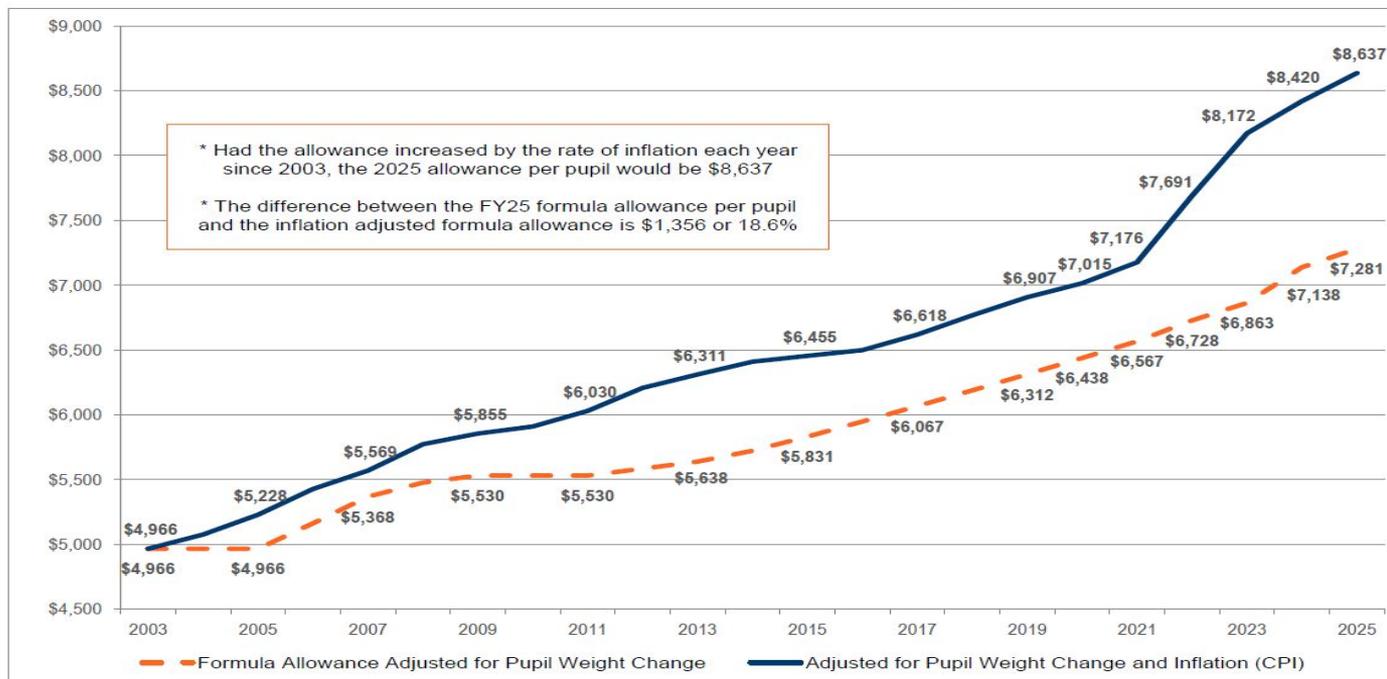
The Why

- Significantly decreasing student enrollment
- Cost inflation
- Increased student needs
- Salary & wage competitiveness
- Unfunded federal and state mandates
 - *The gap between the funding we receive from the state and the cost of educating each student has been steadily increasing. To bridge that funding gap, school districts must rely on local taxes—or operating levies—that require approval by voters. A new operating levy would significantly impact our schools and would allow us to maintain stable funding and invest in our future.*

The Why, Part 2

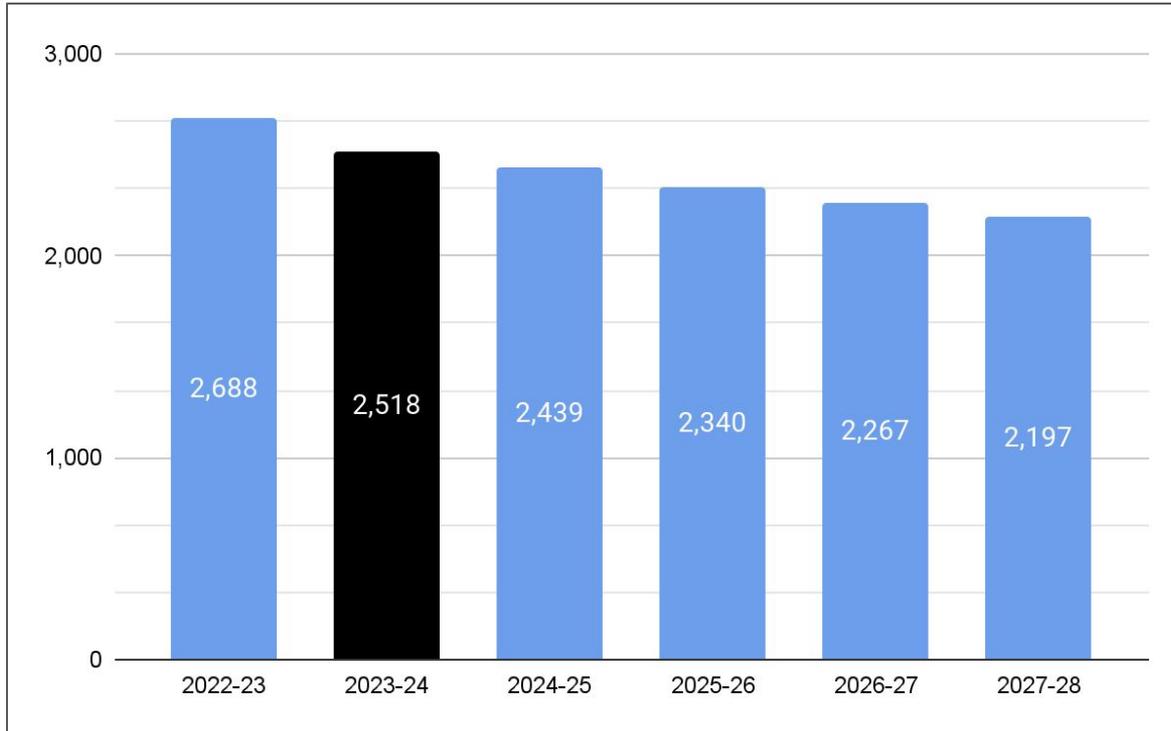
General Education Formula Allowance, 2003-2025

Adjusted for Pupil Weight Change and Inflation (CPI)



For School Year 2023-24, if the formula allowance had kept pace with inflation, Fridley SD would have received an **additional \$3.985 million** in general education aid from the state

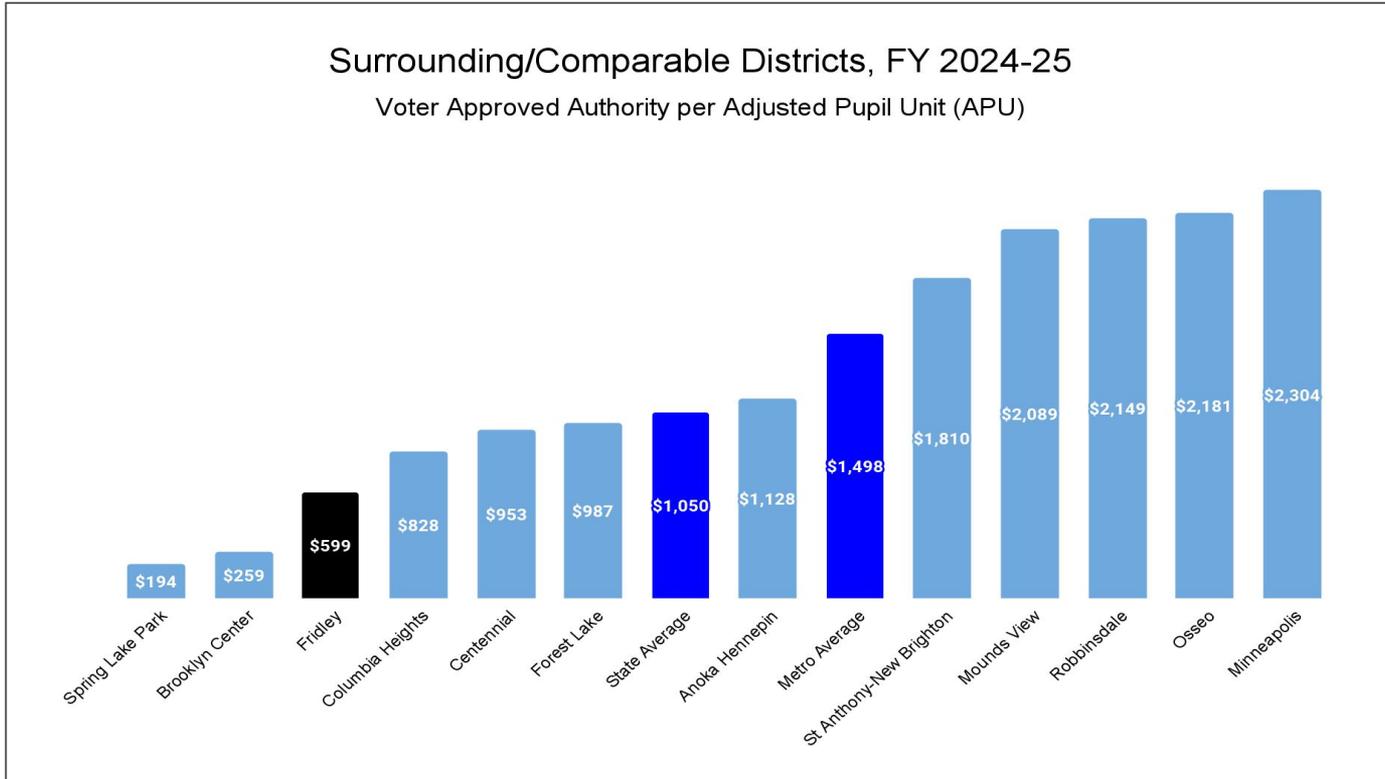
Enrollment Projections



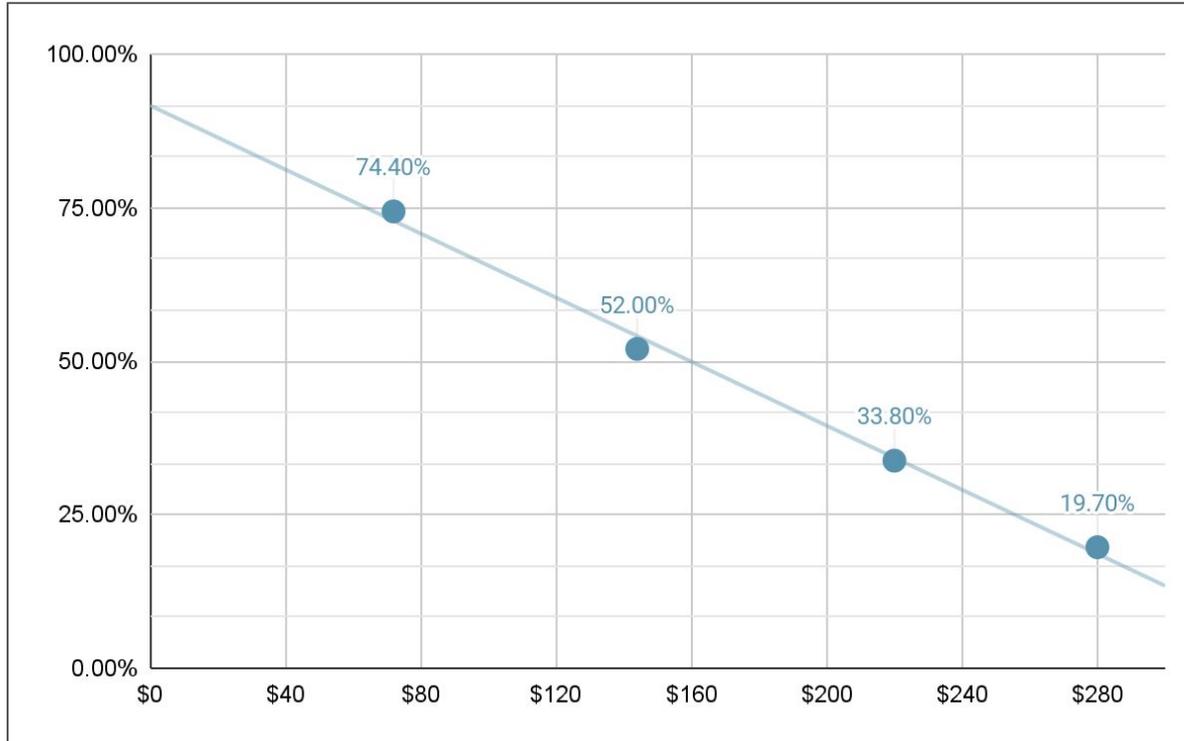
5-Year Financial Forecast - General Fund

	School Year 22-23	Current Year	School Year 24-25	School Year 25-26	School Year 26-27	School Year 27-28
Revenues	\$50,771,600	\$51,961,191	\$50,456,654	\$49,963,994	\$49,793,013	\$49,419,140
Expenses	\$52,537,959	\$53,125,609	\$54,075,371	\$55,670,049	\$56,459,226	\$57,264,186
Variance	(\$1,766,359)	(\$1,164,418)	(\$3,618,716)	(\$5,706,055)	(\$6,666,213)	(\$7,845,046)
Unassigned Fund Balance (\$)	\$2,886,837	\$1,877,221	(\$493,917)	(\$4,847,435)	(\$10,105,805)	(\$16,481,294)
Unassigned Fund Balance (%)	5.49%	3.53%	-0.91%	-8.71%	-17.90%	-28.78%
S.O.D. Fund Balance (%)	9.43%	6.92%	1.20%	-8.80%	-20.55%	-34.45%

Operating Levy Comparison



Community Survey Results



- Reflects results of the Community Survey from November 2023
- Compares % Support at various tax impact levels



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Operating Levy Referendum

The first and only school district in Minnesota to provide the full E-12 International Baccalaureate Continuum

Operating Levy Options to Consider

	Option 1	Option 2	Option 3
Adjusted Revenue Per Pupil Unit	\$359.00	\$424.00	\$489.00
Tax Impact on a \$250,000 home	\$110/year or \$9.17/mth	\$130/year or \$10.83/mth	\$150/year or \$12.50/mth
Revenue per Year	\$986,891	\$1,165,746	\$1,344,457

Note:

The average home value is \$313,780 for taxes payable in 2023 with a tax impact of \$163 or \$13.58 per month.

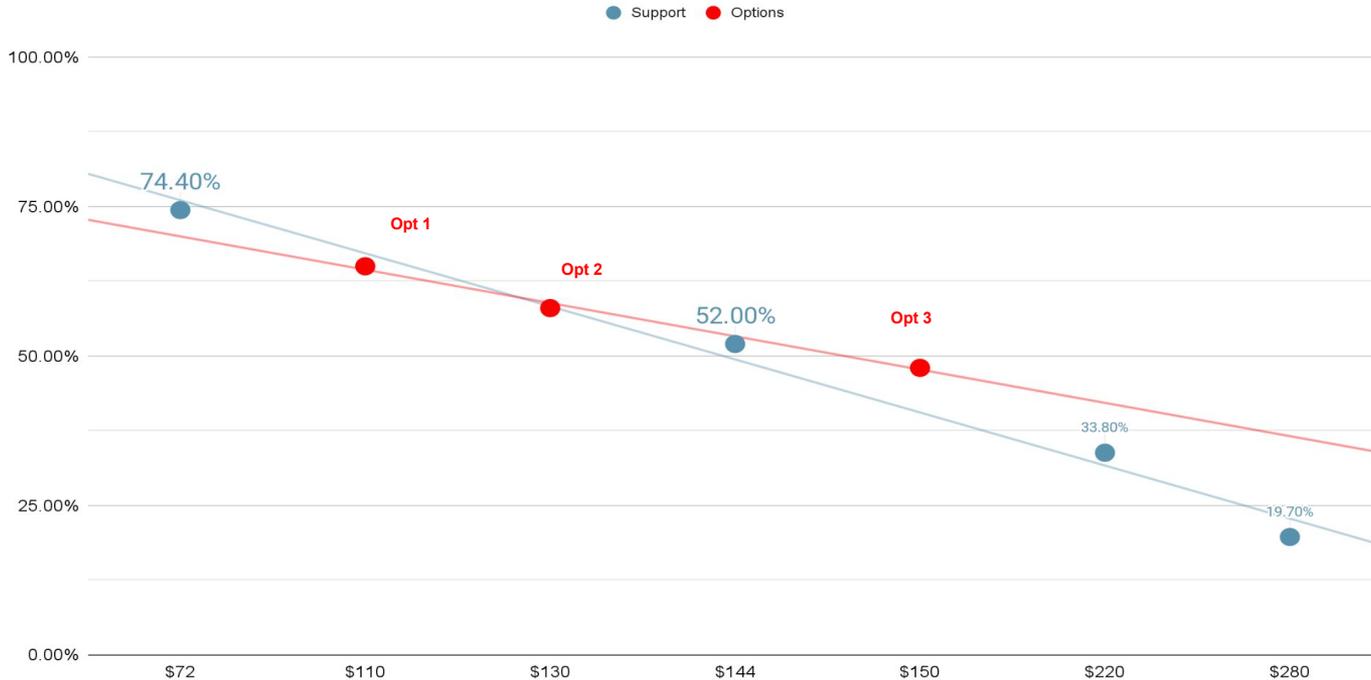
5-Year Financial Forecast - General Fund

Assumes Passage of \$424/PU Operating Referendum

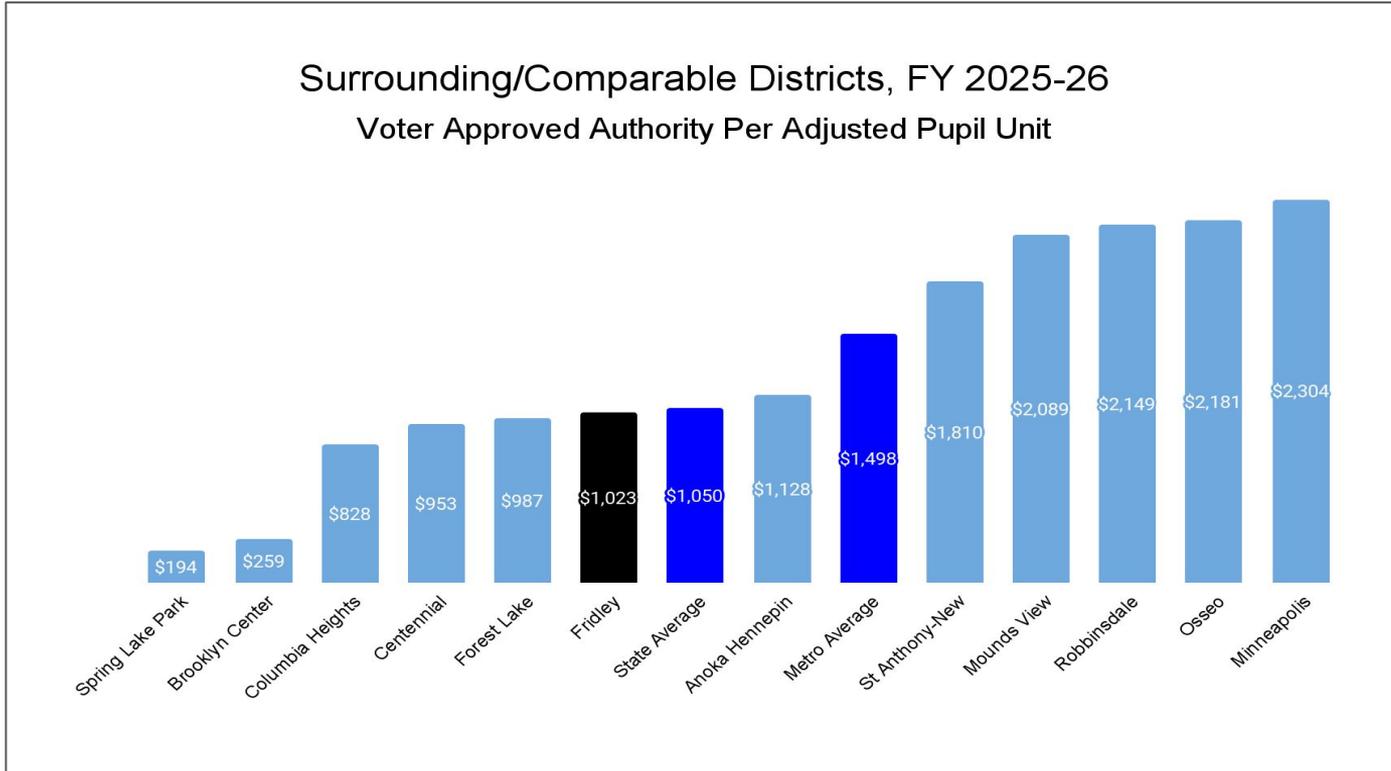
	School Year 22-23	Current Year	School Year 24-25	School Year 25-26	School Year 26-27	School Year 27-28
Revenues	\$50,771,600	\$51,961,191	\$50,456,654	\$51,046,576	\$50,840,271	\$50,430,757
Expenses	\$52,537,959	\$53,125,609	\$54,075,371	\$55,670,049	\$56,459,226	\$57,264,186
Variance	(\$1,766,359)	(\$1,164,418)	(\$3,618,716)	(\$4,623,473)	(\$5,618,954)	(\$6,833,429)
Unassigned Fund Balance (\$)	\$2,886,837	\$1,877,221	(\$493,917)	(\$3,764,853)	(\$7,975,964)	(\$13,339,835)
Unassigned Fund Balance (%)	5.49%	3.53%	-0.91%	-6.76%	-14.13%	-23.30%
S.O.D. Fund Balance (%)	9.43%	6.92%	1.20%	-6.32%	-15.74%	-27.46%

Community Survey Results

Support versus Cost



Operating Levy Comparison - If \$424/PU Approved





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Bond Referendum

The first and only school district in Minnesota to provide the full E-12 International Baccalaureate Continuum

Facility Bond Request

- **Renovations and Improvements at all District Facilities**
 - Replace broken furniture and improve learning spaces
 - Establish replacement cycle for furniture, equipment and building systems
 - Restroom updates (including gender neutral) to be in compliance
 - Replace activity/athletic spaces such as stadium and pool
- **Deferred Maintenance Improvements**
 - Replace building components such as windows, doors, roofs, and walls
 - Enhance existing mechanical and structural systems
 - Improve interior finish components such as flooring, doors, and hardware
- **Safe and Secure Building Renovations**
 - Enhance door access controls and security systems
 - Additional security features at all district sites
 - Reconfigure MS parking lot pickup/dropoff

Bond Referendum

	Option 1
Revenue	\$30,000,000
Tax Impact on all home values	\$0

Recommendation

Referendum on November 5, 2024

- Question 1 - Add a new operating levy of \$424/pu
- Question 2 - Bond referendum for \$30,000,000

Next Steps

- May - Morris Leatherman to conduct another survey
 - Present Results @ the June 4 Board Meeting
- May 21 Board Meeting - Follow-up referendum presentation
- June 18 Board Meeting - Adopt resolution calling for the Election
- June 18 Board Meeting - Approval of review and comment

Questions & Concerns

EXTRACT OF MINUTES OF A MEETING
OF THE SCHOOL BOARD OF
INDEPENDENT SCHOOL DISTRICT NO. 14
(FRIDLEY PUBLIC SCHOOLS)
ANOKA COUNTY, MINNESOTA

Pursuant to due call and notice thereof a regular meeting of the School Board of Independent School District No. 14 (Fridley Public Schools), Anoka County, Minnesota, was held in the School District on April 16, 2024, at 7:30 o'clock p.m.

The following members were present:

and the following were absent:

Member _____ introduced the following resolution and moved its adoption:

**RESOLUTION RELATING TO PROPERTY TAX ABATEMENT FOR
PARKING LOT PROJECTS; GRANTING THE ABATEMENT**

BE IT RESOLVED by the School Board (the “Board”) of Independent School District No. 14 (Fridley Public Schools), Anoka County, Minnesota (the “District”), as follows:

Section 1. Authorization and Recitals.

1.01. The District, pursuant to Minnesota Statutes, Sections 469.1812 to 469.1815, as amended (the “Act”) is authorized to grant an abatement of certain property taxes levied against net tax capacity imposed by the District on parcels of property by the adoption of a resolution specifying the terms of the abatement.

1.02. The District intends to undertake construction of and improvements to parking lots at various sites in the District (the “Improvements”) and benefiting certain property within the District boundaries identified on EXHIBIT A attached hereto (the “Property”).

1.03. The District has proposed to finance the Improvements by granting an abatement of the property taxes imposed by the District on the Property (the “Proposed Property Tax Abatement”), and by issuing bonds to provide an amount equal to the sum of said Proposed Property Tax Abatement.

1.04. Pursuant to the Act, this Board on April 16, 2024, conducted a public hearing on the desirability of granting the Proposed Property Tax Abatement. Notice of the public hearing was duly published as required by law in a newspaper of general interest and readership in the District more than ten days but not more than thirty days prior to the date of the public hearing. The form of said Notice and the publication of said Notice prior to the date of adoption of this resolution is ratified and confirmed in all respects.

Section 2. Findings. On the basis of the information compiled by the District and elicited at the public hearing referred to in Section 1.04, it is hereby found, determined and declared:

2.01. The District expects that the benefits to the District associated with granting the Proposed Property Tax Abatement are at least equal to or exceed the associated costs to the District.

2.02. The granting of the Proposed Property Tax Abatement is in the public interest because it will finance and provide public infrastructure and help provide access to services for residents of the District.

2.03. The nature and extent of the public benefits which the District expects to result from the Proposed Property Tax Abatement are the construction of and improvements to parking lots at various sites in the District, which will enable District residents to continue to conveniently and safely access these facilities which are regularly utilized by the public for school and community events.

2.04. The Property is not located in a tax increment financing district.

2.05. The granting of the Proposed Abatement will not cause the aggregate amount of abatements granted by the District under the Act to exceed the greater of (i) ten percent (10%) of the District’s net tax capacity for each taxes payable year to which the abatement applies, or (ii) \$200,000.

2.06. It is in the best interests of the District to grant the tax abatement authorized in this resolution.

2.07. Under Section 469.1813, subdivision 9 of the Act, it is not necessary for the District to obtain the consent of any owner of the Property to grant an abatement.

Section 3. Granting of Tax Abatement.

3.01. A property tax abatement (the “Abatement”) is hereby granted in respect of property taxes levied by the District on the Property for ten (10) years, commencing with taxes payable in 2025 and concluding with taxes payable in 2034. The estimated total cost of the Abatement is \$1,304,000 over ten (10) years.

3.02. The District shall retain the Abatement and apply it to payment of all or a portion of the costs of acquiring or constructing the Improvements or to the payment of bonds of the District issued to finance costs of acquiring or constructing the Improvements, whether such bonds are issued pursuant to the Act, or other law, as authorized by Section 469.1815, Subdivision 2 of the Act.

3.03. The Abatement may not be modified or terminated by the Board during its term.

(The remainder of this page is intentionally left blank.)

The motion for the adoption of the foregoing resolution was duly seconded by _____, and upon vote being taken thereon, the following voted in favor of the motion:

and the following voted against:

whereupon the resolution was declared duly passed and adopted.

EXHIBIT A

PROPERTY ID NUMBERS

14-30-24-31-0102

03-30-24-43-0005

STATE OF MINNESOTA)
)
COUNTY OF ANOKA) ss.
)
INDEPENDENT SCHOOL)
DISTRICT NO. 14)

I, the undersigned, being the duly qualified and acting Clerk of Independent School District No. 14 (Fridley Public Schools), Anoka County, Minnesota (the “District”), hereby certify that I have carefully compared the attached and foregoing extract of minutes of a meeting of the School Board of the District held on the date specified above, with the original minutes on file in my office and the extract is a full, true, and correct copy of the minutes, insofar as they relate to authorizing a property tax abatement for parking lot projects, and granting the abatement.

WITNESS My hand as such Clerk this ____ day of April, 2024.

Clerk of the School Board
Independent School District No. 14 (Fridley Public
Schools), Anoka County, Minnesota

EXTRACT OF MINUTES OF A MEETING
OF THE SCHOOL BOARD OF
INDEPENDENT SCHOOL DISTRICT NO. 14
(FRIDLEY PUBLIC SCHOOLS)
ANOKA COUNTY, MINNESOTA

Pursuant to due call and notice thereof a regular meeting of the School Board of Independent School District No. 14 (Fridley Public Schools), Anoka County, Minnesota, was held in the School District on April 16, 2024, at 7:30 o'clock p.m.

The following members were present:

and the following were absent:

Member _____ introduced the following resolution and moved its adoption:

RESOLUTION STATING THE INTENTION OF THE SCHOOL BOARD TO ISSUE GENERAL OBLIGATION FACILITIES MAINTENANCE AND TAX ABATEMENT BONDS, SERIES 2024A, IN THE AGGREGATE PRINCIPAL AMOUNT OF APPROXIMATELY \$7,225,000; AND TAKING OTHER ACTIONS WITH RESPECT THERETO

BE IT RESOLVED by the School Board (the “Board”) of Independent School District No. 14 (Fridley Public Schools), Anoka County, Minnesota (the “District”), as follows:

1. Background. The Board proposes to issue general obligation facilities maintenance bonds and tax abatement bonds. In connection therewith, it is hereby determined that:

(a) Facilities Maintenance Bonds.

(i) The District is authorized under the provisions of Minnesota Statutes, Chapter 475, as amended (the “Act”), and Minnesota Statutes, Section 123B.595, as amended (“Section 123B.595”), to issue general obligation facilities maintenance bonds for the purpose of financing certain facilities and site maintenance projects approved by the Commissioner of Education (the “Commissioner”).

(ii) The Board hereby finds and determines that it is necessary and expedient to the sound financial management of the affairs of the District to issue its general obligation facilities maintenance bonds (the “Facilities Maintenance Portion”), in the aggregate principal amount not to exceed \$6,225,000, pursuant to the Act and Section 123B.595, to finance the costs of certain facilities and site maintenance projects of the District which are included in the District’s ten-year facilities plan for Fiscal Year 2026, (the “Plan”), and related financing costs (the “Facilities Maintenance Project”).

(iii) The Plan approved by the Board is incorporated in this Resolution as though fully specified herein. District staff and officials are authorized and directed to submit any amendments to the Plan and the proposed issuance of the Facilities Maintenance Portion to the Commissioner for approval, as required by Section 123B.595. District staff and officials are further authorized and directed to submit to the Commissioner such additional information as may be necessary to secure such approval.

(b) Tax Abatement Bonds.

(i) The District is authorized by the Act and Minnesota Statutes, Sections 469.1812 to 469.1815, as amended (the “Abatement Act”) to issue general obligation tax abatement bonds.

(ii) Pursuant to a resolution adopted by the Board on April 16, 2024 (the “Abatement Resolution”), following a duly noticed public hearing, the Board approved a property tax abatement (the “Abatements”) in the approximate amount of \$1,304,000 for certain property in the District (the “Abatement Parcels”) over a period of ten (10) years in an amount sufficient to provide financing for parking lot construction, reconstruction and improvements at school sites and facilities districtwide, and related financing costs (the “Abatement Project”).

(iii) In the Abatement Resolution, the District found and determined that the Abatement Project benefits the Abatement Parcels, that the Abatement Project will provide access to services for residents in the District, and that the maximum principal amount of bonds to be secured by Abatements does not exceed the estimated sum of Abatements from the Abatement Parcels for the term authorized under the Abatement Resolution.

(iv) The Board hereby finds and determines that it is necessary and expedient to the sound financial management of the affairs of the District to issue its general obligation tax abatement bonds (the "Tax Abatement Portion"), in the maximum aggregate principal amount of \$1,000,000, pursuant to the Act and the Abatement Act to finance the costs of the Abatement Project. The Facilities Maintenance Project and the Abatement Project are hereinafter collectively referred to as the "Projects."

(c) The Board hereby determines that the Facilities Maintenance Portion and the Tax Abatement Portion shall be issued as a single bond issue in the original aggregate principal amount of approximately \$7,225,000 (the "Bonds"). The Board hereby designates the Bonds as the "General Obligation Facilities Maintenance and Tax Abatement Bonds, Series 2024A."

2. Covenant as to State Credit Enhancement.

(a) The District hereby covenants and obligates itself to notify the Commissioner of a potential default in the payment of principal and interest on the Bonds and to use the provisions of Minnesota Statutes, Section 126C.55 (the "Credit Enhancement Act") to guarantee payment of the principal and interest on the Bonds when due. The District further covenants to deposit with the paying agent for the Bonds (the "Paying Agent"), or any successor paying agent, three (3) days prior to the date on which a payment is due an amount sufficient to make that payment or to notify the Commissioner that it will be unable to make all or a portion of that payment. The Paying Agent is authorized and directed to notify the Commissioner if it becomes aware of a potential default in the payment of principal or interest on the Bonds or if, on the day two (2) business days prior to the date a payment is due on the Bonds, there are insufficient funds on deposit with the Paying Agent to make that payment. The District understands that as a result of its covenant to be bound by the provisions of the Credit Enhancement Act, the provisions of that section shall be binding as long as any Bonds of this issue remain outstanding.

(b) The District further covenants to comply with all procedures now and hereafter established by the Minnesota Departments of Management and Budget and Education pursuant to subdivision 2(c) of the Credit Enhancement Act and otherwise to take such actions as necessary to comply with that section. The Board Chair, Clerk, Treasurer, Superintendent, or Business Manager of the District are authorized to execute any applicable Minnesota Department of Education forms.

3. Sale of Bonds. The Board has retained Ehlers and Associates, Inc. (the "Municipal Advisor"), to serve as the District's independent municipal advisor with respect to the offer and sale of the Bonds and, therefore, is authorized by Section 475.60, subdivision 2(9), of the Act to sell the Bonds other than pursuant to a competitive sale.

4. Authority of Municipal Advisor. The Municipal Advisor is authorized and directed to assist the District in the preparation and dissemination of a Preliminary Official Statement to be distributed to potential purchasers of the Bonds and to open, read, and tabulate the proposals for the purchase of the Bonds for presentation to the Board. The Municipal Advisor is further authorized and directed to assist the District in the award and sale of the Bonds on behalf of the District after receipt of written proposals and to

assist the District in the preparation and dissemination of a final Official Statement with respect to the Bonds.

5. Acceptance of Proposal. The Board shall meet at the time specified in the Preliminary Official Statement or at such other time designated by the Board to receive and consider proposals for the purchase of the Bonds and take any other appropriate action with respect to the Bonds.

6. Authority of Bond Counsel. The law firm of Kennedy & Graven, Chartered, is authorized to act as bond counsel for the District (“Bond Counsel”), and to assist in the preparation and review of necessary documents, certificates, and instruments related to the Bonds. The officers, employees, and agents of the District are hereby authorized to assist Bond Counsel in the preparation of such documents, certificates, and instruments.

7. Notice of Issuance of Facilities Maintenance Bonds. The Clerk is authorized and directed to cause a notice substantially in the form of the Notice attached as EXHIBIT A hereto to be published as a legal notice one (1) time in the official newspaper of the District as soon as reasonably practicable after adoption of this Resolution, but in any event, at least twenty (20) days before the earlier of the issuance of the Bonds or the final certification of levies.

8. Reimbursement from Bond Proceeds. The District may incur certain expenditures that may be financed temporarily from sources other than the Bonds, and reimbursed from the proceeds of the Bonds. Treasury Regulation § 1.150-2 (the “Reimbursement Regulations”) provides that proceeds of tax-exempt bonds allocated to reimburse expenditures originally paid from a source other than the tax-exempt bonds will not be deemed expended unless certain requirements are met. In order to preserve its ability to reimburse certain costs from proceeds of the Bonds in accordance with the Reimbursement Regulations, the District hereby makes its declaration of official intent (the “Declaration”) described below to reimburse certain costs.

(a) Declaration of Intent. The District proposes to issue the Bonds to finance the costs of the Projects. The District may reimburse original expenditures made for certain costs of the Projects from the proceeds of the Bonds in an estimated maximum principal amount of \$7,225,000. All reimbursed expenditures will be capital expenditures, costs of issuance of the Bonds, or other expenditures eligible for reimbursement under Section 1.150-2(d)(3) of the Reimbursement Regulations.

(b) Declaration Made Not Later Than 60 Days. This Declaration has been made not later than sixty (60) days after payment of any original expenditure to be subject to a reimbursement allocation with respect to the proceeds of the Bonds, except for the following expenditures: (a) costs of issuance of the Bonds; (b) costs in an amount not in excess of \$100,000 or five percent (5%) of the proceeds of the Bonds; or (c) ”preliminary expenditures” up to an amount not in excess of twenty (20) percent of the aggregate issue price of the Bonds that finance or are reasonably expected by the District to finance the Projects for which the preliminary expenditures were incurred. The term “preliminary expenditures” includes architectural, engineering, surveying, bond issuance, and similar costs that are incurred prior to commencement of acquisition, construction, or rehabilitation of the Projects, other than land acquisition, site preparation, and similar costs incident to commencement of construction.

(c) Reasonable Expectations; Official Intent. This Declaration is an expression of the reasonable expectations of the District based on the facts and circumstances known to the District as of the date hereof. The anticipated original expenditures for the Projects and the principal amount of the Bonds described in Section 8(a), above, are consistent with the District's budgetary and financial circumstances. No sources other than proceeds of the Bonds to be issued by the District are, or are reasonably expected to be, reserved, allocated on a long-term basis, or otherwise set aside pursuant to the District's budget or financial policies to pay such original expenditures. This resolution is intended to constitute a declaration of official intent for purposes of the Reimbursement Regulations.

(The remainder of this page is intentionally left blank.)

The motion for the adoption of the foregoing resolution was duly seconded by _____, and upon vote being taken thereon, the following voted in favor of the motion:

and the following voted against:

whereupon the resolution was declared duly passed and adopted.

EXHIBIT A

**NOTICE OF INTENT TO ISSUE FACILITIES MAINTENANCE BONDS
TO FINANCE PROJECTS INCLUDED IN THE DISTRICT'S
TEN-YEAR FACILITIES PLAN**

**INDEPENDENT SCHOOL DISTRICT NO. 14
(FRIDLEY PUBLIC SCHOOLS)
ANOKA COUNTY, MINNESOTA**

NOTICE IS HEREBY GIVEN that the School Board of Independent School District No. 14 (Fridley Public Schools), Anoka County, Minnesota (the "District"), intends to issue its General Obligation Facilities Maintenance and Tax Abatement Bonds, Series 2024A (the "Bonds") in the aggregate principal amount of approximately \$7,225,000, pursuant to Minnesota Statutes, Chapter 475, as amended, Minnesota Statutes, Section 123B.595, as amended, and Minnesota Statutes, Sections 469.1812 - 469.1815, as amended. A portion of the proceeds of the Bonds (the "Facilities Maintenance Portion") in the principal amount not to exceed \$6,225,000 will be used to finance certain projects included in the District's ten-year facilities plan and related financing costs. A general description of the projects to be financed is as follows:

- Health and safety/indoor air quality and deferred maintenance projects included in the District's ten-year facilities plan approved by the Commissioner of Education.

The total amount of District indebtedness as of April 1, 2024, is \$35,605,000. If these proposed Bonds were issued after that date, the total indebtedness of the District at that time would be \$42,830,000.

BY ORDER OF THE SCHOOL BOARD OF
INDEPENDENT SCHOOL DISTRICT NO. 14
(FRIDLEY PUBLIC SCHOOLS), ANOKA COUNTY,
MINNESOTA

Dated: _____, 2024

/s/ _____
Clerk of the School Board
Independent School District No. 14 (Fridley Public
Schools), Anoka County, Minnesota

STATE OF MINNESOTA)
)
COUNTY OF ANOKA) ss.
)
INDEPENDENT SCHOOL)
DISTRICT NO. 14)

I, the undersigned, being the duly qualified and acting Clerk of Independent School District No. 14 (Fridley Public Schools), Anoka County, Minnesota (the “District”), hereby certify that I have carefully compared the attached and foregoing extract of minutes of a regular meeting of the School Board of the District held on the date specified above, with the original minutes on file in my office and the extract is a full, true, and correct copy of the minutes, insofar as they relate to authorizing the issuance of the District’s General Obligation Facilities Maintenance and Tax Abatement Bonds, Series 2024A, in the aggregate principal amount of approximately 7,225,000.

WITNESS My hand as such Clerk this ____ day of April, 2024.

Clerk of the School Board
Independent School District No. 14 (Fridley Public
Schools), Anoka County, Minnesota

April 16, 2024

PRE-SALE REPORT FOR

Independent School District No. 14 (Fridley Public Schools), Minnesota

\$6,740,000 General Obligation Facilities Maintenance & Tax Abatement Bonds, Series 2024A



Prepared by:

Ehlers
3060 Centre Pointe Drive
Roseville, MN 55113

Advisors:

Matthew Hammer, Senior Municipal Advisor
Beth Downes, Municipal Advisor
Shelby McQuay, Senior Municipal Advisor

BUILDING COMMUNITIES. IT'S WHAT WE DO.

EXECUTIVE SUMMARY OF PROPOSED DEBT

Proposed Issue:

\$6,740,000 General Obligation Facilities Maintenance & Tax Abatement Bonds, Series 2024A

On April 16, 2024, the School Board will authorize the issuance of up to \$7,225,000 in Bonds. \$6,740,000 is our current estimate of the bond amount necessary to finance the proposed projects, based on that authorization and the expected premium pricing structure explained in more detail on page 3.

Purposes:

The proposed issue will finance deferred maintenance and health and safety projects included in the District's ten-year facilities plan to be approved by the Commissioner of Education, and the construction of and improvements to parking lots at various sites in the District.

Authority:

The Bonds are being issued pursuant to Minnesota Statutes, Chapters 469 and 475 and Sections 123B.595 and 469.1814.

The Bonds will be general obligations of the District for which its full faith, credit and taxing powers are pledged. Debt service for the abatement portion will be paid from tax abatement revenues, and the facilities maintenance portion will be paid from annual property tax levies and state aid as part of the Long-Term Facilities Maintenance program.

Under the Tax Abatement Authority, the amount of property taxes abated in any year for the Bonds, together with any outstanding annual abatements, may not exceed 10% of the District's net tax capacity or \$200,000, whichever is greater.

Term/Call Feature:

The Bonds are being issued for a term of 13 years, 8 months. Principal on the Bonds will be due on February 1 in the years 2026 through 2038. Interest will be due every six months beginning February 1, 2025.

The Bonds maturing on February 1, 2033 and later will be subject to prepayment at the discretion of the District on February 1, 2032 or any date thereafter.

Bank Qualification:

Because the District is expecting to issue no more than \$10,000,000 in tax-exempt obligations during the calendar year, the District will be able to designate the Bonds as "bank qualified" obligations. Bank qualified status broadens the market for the Bonds, which can result in lower interest rates.

State Credit Enhancement:

By resolution the District will covenant and obligate itself to be bound by the provisions of Minnesota Statutes, Section 126C.55, which provides for payment by the State of Minnesota in the event of a potential default of a school district obligation.

To qualify for the credit enhancement, the District must submit an application to the State. Ehlers will coordinate the application process to the State on your behalf.

Rating:

Under current bond ratings, the state credit enhancement would bring a Moody's "Aa1" rating. The District's most recent bond issues were rated by Moody's Investors Services. The current rating on those bonds are "Aa1" (credit enhanced rating) and "A1" (underlying rating). The District will request a new rating for the Bonds.

If the winning bidder on the Bonds elects to purchase bond insurance, the rating for the issue may be higher than the District's bond rating in the event that the bond rating of the insurer is higher than that of the District.

Basis for Recommendation:

Based on your objectives, financial situation and need, risk tolerance, liquidity needs, experience with the issuance of Bonds and long-term financial capacity, as well as the tax status considerations related to the Bonds and the structure, timing and other similar matters related to the Bonds, we are recommending the issuance of Bonds as a suitable option.

Method of Sale/Placement:

We are recommending the Bonds be issued as municipal securities and offered through a competitive underwriting process. You will solicit competitive bids, which we will compile on your behalf, for the purchase of the Bonds from underwriters and banks.

An allowance for discount bidding will be incorporated in the terms of the issue. The discount is treated as an interest item and provides the underwriter with all or a portion of their compensation in the transaction.

If the Bonds are purchased at a price greater than the minimum bid amount (maximum discount), the unused allowance may be used to reduce your borrowing amount.

Premium Pricing:

In some cases, investors in municipal bonds prefer “premium” pricing structures. A premium is achieved when the coupon for any maturity (the interest rate paid by the issuer) exceeds the yield to the investor, resulting in a price paid that is greater than the face value of the bonds. The sum of the amounts paid in excess of face value is considered “reoffering premium.” The underwriter of the bonds will retain a portion of this reoffering premium as their compensation (or “discount”) but will pay the remainder of the premium to the District. Any net premium received may be used to reduce the principal amount of the Bonds, increase the net proceeds for the project, or to fund a portion of the interest on the Bonds.

Review of Existing Debt:

We have reviewed all outstanding indebtedness for the District and find that there are no refunding opportunities at this time.

We will continue to monitor the market and the call dates for the District’s outstanding debt and will alert you to any future refunding opportunities.

Continuing Disclosure:

The District will be agreeing to provide certain updated Annual Financial Information and its Audited Financial Statement annually, as well as providing notices of the occurrence of certain reportable events to the Municipal Securities Rulemaking Board (the “MSRB”), as required by rules of the Securities and Exchange Commission (SEC). The District is already obligated to provide such reports for its existing bonds, and has contracted with Ehlers to prepare and file the reports.

Arbitrage Monitoring:

The District must ensure compliance with certain sections of the Internal Revenue Code and Treasury Regulations (“Arbitrage Rules”) throughout the life of the issue to maintain the tax-exempt status of the Bonds. These Arbitrage Rules apply to amounts held in construction, escrow, reserve, debt service account(s), etc., along with related investment income on each fund/account.

IRS audits will verify compliance with rebate, yield restriction and records retention requirements within the Arbitrage Rules. The District’s specific arbitrage responsibilities will be detailed in the Tax Certificate (the “Tax Compliance Document”) prepared by your Bond Attorney and provided at closing.

The Bonds may qualify for one or more exception(s) to the Arbitrage Rules by meeting 1) small issuer exception, 2) spend down requirements, 3) bona fide debt service fund limits, 4) reasonable reserve requirements, 5) expenditure within an available period limitations, 6) investments yield restrictions, 7) de minimis rules, or; 8) borrower limited requirements.

An Ehlers arbitrage expert will contact the District within 30 days after the sale date to review the District’s specific responsibilities for the Bonds. The District is currently receiving arbitrage services from Ehlers in relation to the Bonds.

Investment of Bond Proceeds:

Ehlers can assist the District in developing a strategy to invest your Bond proceeds until the funds are needed to pay project costs.

Other Service Providers:

This debt issuance will require the engagement of other public finance service providers. This section identifies those other service providers, so Ehlers can coordinate their engagement on your behalf. Where you have previously used a particular firm to provide a service, we have assumed that you will continue that relationship. For services you have not previously required, we have identified a service provider. Fees charged by these service providers will be paid from proceeds of the obligation, unless you notify us that you wish to pay them from other sources. Our pre-sale bond sizing includes a good faith estimate of these fees, but the final fees may vary. If you have any questions pertaining to the identified service providers or their role, or if you would like to use a different service provider for any of the listed services please contact us.

Bond Counsel: Kennedy & Graven, Chartered

Paying Agent: Bond Trust Services Corporation

Rating Agency: Moody's Investors Service, Inc.

This presale report summarizes our understanding of the District's objectives for the structure and terms of this financing as of this date. As additional facts become known or capital markets conditions change, we may need to modify the structure and/or terms of this financing to achieve results consistent with the District's objectives.

PROPOSED DEBT ISSUANCE SCHEDULE

School Board Approves Resolution Calling for Public Hearing:	March 19, 2024
School Board holds Tax Abatement Hearing and Approves Resolution Approving Tax Abatement:	April 16, 2024
Ehlers Presents Pre-Sale Report to School Board, School Board Approves Resolution Authorizing Sale of the Bonds:	April 16, 2024
Due Diligence Call to Review Official Statement:	Week of April 29, 2024
Conference with Rating Agency:	Week of May 6, 2024
Distribute Official Statement:	May 9, 2024
Ehlers Receives and Evaluates Proposals for Purchase of Bonds, School Board Meeting to Award Sale of Bonds:	May 21, 2024
Estimated Closing Date:	June 13, 2024

Attachments

Estimated Combined Sources and Uses of Funds

Estimated Combined Debt Service Schedule

Estimated Debt Service Schedule for Facilities Maintenance - Deferred Maintenance Portion of Bonds

Estimated Debt Service Schedule for Facilities Maintenance - Health and Safety Portion of Bonds

Estimated Debt Service Schedule for Tax Abatement Portion of Bonds

Estimates of Long-Term Facilities Maintenance (LTFM) Revenue, Debt Service Payments and Levies, and Remaining LTFM General Fund Revenue

Estimated Combined Long-Term Financing Plan for Debt Payments and Levies

EHLERS' CONTACTS

Matthew Hammer, Senior Municipal Advisor	(651) 697-8592
Beth Downes, Municipal Advisor	(651) 697-8514
Shelby McQuay, Senior Municipal Advisor	(651) 697-8548
Tess Kuhn, Public Finance Analyst	(651) 697-8518
Brian Shannon, Senior Finance Manager	(651) 697-8515

ESTIMATES PRIOR TO BOND SALE

Fridley Public Schools, No. 14

Estimated Sources and Uses for Bond Issue, Series 2024A

April 15, 2024

Description	Facilities Maintenance - Deferred Maintenance	Facilities Maintenance - Health & Safety/ Category 2	Tax Abatement	Total
Payments Funding Source	Per Pupil Revenue	Tax Levy	Tax Levy	
Repayment Period	10	13	10	
Authorized Bond Amount	\$3,000,000	\$3,225,000	\$1,000,000	\$7,225,000
Principal Bond Amount	\$3,000,000	\$2,740,000	\$1,000,000	\$6,740,000
Sources of Funds				
Par Amount	\$3,000,000	\$2,740,000	\$1,000,000	\$6,740,000
Reoffering Premium ¹	239,942	101,525	77,553	419,021
Investment Earnings ²	15,865	13,526	5,122	34,513
Total Sources	\$3,255,808	\$2,855,052	\$1,082,675	\$7,193,534
Uses of Funds				
Underwriter's Discount ³	\$30,000	\$27,400	\$10,000	\$67,400
Capitalized Interest ⁴	0	71,978	30,938	102,917
Legal and Fiscal Costs ⁵	36,911	36,911	12,304	86,125
Net Available for Project Costs	3,188,897	2,718,762	1,029,433	6,937,092
Total Uses	\$3,255,808	\$2,855,052	\$1,082,675	\$7,193,534
Initial Deposit to Construction Fund	\$3,173,032	\$2,705,236	\$1,024,311	\$6,902,579

1 The underwriter of the bonds may receive a reoffering premium on the sale of the bonds. They will retain a portion of the premium as their compensation, or underwriter's discount. The remainder of the premium will either be used to reduce the par amount of the bonds, pay a portion of the first year's interest on the bonds, or deposited in the construction fund and used to fund a portion of the project costs.

2 Estimated investment earnings are based on an average interest rate of 1.0%, and an average life of 6 months.

3 The underwriter's discount is an estimate of the compensation taken by the underwriter who provides the lowest true interest cost as part of the competitive bidding process and purchases the bonds. Ehlers provides independent municipal advisory services as part of the bond sale process and is not an underwriting firm.

4 The District would not be able to make a tax levy to fund payments on the new bonds due during fiscal year 2025, so those payments will have to be made from bond proceeds.

5 Includes fees for municipal advisor, bond counsel, rating agency, paying agent, and county certificates.

I.S.D. No. 14 (Fridley), MN

\$6,740,000 G.O. Facilities Maintenance & Tax Abatement Bonds, Series 2024A

Issue Summary

Dated: June 13, 2024

Net Debt Service Schedule

Date	Principal	Coupon	Interest	Total P+I	CIF	Net New D/S	Fiscal Total
06/13/2024	-	-	-	-	-	-	-
02/01/2025	-	-	195,731.66	195,731.66	(102,916.66)	92,815.00	92,815.00
08/01/2025	-	-	154,525.00	154,525.00	-	154,525.00	-
02/01/2026	410,000.00	5.000%	154,525.00	564,525.00	-	564,525.00	719,050.00
08/01/2026	-	-	144,275.00	144,275.00	-	144,275.00	-
02/01/2027	360,000.00	5.000%	144,275.00	504,275.00	-	504,275.00	648,550.00
08/01/2027	-	-	135,275.00	135,275.00	-	135,275.00	-
02/01/2028	370,000.00	5.000%	135,275.00	505,275.00	-	505,275.00	640,550.00
08/01/2028	-	-	126,025.00	126,025.00	-	126,025.00	-
02/01/2029	410,000.00	5.000%	126,025.00	536,025.00	-	536,025.00	662,050.00
08/01/2029	-	-	115,775.00	115,775.00	-	115,775.00	-
02/01/2030	445,000.00	5.000%	115,775.00	560,775.00	-	560,775.00	676,550.00
08/01/2030	-	-	104,650.00	104,650.00	-	104,650.00	-
02/01/2031	460,000.00	5.000%	104,650.00	564,650.00	-	564,650.00	669,300.00
08/01/2031	-	-	93,150.00	93,150.00	-	93,150.00	-
02/01/2032	480,000.00	5.000%	93,150.00	573,150.00	-	573,150.00	666,300.00
08/01/2032	-	-	81,150.00	81,150.00	-	81,150.00	-
02/01/2033	495,000.00	5.000%	81,150.00	576,150.00	-	576,150.00	657,300.00
08/01/2033	-	-	68,775.00	68,775.00	-	68,775.00	-
02/01/2034	515,000.00	5.000%	68,775.00	583,775.00	-	583,775.00	652,550.00
08/01/2034	-	-	55,900.00	55,900.00	-	55,900.00	-
02/01/2035	540,000.00	4.000%	55,900.00	595,900.00	-	595,900.00	651,800.00
08/01/2035	-	-	45,100.00	45,100.00	-	45,100.00	-
02/01/2036	795,000.00	4.000%	45,100.00	840,100.00	-	840,100.00	885,200.00
08/01/2036	-	-	29,200.00	29,200.00	-	29,200.00	-
02/01/2037	715,000.00	4.000%	29,200.00	744,200.00	-	744,200.00	773,400.00
08/01/2037	-	-	14,900.00	14,900.00	-	14,900.00	-
02/01/2038	745,000.00	4.000%	14,900.00	759,900.00	-	759,900.00	774,800.00
Total	\$6,740,000.00	-	\$2,533,131.66	\$9,273,131.66	(102,916.66)	\$9,170,215.00	-

Yield Statistics

Bond Year Dollars	\$57,498.67
Average Life	8.531 Years
Average Coupon	4.4055485%
Net Interest Cost (NIC)	3.7940199%
True Interest Cost (TIC)	3.6891379%
All Inclusive Cost (AIC)	3.8660047%
Bond Yield for Arbitrage Purposes	3.4525744%

IRS Form 8038

Net Interest Cost	3.4793861%
Weighted Average Maturity	8.487 Years

I.S.D. No. 14 (Fridley), MN

\$3,000,000 G.O. Facilities Maintenance & Tax Abatement Bonds, Series 2024A

FM - Deferred Maintenance Portion

Purpose 1 of 3

Net Debt Service Schedule

Date	Principal	Coupon	Interest	Total P+I	Net New D/S	Fiscal Total
06/13/2024	-	-	-	-	-	-
02/01/2025	-	-	92,815.00	92,815.00	92,815.00	92,815.00
08/01/2025	-	-	73,275.00	73,275.00	73,275.00	-
02/01/2026	295,000.00	5.000%	73,275.00	368,275.00	368,275.00	441,550.00
08/01/2026	-	-	65,900.00	65,900.00	65,900.00	-
02/01/2027	260,000.00	5.000%	65,900.00	325,900.00	325,900.00	391,800.00
08/01/2027	-	-	59,400.00	59,400.00	59,400.00	-
02/01/2028	270,000.00	5.000%	59,400.00	329,400.00	329,400.00	388,800.00
08/01/2028	-	-	52,650.00	52,650.00	52,650.00	-
02/01/2029	280,000.00	5.000%	52,650.00	332,650.00	332,650.00	385,300.00
08/01/2029	-	-	45,650.00	45,650.00	45,650.00	-
02/01/2030	290,000.00	5.000%	45,650.00	335,650.00	335,650.00	381,300.00
08/01/2030	-	-	38,400.00	38,400.00	38,400.00	-
02/01/2031	300,000.00	5.000%	38,400.00	338,400.00	338,400.00	376,800.00
08/01/2031	-	-	30,900.00	30,900.00	30,900.00	-
02/01/2032	310,000.00	5.000%	30,900.00	340,900.00	340,900.00	371,800.00
08/01/2032	-	-	23,150.00	23,150.00	23,150.00	-
02/01/2033	320,000.00	5.000%	23,150.00	343,150.00	343,150.00	366,300.00
08/01/2033	-	-	15,150.00	15,150.00	15,150.00	-
02/01/2034	330,000.00	5.000%	15,150.00	345,150.00	345,150.00	360,300.00
08/01/2034	-	-	6,900.00	6,900.00	6,900.00	-
02/01/2035	345,000.00	4.000%	6,900.00	351,900.00	351,900.00	358,800.00
Total	\$3,000,000.00	-	\$915,565.00	\$3,915,565.00	\$3,915,565.00	-

Yield Statistics

Bond Year Dollars	\$19,045.00
Average Life	6.348 Years
Average Coupon	4.8073773%
Net Interest Cost (NIC)	3.7050284%
True Interest Cost (TIC)	3.5482354%
All Inclusive Cost (AIC)	3.7713580%
Bond Yield for Arbitrage Purposes	3.4525744%

IRS Form 8038

Net Interest Cost	3.2596944%
Weighted Average Maturity	6.397 Years

I.S.D. No. 14 (Fridley), MN

\$2,740,000 G.O. Facilities Maintenance & Tax Abatement Bonds, Series 2024A

FM - Health & Safety Portion

Purpose 2 of 3

Net Debt Service Schedule

Date	Principal	Coupon	Interest	Total P+I	CIF	Net New D/S	Fiscal Total
06/13/2024	-	-	-	-	-	-	-
02/01/2025	-	-	71,978.33	71,978.33	(71,978.33)	-	-
08/01/2025	-	-	56,825.00	56,825.00	-	56,825.00	-
02/01/2026	-	-	56,825.00	56,825.00	-	56,825.00	113,650.00
08/01/2026	-	-	56,825.00	56,825.00	-	56,825.00	-
02/01/2027	-	-	56,825.00	56,825.00	-	56,825.00	113,650.00
08/01/2027	-	-	56,825.00	56,825.00	-	56,825.00	-
02/01/2028	-	-	56,825.00	56,825.00	-	56,825.00	113,650.00
08/01/2028	-	-	56,825.00	56,825.00	-	56,825.00	-
02/01/2029	50,000.00	5.000%	56,825.00	106,825.00	-	106,825.00	163,650.00
08/01/2029	-	-	55,575.00	55,575.00	-	55,575.00	-
02/01/2030	65,000.00	5.000%	55,575.00	120,575.00	-	120,575.00	176,150.00
08/01/2030	-	-	53,950.00	53,950.00	-	53,950.00	-
02/01/2031	65,000.00	5.000%	53,950.00	118,950.00	-	118,950.00	172,900.00
08/01/2031	-	-	52,325.00	52,325.00	-	52,325.00	-
02/01/2032	75,000.00	5.000%	52,325.00	127,325.00	-	127,325.00	179,650.00
08/01/2032	-	-	50,450.00	50,450.00	-	50,450.00	-
02/01/2033	75,000.00	5.000%	50,450.00	125,450.00	-	125,450.00	175,900.00
08/01/2033	-	-	48,575.00	48,575.00	-	48,575.00	-
02/01/2034	75,000.00	5.000%	48,575.00	123,575.00	-	123,575.00	172,150.00
08/01/2034	-	-	46,700.00	46,700.00	-	46,700.00	-
02/01/2035	80,000.00	4.000%	46,700.00	126,700.00	-	126,700.00	173,400.00
08/01/2035	-	-	45,100.00	45,100.00	-	45,100.00	-
02/01/2036	795,000.00	4.000%	45,100.00	840,100.00	-	840,100.00	885,200.00
08/01/2036	-	-	29,200.00	29,200.00	-	29,200.00	-
02/01/2037	715,000.00	4.000%	29,200.00	744,200.00	-	744,200.00	773,400.00
08/01/2037	-	-	14,900.00	14,900.00	-	14,900.00	-
02/01/2038	745,000.00	4.000%	14,900.00	759,900.00	-	759,900.00	774,800.00
Total	\$2,740,000.00	-	\$1,320,128.33	\$4,060,128.33	(71,978.33)	\$3,988,150.00	-

Yield Statistics

Bond Year Dollars	\$32,260.33
Average Life	11.774 Years
Average Coupon	4.0921100%
Net Interest Cost (NIC)	3.8623376%
True Interest Cost (TIC)	3.8099154%
All Inclusive Cost (AIC)	3.9454759%
Bond Yield for Arbitrage Purposes	3.4525744%

IRS Form 8038

Net Interest Cost	3.6592041%
Weighted Average Maturity	11.720 Years

I.S.D. No. 14 (Fridley), MN

\$1,000,000 G.O. Facilities Maintenance & Tax Abatement Bonds, Series 2024A

Tax Abatement Portion

Purpose 3 of 3

Net Debt Service Schedule

Date	Principal	Coupon	Interest	Total P+I	CIF	Net New D/S	Fiscal Total
06/13/2024	-	-	-	-	-	-	-
02/01/2025	-	-	30,938.33	30,938.33	(30,938.33)	-	-
08/01/2025	-	-	24,425.00	24,425.00	-	24,425.00	-
02/01/2026	115,000.00	5.000%	24,425.00	139,425.00	-	139,425.00	163,850.00
08/01/2026	-	-	21,550.00	21,550.00	-	21,550.00	-
02/01/2027	100,000.00	5.000%	21,550.00	121,550.00	-	121,550.00	143,100.00
08/01/2027	-	-	19,050.00	19,050.00	-	19,050.00	-
02/01/2028	100,000.00	5.000%	19,050.00	119,050.00	-	119,050.00	138,100.00
08/01/2028	-	-	16,550.00	16,550.00	-	16,550.00	-
02/01/2029	80,000.00	5.000%	16,550.00	96,550.00	-	96,550.00	113,100.00
08/01/2029	-	-	14,550.00	14,550.00	-	14,550.00	-
02/01/2030	90,000.00	5.000%	14,550.00	104,550.00	-	104,550.00	119,100.00
08/01/2030	-	-	12,300.00	12,300.00	-	12,300.00	-
02/01/2031	95,000.00	5.000%	12,300.00	107,300.00	-	107,300.00	119,600.00
08/01/2031	-	-	9,925.00	9,925.00	-	9,925.00	-
02/01/2032	95,000.00	5.000%	9,925.00	104,925.00	-	104,925.00	114,850.00
08/01/2032	-	-	7,550.00	7,550.00	-	7,550.00	-
02/01/2033	100,000.00	5.000%	7,550.00	107,550.00	-	107,550.00	115,100.00
08/01/2033	-	-	5,050.00	5,050.00	-	5,050.00	-
02/01/2034	110,000.00	5.000%	5,050.00	115,050.00	-	115,050.00	120,100.00
08/01/2034	-	-	2,300.00	2,300.00	-	2,300.00	-
02/01/2035	115,000.00	4.000%	2,300.00	117,300.00	-	117,300.00	119,600.00
Total	\$1,000,000.00	-	\$297,438.33	\$1,297,438.33	(30,938.33)	\$1,266,500.00	-

Yield Statistics

Bond Year Dollars	\$6,193.33
Average Life	6.193 Years
Average Coupon	4.8025565%
Net Interest Cost (NIC)	3.7118175%
True Interest Cost (TIC)	3.5576145%
All Inclusive Cost (AIC)	3.7864672%
Bond Yield for Arbitrage Purposes	3.4525744%

IRS Form 8038

Net Interest Cost	3.2662397%
Weighted Average Maturity	6.248 Years

ESTIMATES PRIOR TO BOND SALE

Fridley Public School District No. 14
Estimates of LTFM Revenue and Bond Payments

\$3,000,000 Fac. Maint. Bond Issue
11 Years; Payments Limited to
38% of LTFM Revenue

Principal Amount:	Proposed Bond Issue \$3,000,000
Dated Date:	6/13/2024
Average Interest Rate:	3.55%

April 15, 2024

Levy Pay Year	Fiscal Year	Adjusted Pupil Units	Building Age	Revenue/Pupil	Est. Total LTFM Revenue	LTFM Aid	Tax Levy	Potential New Bonds				Total Debt Service	Gen. Fund Revenue Remaining
								Principal	Interest	Est. Debt Excess ²	Total Debt Service ¹		
2023	2024	2,911	57.52	380.00	1,106,028	490,816	615,212	-	-	-	-	0	1,106,028
2024	2025	2,833	58.52	380.00	1,076,464	456,658	619,806	-	92,815	-	97,456 ³	97,456	979,008
2025	2026	2,776	59.52	380.00	1,054,935	458,805	596,130	295,000	146,550	(3,898)	459,729	459,729	595,205
2026	2027	2,748	60.52	380.00	1,044,385	428,360	616,026	260,000	131,800	(18,389)	393,001	393,001	651,385
2027	2028	2,721	61.52	380.00	1,033,942	398,133	635,809	270,000	118,800	(15,720)	392,520	392,520	641,422
2028	2029	2,694	62.52	380.00	1,023,602	374,882	648,720	280,000	105,300	(15,701)	388,864	388,864	634,738
2029	2030	2,667	63.52	380.00	1,013,366	364,646	648,720	290,000	91,300	(15,555)	384,810	384,810	628,556
2030	2031	2,640	64.52	380.00	1,003,232	354,513	648,720	300,000	76,800	(15,392)	380,248	380,248	622,985
2031	2032	2,614	65.52	380.00	993,200	344,480	648,720	310,000	61,800	(15,210)	375,180	375,180	618,020
2032	2033	2,588	66.52	380.00	983,268	334,548	648,720	320,000	46,300	(15,007)	369,608	369,608	613,660
2033	2034	2,562	67.52	380.00	973,435	324,715	648,720	330,000	30,300	(14,784)	363,531	363,531	609,905
2034	2035	2,562	68.52	380.00	973,435	318,163	655,272	345,000	13,800	(14,541)	362,199	362,199	611,237
2035	2036	2,562	69.52	380.00	973,435	311,544	661,892	-	-	-	-	0	973,435
2036	2037	2,562	70.52	380.00	973,435	304,858	668,577	-	-	-	-	0	973,435
2037	2038	2,562	71.52	380.00	973,435	304,858	668,577	-	-	-	-	0	973,435
2038	2039	2,562	72.52	380.00	973,435	304,858	668,577	-	-	-	-	0	973,435
2039	2040	2,562	73.52	380.00	973,435	304,858	668,577	-	-	-	-	0	973,435
2040	2041	2,562	74.52	380.00	973,435	304,858	668,577	-	-	-	-	0	973,435
2041	2042	2,562	75.52	380.00	973,435	304,858	668,577	-	-	-	-	0	973,435
2042	2043	2,562	76.52	380.00	973,435	304,858	668,577	-	-	-	-	0	973,435
2043	2044	2,562	77.52	380.00	973,435	304,858	668,577	-	-	-	-	0	973,435
2044	2045	2,562	78.52	380.00	973,435	304,858	668,577	-	-	-	-	0	973,435
2045	2046	2,562	79.52	380.00	973,435	304,858	668,577	-	-	-	-	0	973,435
2046	2047	2,562	80.52	380.00	973,435	304,858	668,577	-	-	-	-	-	973,435
Totals					23,960,518	8,313,704	15,646,814	3,000,000	915,565	(144,198)	3,967,145	3,967,145	19,993,373

- 1 Debt service levies are set at 105 percent of the principal and interest payments during the next fiscal year.
- 2 Debt excess adjustment is estimated at 4% of the prior year's initial debt service levy.
- 3 Due to the timing of the levy process, the district will need to make a transfer from the long term facilities maintenance revenue in the General Fund for the payment due during fiscal year 2024-25.



ESTIMATES PRIOR TO BOND SALE

Fridley Public School District No. 14
Analysis of Possible Structure for Capital and Debt Levies

**\$2,740,000 FM H&S Bonds &
 \$1,000,000 Tax Abatement Bonds
 13 Tax Levies
 Wrapped Around Existing Debt**

April 15, 2024

Type of Bond	Principal Amount	Dated Date	Interest Rate
FM - Health & Safety	\$2,740,000	06/13/24	3.81%
Tax Abatement	\$1,000,000	06/13/24	3.56%

Levy Payable Year	Fiscal Year	Tax Capacity Value ¹		Existing Commitments						Other Levies				Proposed New Board Approved Bonds				Combined Totals					
		(\$000s)	% Chg	Building Bonds ²	Alt Fac/Fac Main H&S Bonds ²	Abatement Bonds ²	OPEB Bonds ²	Est. Debt Excess ³	Net Levy	Tax Rate	Lease Levy	H&S PayGo	Capital Project Levy ⁴	Existing Tax Rate	Principal	Interest	Add'l. Debt Excess ³	Net Debt Levy	Initial Debt Levy	State Aid	Net Levy	Tax Rate	
2023	2024	19,769	22.7%	2,278,080	1,947,960	260,295	569,993	(342,499)	4,713,829	23.84	276,876	-	1,080,189	30.71	-	-	-	-	6,070,894	-	6,070,894	30.71	
2024	2025	20,922	5.8%	2,863,981	1,953,473	263,865	-	(245,304)	4,836,015	23.11	276,876	196,100	1,272,850	30.52	-	102,917 ⁵	-	-	6,581,841	-	6,581,841	31.46	
2025	2026	21,445	2.5%	2,787,593	2,028,548	261,870	-	(246,205)	4,831,805	22.53	276,876	-	1,347,116	30.10	115,000	162,500	-	291,375	6,747,172	-	6,747,172	31.46	
2026	2027	21,874	2.0%	1,891,418	2,999,010	264,968	-	(203,120)	4,952,275	22.64	276,876	-	1,380,794	30.22	100,000	156,750	-	269,588	6,879,532	-	6,879,532	31.45	
2027	2028	22,093	1.0%	2,017,208	2,871,960	-	-	(206,216)	4,682,952	21.20	276,876	-	1,408,410	28.82	100,000	151,750	-	264,338	6,632,575	-	6,632,575	30.02	
2028	2029	22,093	0.0%	3,601,028	-	-	-	(195,567)	3,405,461	15.41	-	-	1,422,494	21.85	130,000	146,750	(10,574)	280,014	5,107,969	-	5,107,969	23.12	
2029	2030	22,093	0.0%	3,534,038	-	-	-	(144,041)	3,389,996	15.34	-	-	1,422,494	21.78	155,000	140,250	(11,201)	298,812	5,111,302	-	5,111,302	23.14	
2030	2031	22,093	0.0%	3,533,408	-	-	-	(141,362)	3,392,046	15.35	-	-	1,422,494	21.79	160,000	132,500	(11,952)	295,173	5,109,712	-	5,109,712	23.13	
2031	2032	22,093	0.0%	3,533,408	-	-	-	(141,336)	3,392,071	15.35	-	-	1,422,494	21.79	170,000	124,500	(11,807)	297,418	5,111,983	-	5,111,983	23.14	
2032	2033	22,093	0.0%	3,533,723	-	-	-	(141,336)	3,392,386	15.36	-	-	1,422,494	21.79	175,000	116,000	(11,897)	293,653	5,108,533	-	5,108,533	23.12	
2033	2034	22,093	0.0%	3,531,203	-	-	-	(141,349)	3,389,854	15.34	-	-	1,422,494	21.78	185,000	107,250	(11,746)	295,116	5,107,464	-	5,107,464	23.12	
2034	2035	22,093	0.0%	3,531,098	-	-	-	(141,248)	3,389,849	15.34	-	-	1,422,494	21.78	195,000	98,000	(11,805)	295,845	5,108,188	-	5,108,188	23.12	
2035	2036	22,093	0.0%	-	-	-	-	-	-	-	-	-	6.44	795,000	90,200	(147,428)	782,032	2,204,526	-	2,204,526	9.98		
2036	2037	22,093	0.0%	-	-	-	-	-	-	-	-	-	6.44	715,000	58,400	(31,281)	780,789	2,203,282	-	2,203,282	9.97		
2037	2038	22,093	0.0%	-	-	-	-	-	-	-	-	-	6.44	745,000	29,800	(31,232)	782,308	2,204,802	-	2,204,802	9.98		
2038	2039	22,093	0.0%	-	-	-	-	-	-	-	-	-	6.44	-	-	-	-	1,422,494	-	1,422,494	6.44		
2039	2040	22,093	0.0%	-	-	-	-	-	-	-	-	-	6.44	-	-	-	-	1,422,494	-	1,422,494	6.44		
2040	2041	22,093	0.0%	-	-	-	-	-	-	-	-	-	6.44	-	-	-	-	1,422,494	-	1,422,494	6.44		
2041	2042	22,093	0.0%	-	-	-	-	-	-	-	-	-	6.44	-	-	-	-	1,422,494	-	1,422,494	6.44		
2042	2043	22,093	0.0%	-	-	-	-	-	-	-	-	-	6.44	-	-	-	-	1,422,494	-	1,422,494	6.44		
Totals						36,636,181	11,800,951	1,050,998	569,993	(2,289,584)	47,768,538	1,384,381	196,100	27,826,764		3,740,000	1,617,567	(290,922)	5,226,461	82,402,244	-	82,402,244	

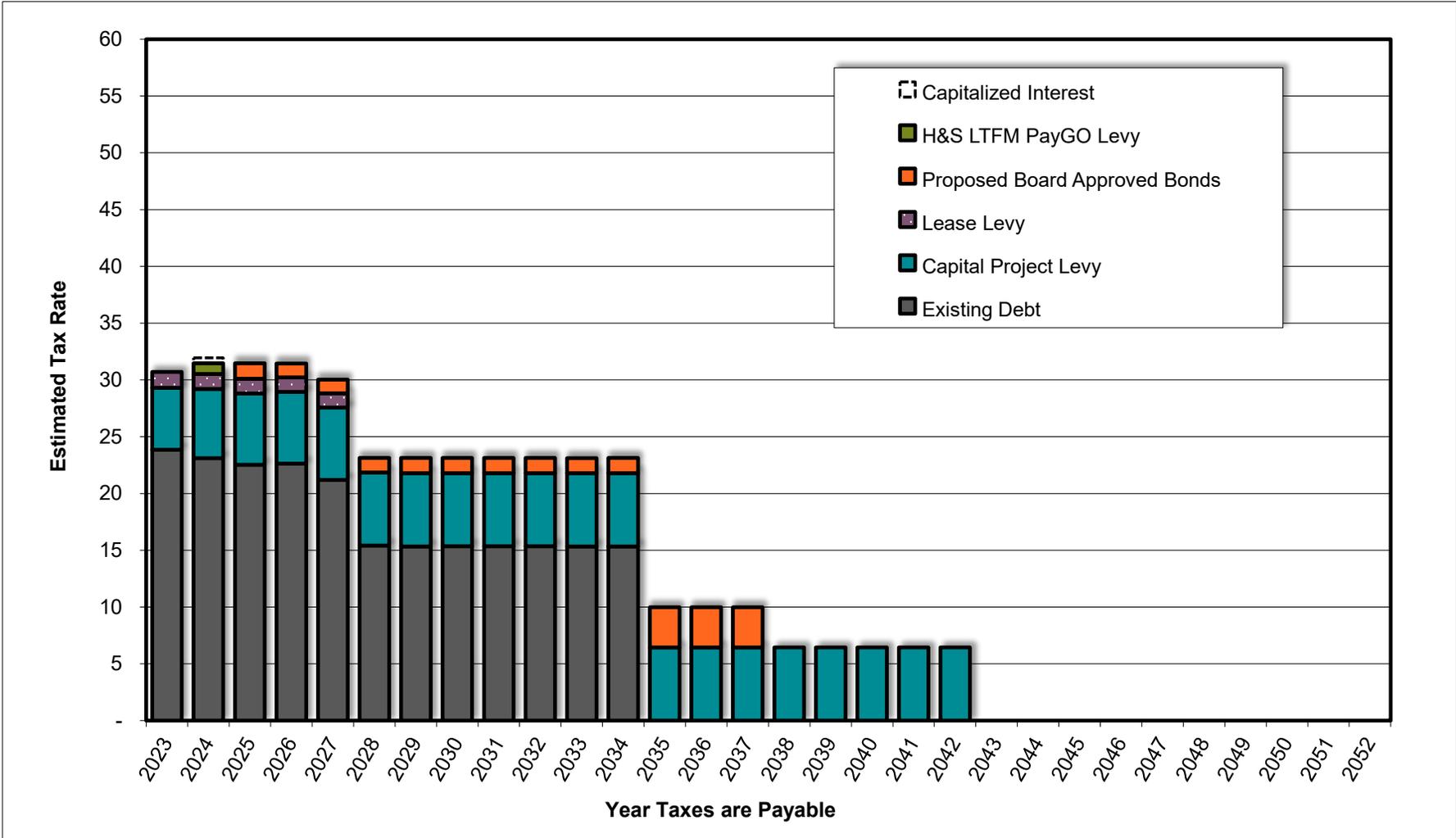
1 Tax capacity value for taxes payable in 2023 and 2024 are the actual values. Estimates for future years are based on the percentage changes as shown above.
 2 Initial debt service levies (prior to subtracting debt equalization aid) are set at 105 percent of the principal and interest payments during the next fiscal year.
 3 Debt excess adjustment for taxes payable in 2023 and 2024 are the actual amounts. The adjustment for 2025 is an estimate using the June 30, 2023 debt service fund balance. Debt excess for future years is estimated at 4% of the prior year's initial debt service levy.
 4 Assumes that the existing capital project levy would be renewed at the same tax rate prior to expiring.
 5 The District would not be able to make a tax levy to fund payments on the new bonds due during fiscal year 2025, so those payments, estimated at \$102,917, would have to be made from funds on hand or bond proceeds.



ESTIMATES PRIOR TO BOND SALE

Fridley Public School District No. 14
Estimated Tax Rates for Capital and Debt Service Levies
Existing Commitments and Proposed New Debt

\$2,740,000 FM H&S Bonds &
\$1,000,000 Tax Abatement Bonds
13 Tax Levies
Wrapped Around Existing Debt



Date Prepared: April 15, 2024



FY 26 Long-Term Facilities Maintenance (LTFM) Ten-Year Revenue Projection				Revised 5/4/2023									
14 <= Type in School District Number													
FRIDLEY PUBLIC SCHOOL DISTRICT													
Calculations for Ten Year Projection				Pay 23	Change only if requiring levy adjustments	Payable 2023 LLC Certification	Current Estimate						
	LLC #	FY 2023	FY 2024	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033
1 Type your district number in cell A2 (Minneapolis = 1.2)													
2 Type APU, health and safety and alternative facilities project, and bond estimates in lines 6a, 14, 16b to 18, 20, 21, 26, 27 and 50b													
3 Type debt excess, intermediate/coop district, and revenue reduction data in lines 13, 15, 23, 31, and 33													
4 Look-up data from following tabs													
5 Initial Formula Revenue													
6	Current year APU	57	2,910.60	2,919.41	2,832.80	2,832.80	2,832.80	2,832.80	2,832.80	2,832.80	2,832.80	2,832.80	2,832.80
6a	Additional Pre-K Pupil Units (line 19 of Pre-K application)												
6b	Total Adjusted Pupil Units = (6) + (6a)			2,919.41	2,832.80	2,832.80	2,832.80	2,832.80	2,832.80	2,832.80	2,832.80	2,832.80	2,832.80
7	District average building age (uncapped)	401	57.52	57.52	58.52	59.52	60.52	61.52	62.52	63.52	64.52	65.52	66.52
8	Formula allowance		\$ 380.00	\$ 380.00	\$ 380.00	\$ 380.00	\$ 380.00	\$ 380.00	\$ 380.00	\$ 380.00	\$ 380.00	\$ 380.00	\$ 380.00
9	Building age ratio = (Lesser of 1 or (7) / 35)	402	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000	1.00000
10	Initial revenue = (6) * (8) * (9)	403	1,106,028	1,109,377	1,076,464	1,076,464	1,076,464	1,076,464	1,076,464	1,076,464	1,076,464	1,076,464	1,076,464
11 Added revenue for Eligible H&S Projects > \$100,000 / site													
12	Debt service for existing Alt facilities H&S bonds (1B) - gross before debt excess	702		1,947,960	1,953,473	2,028,548	2,999,010	2,871,960	-	-	-	-	-
13	Debt Excess related to Debt service for existing Alt facilities H&S bonds (1B)	756		-	94,305	-	-	-	-	-	-	-	-
14	Debt service for portion of existing Alt facilities bonds from line (22) attributable to eligible H&S Projects > \$100,000 per site (1A)	701		-	-	-	-	-	-	-	-	-	-
15	Debt Excess related to Debt service for portion of existing Alt facilities bonds attributable to eligible H&S Projects > \$100,000 per site (1A)	755		-	-	-	-	-	-	-	-	-	-
16a	Existing Net debt service for LTFM bonds for eligible new H&S projects > \$100,000 / site = (principal + interest)*1.05 - portion of bond paid by initial revenue from "IAQFAA Bonds" tab			-	-	-	-	-	-	-	-	-	-
16b	New debt service for LTFM bonds for eligible new H&S projects > \$100,000 / site = (principal + interest)*1.05 - portion of bond paid by initial revenue			-	-	119,333	119,333	119,333	171,833	184,958	181,545	188,633	184,695
17	Net debt service for LTFM bonds for eligible new H&S projects > \$100,000 / site = (principal + interest)*1.05 - portion of bond paid by initial revenue = (16a) + (16b)	767		-	-	119,333	119,333	119,333	171,833	184,958	181,545	188,633	184,695
18	Pay as you go revenue for eligible new H&S projects > \$100,000 / site	405		-	196,100	-	-	-	-	-	-	-	-
19	Total additional revenue for eligible H&S projects >\$100,000 / site (12) - (13) + (14) -(15) + (17) + (18)	406	1,812,981	1,947,960	2,055,267	2,147,880	3,118,343	2,991,293	171,833	184,958	181,545	188,633	184,695
Added revenue for Pre-K remodeling (for VPK approvals only)													
20a	Net debt service for bonds approved for Pre-K remodeling	768		-	-	-	-	-	-	-	-	-	-
20b	Pay as you go for projects approved for Pre-K remodeling	407		-	-	-	-	-	-	-	-	-	-
20c	Total Pre-K revenue			-	-	-	-	-	-	-	-	-	-
20d	Total New Law Revenue (10) + (19) + (20c)	408		3,057,337	3,131,731	3,224,344	4,194,807	4,067,757	1,248,297	1,261,422	1,258,009	1,265,097	1,261,159

FY 26 Long-Term Facilities Maintenance (LTFM) Ten-Year Revenue Projection				Revised 5/4/2023										
14 <= Type in School District Number														
FRIDLEY PUBLIC SCHOOL DISTRICT														
Change only if requiring levy				Payable 2023 LLC Certification										
Calculations for Ten Year Projection				Pay 23 adjustments	Current Estimate									
	LLC #	FY 2023	FY 2024	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	
Old Formula revenue														
21	409		332,000	332,000	459,100	-	-	-	-	-	-	-	-	
Old formula Health & Safety revenue (these should match the pay as you go amounts entered into the Health & Safety Data Submission System through FY 2025)														
22	701			-	-	-	-	-	-	-	-	-	-	
Old formula alt facilities debt revenue (1A) - gross before debt excess														
23				-	-	-	-	-	-	-	-	-	-	
Debt Excess allocated to line 22														
24	765			-	-	-	-	-	-	-	-	-	-	
Old formula alt facilities debt revenue (1A) - debt excess														
25	766			1,947,960	1,859,167	2,028,548	2,999,010	2,871,960	-	-	-	-	-	
Old formula alt facilities net debt revenue (1B) = (12) - (13)														
26	410			-	-	-	-	-	-	-	-	-	-	
Old formula alt facilities pay as you go revenue (1A)														
26b (18)	411				196,100	-	-	-	-	-	-	-	-	
Pay-as-you-go revenue for H&S projects over \$100,000 per site														
27	413			-	-	-	-	-	-	-	-	-	-	
Old formula alt facilities pay as you go revenue (1B) > \$500,000 (these should match the pay as you go amounts entered into the Health & Safety Data Submission System through FY 2024)														
27a	767			-	-	119,333	119,333	119,333	171,833	184,958	181,545	188,633	184,695	
LTFM "H&S >100K per site" bonds														
27b	769			-	-	-	-	-	-	-	-	-	-	
LTFM "other" bonds for 1A hold harmless														
28	416			186,842	181,299	181,299	181,299	181,299	181,299	181,299	181,299	181,299	181,299	
Old formula deferred maintenance revenue = (if (22) + (26) = 0, (10) * (\$64 / formula allowance))														
29	417		2,331,259	2,466,802	2,695,666	2,329,179	3,299,642	3,172,592	353,132	366,257	362,844	369,932	365,994	
Total old formula revenue = (21)+(24)+(25)+(26)+(27)+(27a)+(27b)+(28)														
30	418		2,919,009	3,057,337	3,131,731	3,224,344	4,194,807	4,067,757	1,248,297	1,261,422	1,258,009	1,265,097	1,261,159	
Total LTFM Revenue for Individual District Projects = Greater of (20d) or [(29) + (20c)]														
31	419		-	-	-	-	-	-	-	-	-	-	-	
District Requested Reduction from Maximum LTFM Revenue (to levy less than the maximum). Also enter this amount in the Levy Information System. Stated as positive number														
32	420		2,919,009	3,057,337	3,131,731	3,224,344	4,194,807	4,067,757	1,248,297	1,261,422	1,258,009	1,265,097	1,261,159	
District LTFM Revenue (30) - (31)														
33	421		7,497	7,497	11,514	11,514	11,514	11,514	11,514	11,514	11,514	11,514	11,514	
LTFM Revenue for District Share of Eligible Cooperative / Intermediate Projects (Unequalized)														
34	422		2,926,506	3,064,834	3,143,245	3,235,858	4,206,321	4,079,271	1,259,811	1,272,936	1,269,523	1,276,611	1,272,673	
Grand Total LTFM Revenue (32) + (33)														
Aid and Levy Shares of Total Revenue														
35	35		2021	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	
For ANTC & APU, three year prior date														
36	54		22,161,996	22,161,996	26,372,776	27,427,687	28,524,794	29,665,786	30,852,417	32,086,514	33,369,974	34,704,773	36,092,964	
Three year prior Ag Modified ANTC														
37	424		3,110.59	3,110.59	3,044.82	3,027.33	2,919.41	2,826.81	2,826.81	2,826.81	2,826.81	2,826.81	2,826.81	
Three year prior Adjusted PU (New Weights)														
38	425		7,124.68	7,124.68	8,661.52	9,060.03	9,770.73	10,494.43	10,914.20	11,350.77	11,804.80	12,276.99	12,768.07	
ANTC / APU = (36) / (37)														
39	426		10,412.94	10,412.94	12,230.18	13,566.31	14,441.54	15,019.00	15,620.00	16,245.00	16,895.00	17,571.00	18,274.00	
State average ANTC / APU with ag val adjustment														
40	427		12,807.92	12,807.92	15,043.12	16,686.56	17,763.09	18,473.37	19,212.60	19,981.35	20,780.85	21,612.33	22,477.02	
Equalizing Factor = 123% of (39)														
41	428		55.62%	55.63%	57.58%	54.30%	55.01%	56.81%	56.81%	56.81%	56.81%	56.81%	56.80%	
Local (levy) share of Equalized Revenue (lesser of 1 or (38) / (40))														
42	429		44.38%	44.37%	42.42%	45.70%	44.99%	43.19%	43.19%	43.19%	43.19%	43.19%	43.20%	
State (aid) share of Equalized Revenue (1 - (41))														
43	429		1,106,028	1,109,377	1,076,464	1,076,464	1,076,464	1,076,464	1,076,464	1,076,464	1,076,464	1,076,464	1,076,464	
Equalized Revenue (lesser of (34) or (6) * (8))														
44	431		490,816	492,262	456,658	491,994	484,346	464,942	464,952	464,959	464,966	464,973	464,979	
Initial LTFM State Aid (42) * (43)														
45	432		490,816	492,262	456,658	491,994	484,346	464,942	464,952	464,959	464,966	464,973	464,979	
Old formula Grandfathered Alternative Facilities Aid														
46	435		2,435,690	2,572,572	2,686,587	2,743,864	3,721,974	3,614,329	794,859	807,976	804,557	811,637	807,694	
Total LTFM State Aid (Greater of (44) or (45))														
47	435		2,435,690	2,572,572	2,686,587	2,743,864	3,721,974	3,614,329	794,859	807,976	804,557	811,637	807,694	
Total LTFM Levy (34) - (46) (including coop/intermediate)														
Debt Service Portion of Revenue (non-grandfather districts)														
49	765+766+767+768			1,947,960	1,859,167	2,147,880	3,118,343	2,991,293	171,833	184,958	181,545	188,633	184,695	
Subtotal Debt Service Revenue from above = (12) - (13) + (17) + (20a) + (24)														
50	769			-	-	-	-	-	-	-	-	-	-	
Existing LTFM bonds excluding bonds on line 17 (principal + interest)*1.05 from "FM Other Bonds" tab														
50b				-	-	463,628	411,390	408,240	404,565	400,365	395,640	390,390	384,615	
New LTFM bonds excluding bonds on line 17 (principal + interest)*1.05														
51	770			1,947,960	1,859,167	2,611,508	3,529,733	3,399,533	576,398	585,323	577,185	579,023	569,310	
Total Debt Service Revenue = (49) + (50) + (50b)														
52	436			1,109,377	1,076,464	1,076,464	1,076,464	1,076,464	576,398	585,323	577,185	579,023	569,310	
Equalized debt Service Revenue (lesser of (43) or (51))														
53	438			492,262	456,658	491,994	484,346	464,942	248,960	252,819	249,308	250,106	245,913	
Debt Service Aid = (52) * (42)														
54	439			617,115	619,806	584,470	592,118	611,522	327,437	332,503	327,877	328,917	323,397	
Equalized Debt Service Levy = (52) - (53)														
55	440			838,583	782,703	1,535,044	2,453,269	2,323,069	-	-	-	-	-	
Unequalized Debt Service Revenue and Levy = (Greater of zero or (51) - (50))														
56														
General Fund Portion of Revenue (non-grandfather districts)														



A World-Class Community of Learners

FRIDLEY PUBLIC SCHOOLS
6000 West Moore Lake Drive, Fridley, MN 55432
Phone: 763-502-5004 | Fax: 763-502-5050

TO: Members of the School Board and Superintendent Lewis
FROM: Jason Mutzenberger, Director of Finance
DATE: April 16, 2024
RE: Approval of the School Year 2023-2024 Revised Budget

Recommendation

For the Board of Education to approve the School Year 2023-2024 revised budget as summarized below:

Fund	Revenues	Expenditures
General	\$51,961,191	\$53,125,609
Food Service	\$2,235,250	\$2,644,336
Community Service	\$2,619,030	\$2,707,602
Building Construction	\$756,113	\$749,520
General Debt Service	\$4,186,496	\$4,206,025
OPEB Debt Service	\$539,304	\$533,925
Internal Service	\$6,510,000	\$7,154,325
OPEB Trust	\$340,000	\$846,255



INTERNATIONAL BACCALAUREATE (IB) PROGRAMME

Our IB World Schools provide:
Primary Years Programme (PYP) in Preschool
Primary Years Programme (PYP) in grades K-4
Middle Years Programme (MYP) in grades 5-10
Diploma Programme (DP) in grades 11-12

OUR SCHOOLS

Hayes Elementary School
R.L. Stevenson Elementary School
Fridley Middle School
Fridley High School
Area Learning Center

Budget Summary

General Fund

The General Fund is used to record the financial activities of the District that are not included elsewhere. This includes education activities, district instructional and student support programs, pupil transportation, capital expenditures, and legal school district expenditures not specifically designated to be accounted for in any other fund.

Revenue Adjustments

A thorough analysis has resulted in revenue adjustments across most categories of funding. These include state general education aid, property taxes, other state sources, local revenue, federal sources, and student activities. The revenue adjustments are largely related to changes in state and federal funding and enrollment updates.

Expenditure Adjustments

A detailed look at account activity in the expenditures has also revealed a need for significant adjustments. These categories include salary and wages, employee benefits, purchased services, supplies and equipment, other or miscellaneous expenditures, and federal programs. Expenditure changes are largely related to contract settlements, new staff placement on salary schedules, and employee benefit selections.

The most significant change is occurring in the purchased services category which includes expenditures for services rendered by personnel who are not on the payroll along with other services the district may purchase. This includes items like special education, transportation, consulting, utilities, insurance, repairs and maintenance, and many others.

Another category seeing a large increase is supplies and equipment. This includes instructional items like books and devices, along with long term facility maintenance as we continue to invest in deferred maintenance at our sites.

Summary

Based on the school year 2023-2024 revised budget, the district is projecting to end that fiscal year with an unassigned fund balance of approximately 3.53%, or \$1,877,221.

Food Service Fund

The food service fund is used to record financial activities of the District's food service program. The fiscal year 2023-2024 adopted budget included an approximately \$230,000 planned spend down for freezer additions at Hays and Stevenson. Estimated revenues include the Free School Meals for Kids Program enacted in the 2023 legislative session. Revenues are budgeted conservatively, while expenses are budgeted to include projected increases in commodity costs.

The revised budget includes positive revenue adjustments in meals served and reduced expenses in food costs.

Community Service Fund

The community service fund is used to record financial activities of the District's community service programs. The community service fund continues to recover from the impacts of COVID-19. Community service programs are fee based and the revenues continue to recover to pre-pandemic levels. Reductions were made, but revenues continue to exceed expenditures. As a result, the community service fund has a negative fund balance reserve. We will continue to look increase revenues and reduce expenditures.

We've conducted a thorough review of the Community Service fund and recommend a decrease in revenue projections and a decrease in expenditures.

General and OPEB (Other Post Employment Benefits) Debt Service Funds

The Debt Service Fund is used to record revenues and expenditures for a school district's outstanding bonded indebtedness, whether for building construction or operating capital, and whether for initial or refunding bonds.

When a bond issue is sold, the school board must levy a direct general tax upon the property of the district for the payment of principal and interest on such bonds as due. The amount levied is 105% of the principal and interest due on such bonds, which allows for delinquencies in tax collection.

When an excess of funds on hand is accumulated in the debt service funds due to interest earnings, lower than anticipated tax delinquency, or excess building funds, the levy for debt service may be reduced in whole or in part as dictated by fund balances and debt retirement requirements.

No change is recommended in either of these funds.

Internal Service Funds

The Internal Service Funds account for the Districts self-insured medical and dental plans. In the medical fund we are recommending an increase in the premiums to reflect actual contributions along with an increase in the costs as we continue to see increased medical claims compared to prior years. In the dental fund we are recommending no change to contributions and a decrease in claim expense to reflect actual expenses.

OPEB (Other Post Employment Benefits) Trust

The OPEB trust fund accounts for the payment and financing of the districts OPEB liabilities. The only adjustment recommended is to increase investment earnings as the interest rate environment has benefited the trust.



A World-Class Community of Learners

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.

522 Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process

I. Purpose

Students are protected from discrimination on the basis of sex pursuant to Title IX of the Education Amendments of 1972 and the Minnesota Human Rights Act. The purpose of this policy is to comply with legal provisions for schools and to provide for equal educational opportunities for all students as well as to prohibit discrimination on the basis of sex.

II. General Statement of Policy

- A. It shall be the policy of the school district to provide equal educational opportunities for all students. The school district does not discriminate on the basis of sex in its education programs or activities, and it is required by Title IX of the Education Amendments Act of 1972, and its implementing regulations, not to discriminate in such a manner. The requirement not to discriminate in its education program or activity extends to admission and employment. The school district is committed to maintaining an education and work environment that is free from discrimination based on sex, including sexual harassment.
- B. The school district prohibits sexual harassment that occurs within its education programs and activities. When the school district has actual knowledge of sexual harassment in its education program or activity against a person in the United States, it shall promptly respond in a manner that is not deliberately indifferent. It is the responsibility of every school district employee to comply with this policy.
- C. This policy applies to sexual harassment that occurs within the school district's education programs and activities and that is committed by a school district employee, student, or other members of the school community. This policy does not apply to sexual harassment that occurs off school grounds, in a private setting, and outside the scope of the school district's education programs and activities. This policy does not apply to sexual harassment that occurs outside the geographic boundaries of the United States, even if the sexual harassment occurs in the school district's education programs or activities.
- D. Any student, parent, or guardian having questions regarding the application of Title IX and its regulations and/or this policy and grievance process should discuss them with the Title IX Coordinator. The school district's Title IX Coordinator is:

Danielle Thompson, Assistant Principal on Special Assignment, 763-502-5012,
Danielle.thompson@fridley.k12.mn.us

Questions relating solely to Title IX and its regulations may be referred to the Title IX Coordinator, the Assistant Secretary for Civil Rights of the United States Department of Education, or both.

- E. The school district shall periodically review this policy and the school district's operation for compliance with state and federal laws prohibiting discrimination. The effective date of this policy is August 14, 2020, and applies to alleged violations of this policy occurring on or after August 14, 2020.

III. Definitions

- A. "Actual knowledge" means notice of sexual harassment or allegations of sexual harassment to the school district's Title IX Coordinator or to any employee of the school district. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the school district with actual knowledge is the respondent.
- B. "Complainant" means a person who is alleged to be the victim of conduct that could constitute sexual harassment under Title IX. A Title IX Coordinator who signs a formal complaint is not a complainant unless the Title IX Coordinator is alleged to be the victim of the conduct described in the formal complaint.
- C. "Day" or "days" means, unless expressly stated otherwise, business days (i.e. day(s) that the school district office is open for normal operating hours, Monday - Friday, excluding State-recognized holidays).
- D. "Deliberately indifferent" means clearly unreasonable in light of the known circumstances. The school district is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances.
- E. "Education program or activity" means locations, events, or circumstances for which the school district exercises substantial control over both the respondent and the context in which the sexual harassment occurs and includes school district education programs or activities that occur on or off of school district property.
- F. "Formal complaint" means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the school district investigate the allegation of sexual harassment.
1. A formal complaint filed by a complainant must be a physical document or an electronic submission. The formal complaint must contain the complainant's physical or digital signature, or otherwise indicate that the complainant is the person filing the formal complaint, and must be submitted to the Title IX Coordinator in person, by mail, or by email.

2. A formal complaint shall state that, at the time of filing the formal complaint, the complainant was participating in, or attempting to participate in, an education program or activity of the school district with which the formal complaint is filed.
- G. “Informal resolution” means options for resolving a formal complaint that do not involve a full investigation and adjudication. Informal resolution may encompass a broad range of conflict resolution strategies, including mediation or restorative justice.
- H. “Relevant questions” and “relevant evidence” are questions, documents, statements, or information that are related to the allegations raised in a formal complaint. Relevant evidence includes evidence that is both inculpatory and exculpatory. Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant’s prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent.
- I. “Remedies” means actions designed to restore or preserve the complainant’s equal access to education after a respondent is found responsible. Remedies may include the same individualized services that constitute supportive measures, but need not be non-punitive or non-disciplinary, nor must they avoid burdening the respondent.
- J. “Respondent” means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment under Title IX.
- K. “Sexual harassment” means any of three types of misconduct on the basis of sex that occurs in a school district education program or activity and is committed against a person in the United States:
1. *Quid pro quo* harassment by a school district employee (conditioning the provision of an aid, benefit, or service of the school district on an individual's participation in unwelcome sexual conduct);
 2. Unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access; or
 3. Any instance of sexual assault (as defined in the Clery Act, 20 United States Code section 1092(f)(6)A(v)), dating violence, domestic violence, or stalking (as defined in the Violence Against Women Act, 34 United States Code section 12291).

- L. “Supportive measures” means individualized services provided to the complainant or respondent without fee or charge that are reasonably available, non-punitive, non-disciplinary, not unreasonably burdensome to the other party, and designed to ensure equal educational access, protect safety, and deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, alternative educational services as defined under Minnesota Statutes section 121A.41, as amended, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring of certain areas of the school district buildings or property, and other similar measures.
- M. “Title IX Personnel” means any person who addresses, works on, or assists with the school district’s response to a report of sexual harassment or formal complaint, and includes persons who facilitate informal resolutions. The following are considered Title IX Personnel:
1. “Title IX Coordinator” means an employee of the school district that coordinates the school district’s efforts to comply with and carry out its responsibilities under Title IX. The Title IX Coordinator is responsible for acting as the primary contact for the parties and ensuring that the parties are provided with all notices, evidence, reports, and written determinations to which they are entitled under this policy and grievance process. The Title IX Coordinator is also responsible for effective implementation of any supportive measures or remedies. The Title IX Coordinator must be free from conflicts of interest and bias when administering the grievance process.
 2. “Investigator” means a person who investigates a formal complaint. The investigator of a formal complaint may not be the same person as the Decision-maker or the Appellate Decision-maker. The Investigator may be a school district employee, school district official, or a third party designated by the school district.
 3. “Decision-maker” means a person who makes a determination regarding responsibility after the investigation has concluded. The Decision-maker cannot be the same person as the Title IX Coordinator, the Investigator, or the Appellate Decision-maker.
 4. “Appellate Decision-maker” means a person who considers and decides appeals of determinations regarding responsibility and dismissals of formal complaints. The Appellate Decision-maker cannot be the same person as the Title IX Coordinator, Investigator, or Decision-maker. The Appellate Decision-maker may be a school district employee, or a third party designated by the school district.

5. The superintendent of the school district may delegate functions assigned to a specific school district employee under this policy, including but not limited to the functions assigned to the Title IX Coordinator, Investigator, Decision-maker, Appellate Decision-maker, and facilitator of informal resolution processes, to any suitably qualified individual and such delegation may be rescinded by the superintendent at any time. The school district may also, in its discretion, appoint suitably qualified persons who are not school district employees to fulfill any function under this policy, including, but not limited to, Investigator, Decision-maker, Appellate Decision-maker, and facilitator of informal resolution processes.

IV. Basic Requirements for Grievance Process

A. Equitable Treatment

1. The school district shall treat complainants and respondents equitably. However, equality or parity with respect to supportive measures provided to complainants and respondents is not required.
2. The school district will not impose any disciplinary sanctions or take any other actions against a respondent that do not constitute supportive measures until it has completed this grievance process and the respondent has been found responsible.
3. The school district will provide appropriate remedies to the complainant any time a respondent is found responsible.

B. Objective and Unbiased Evaluation of Complaints

1. Title IX Personnel, including the Title IX Coordinator, Investigator, Decision-maker, and Appellate Decision-maker, shall be free from conflicts of interest or bias for or against complainants or respondents generally or a specific complainant or respondent.
2. Throughout the grievance process, Title IX Personnel will objectively evaluate all relevant evidence, inculpatory and exculpatory, and shall avoid credibility determinations based solely on a person's status as a complainant, respondent, or witness.

- C. Title IX Personnel will presume that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

D. Confidentiality

The school district will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 United States Code section 1232g, FERPA regulations, 34 Code of Federal Regulations part 99, Minnesota law under Minnesota Statutes section 13.32, or as required by law, or to carry out the purposes of 34 Code of Federal Regulations part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder (i.e., the school district's obligation to maintain confidentiality shall not impair or otherwise affect the complainants and respondents receipt of the information to which they are entitled with respect to the investigative record and determination of responsibility).

E. Right to an Advisor; Right to a Support Person

Complainants and respondents have the right, at their own expense, to be assisted by an advisor of their choice during all stages of any grievance proceeding, including all meetings and investigative interviews. The advisor may be, but is not required to be, an attorney. In general, an advisor is not permitted to speak for or on behalf of a complainant or respondent, appear in lieu of complainant or respondent, participate as a witness, or participate directly in any other manner during any phase of the grievance process.

A complainant or respondent with a disability may be assisted by a support person throughout the grievance process, including all meetings and investigative interviews, if such accommodation is necessary. A support person may be a friend, family member, or any individual who is not otherwise a potential witness. The support person is not permitted to speak for or on behalf of a complainant or respondent, appear in lieu of complainant or respondent, participate as a witness, or participate directly in any other manner during any phase of the grievance process.

F. Notice

The school district will send written notice of any investigative interviews or meetings to any party whose participation is invited or expected. The written notice will include the date, time, location, participants, and purpose of the meeting or interview, and will be provided to allow sufficient time for the party to prepare to participate.

G. Consolidation

The school district may, in its discretion, consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

H. Evidence

1. During the grievance process, the school district will not require, allow, rely upon, or otherwise use questions or evidence that constitute or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.
2. The school district shall not access, consider, disclose, or otherwise use a party's medical, psychological, and similar treatment records unless the school district obtains the party's voluntary, written consent.

I. Burden of Proof

1. The burden of gathering evidence and the burden of proof shall remain upon the school district and not upon the parties.
2. The grievance process shall use a preponderance of the evidence standard (i.e. whether it is more likely than not that the respondent engaged in sexual harassment) for all formal complaints of sexual harassment, including when school district employees are respondents.

J. Timelines

1. Any informal resolution process must be completed within thirty (30) calendar days following the parties' agreement to participate in such informal process.
2. An appeal of a determination of responsibility or of a decision dismissing a formal complaint must be received by the school district within five (5) days of the date the determination of responsibility or dismissal was provided to the parties.
3. Any appeal of a determination of responsibility or of a dismissal will be decided within thirty (30) calendar days of the day the appeal was received by the School District.

4. The school district will seek to conclude the grievance process, including any appeal, within 120 calendar days of the date the formal complaint was received by the School District.
5. Although the school district strives to adhere to the timelines described above, in each case, the school district may extend the time frames for good cause. Good cause may include, without limitation: the complexity of the allegations; the severity and extent of the alleged misconduct; the number of parties, witnesses, and the types of other evidence (e.g., forensic evidence) involved; the availability of the parties, advisors, witnesses, and evidence (e.g., forensic evidence); concurrent law enforcement activity; intervening school district holidays, breaks, or other closures; the need for language assistance or accommodation of disabilities; and/or other unforeseen circumstances.

K. Potential Remedies and Disciplinary Sanctions

1. The following is the range of possible remedies that the school district may provide a complainant and disciplinary sanctions that the school district might impose upon a respondent, following determination of responsibility: counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, mutual or unilateral restrictions on contact between the parties, changes in work locations, leaves of absence, monitoring of certain areas of the school district buildings or property, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge.
2. If the Decision-maker determines a student-respondent is responsible for violating this policy, the Decision-maker will recommend appropriate remedies, including disciplinary sanctions/consequences. The Title IX Coordinator will notify the superintendent of the recommended remedies, such that an authorized administrator can consider the recommendation(s) and implement appropriate remedies in compliance with MSBA Model Policy 506 – Student Discipline. The discipline of a student-respondent must comply with the applicable provisions of Minnesota Pupil Fair Dismissal Act, the Individuals with Disabilities Education Improvement Act (IDEA) and/or Section 504 of the Rehabilitation Act of 1972, and their respective implementing regulations.

V. Reporting Prohibited Conduct

- A. Any student who believes they have been the victim of unlawful sex discrimination or sexual harassment, or any person (including the parent of a student) with actual knowledge of conduct which may constitute unlawful sex discrimination or sexual

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harassment toward a student should report the alleged acts as soon as possible to the Title IX Coordinator.

- B. Any employee of the school district who has experienced, has actual knowledge of, or has witnessed unlawful sex discrimination, including sexual harassment, or who otherwise becomes aware of unlawful sex discrimination, including sexual harassment, must promptly report the allegations to the Title IX Coordinator without screening or investigating the report or allegations.
- C. A report of unlawful sex discrimination or sexual harassment may be made at any time, including during non-business hours, and may be made in person, by mail, by telephone, or by e-mail using the Title IX Coordinator's contact information. A report may also be made by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.
- D. Sexual harassment may constitute both a violation of this policy and criminal law. To the extent the alleged conduct may constitute a crime, the School District may report the alleged conduct to law enforcement authorities. The school district encourages complainants to report criminal behavior to the police immediately.

VI. Initial Response and Assessment by the Title IX Coordinator

- A. When the Title IX Coordinator receives a report, the Title IX Coordinator shall promptly contact the complainant confidentially to discuss the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.
- B. The school district will offer supportive measures to the complainant whether or not the complainant decides to make a formal complaint. The school district must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the school district's ability to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.
- C. If the complainant does not wish to file a formal complaint, the allegations will not be investigated by the school district unless the Title IX Coordinator determines that signing a formal complaint to initiate an investigation over the complainant's wishes is not clearly unreasonable in light of the known circumstances.
- D. Upon receipt of a formal complaint, the school district must provide written notice of the formal complaint to the known parties with sufficient time to prepare a

response before any initial interview. This written notice must contain:

1. The allegations of sexual harassment, including sufficient details known at the time, the identities of the parties involved in the incident (if known), the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known;
2. A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the grievance process;
3. A statement explaining that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney;
4. A statement that the parties may inspect and review evidence gathered pursuant to this policy;
5. A statement informing the parties of any code of conduct provision that prohibits knowingly making false statements or knowingly submitting false information; and
6. A copy of this policy.

VII. Status of Respondent during Pendency of Formal Complaint

A. Emergency Removal of a Student

1. The school district may remove a student-respondent from an education program or activity of the school district on an emergency basis before a determination regarding responsibility is made if:
 - a. The school district undertakes an individualized safety and risk analysis;
 - b. The school district determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal of the student-respondent; and
 - c. The school district determines the student-respondent poses such a threat, it will so notify the student-respondent and the student-respondent will have an opportunity to challenge the decision immediately following the removal. In determining whether to impose emergency removal measures, the Title IX Coordinator shall consult related school district policies, including MSBA Model

Policy 506 – Student Discipline. The school district must take into consideration applicable requirements of the Individuals with Disabilities Education Act and Section 504 of the Rehabilitation Act of 1973, prior to removing a special education student or Section 504 student on an emergency basis.

B. Employee Administrative Leave

The school district may place a non-student employee on administrative leave during the pendency of the grievance process of a formal complaint. Such leave will typically be paid leave unless circumstances justify unpaid leave in compliance with legal requirements. The school district must take into consideration applicable requirements of Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act prior to removing an individual with a qualifying disability.

VIII. Informal Resolution of a Formal Complaint

- A. At any time prior to reaching a determination of responsibility, informal resolution may be offered and facilitated by the school district at the school district's discretion, but only after a formal complaint has been received by the school district.
- B. The school district may not require as a condition of enrollment or continued enrollment, or of employment or continued employment, or enjoyment of any other right, waiver of the right to a formal investigation and adjudication of formal complaints of sexual harassment.
- C. The informal resolution process may not be used to resolve allegations that a school district employee sexually harassed a student.
- D. The school district will not facilitate an informal resolution process without both parties' agreement, and will obtain their voluntary, written consent. The school district will provide to the parties a written notice disclosing the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, the parties' right to withdraw from the informal resolution process, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
- E. At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint.

IX. Dismissal of a Formal Complaint

- A. Under federal law, the school district must dismiss a Title IX complaint, or a portion thereof, if the conduct alleged in a formal complaint or a portion thereof:
 - 1. Would not meet the definition of sexual harassment, even if proven;
 - 2. Did not occur in the school district's education program or activity; or
 - 3. Did not occur against a person in the United States.
- B. The school district may, in its discretion, dismiss a formal complaint or allegations therein if:
 - 1. The complainant informs the Title IX Coordinator in writing that the complainant desires to withdraw the formal complaint or allegations therein;
 - 2. The respondent is no longer enrolled or employed by the school district; or
 - 3. Specific circumstances prevent the school district from gathering sufficient evidence to reach a determination.
- C. The school district shall provide written notice to both parties of a dismissal. The notice must include the reasons for the dismissal.
- D. Dismissal of a formal complaint or a portion thereof does not preclude the school district from addressing the underlying conduct in any manner that the school district deems appropriate.

X. Investigation of a Formal Complaint

- A. If a formal complaint is received by the School District, the school district will assign or designate an Investigator to investigate the allegations set forth in the formal complaint.
- B. If during the course of the investigation the school district decides to investigate any allegations about the complainant or respondent that were not included in the written notice of a formal complaint provided to the parties, the school district must provide notice of the additional allegations to the known parties.
- C. When a party's participation is invited or expected in an investigative interview, the Investigator will coordinate with the Title IX Coordinator to provide written notice to the party of the date, time, location, participants, and purposes of the investigative interview with sufficient time for the party to prepare.

- D. During the investigation, the Investigator must provide the parties with an equal opportunity to present witnesses for interviews, including fact witnesses and expert witnesses, and other inculpatory and exculpatory evidence.
- E. Prior to the completion of the investigative report, the Investigator, through the Title IX Coordinator, will provide the parties and their advisors (if any) with an equal opportunity to inspect and review any evidence directly related to the allegations. The evidence shall be provided in electronic format or hard copy and shall include all relevant evidence, evidence upon which the school district does not intend to rely in reaching a determination regarding responsibility, and any inculpatory or exculpatory evidence whether obtained from a party or another source. The parties will have ten (10) days to submit a written response, which the Investigator will consider prior to completion of the investigative report.
- F. The Investigator will prepare a written investigative report that fairly summarizes the relevant evidence. The investigative report may include credibility determinations that are not based on a person's status as a complainant, respondent or witness. The school district will send the parties and their advisors (if any) a copy of the report in electronic format or hard copy, for their review and written response at least ten (10) days prior to a determination of responsibility.

XI. Determination Regarding Responsibility

- A. After the school district has sent the investigative report to both parties and before the school district has reached a determination regarding responsibility, the Decision-maker must afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness.
- B. The Decision-maker must provide the relevant questions submitted by the parties to the other parties or witnesses to whom the questions are offered, and then provide each party with the answers, and allow for additional, limited follow-up questions from each party.
- C. The Decision-maker must explain to the party proposing the questions any decision to exclude a question as not relevant.
- D. When the exchange of questions and answers has concluded, the Decision-maker must issue a written determination regarding responsibility that applies the preponderance of the evidence standard to the facts and circumstances of the formal complaint. The written determination of responsibility must include the following:
 - 1. Identification of the allegations potentially constituting sexual harassment;
 - 2. A description of the procedural steps taken from the receipt of the formal

- complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence;
3. Findings of fact supporting the determination;
 4. Conclusions regarding the application of the school district's code of conduct to the facts;
 5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the school district imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the school district to the complainant; and
 6. The school district's procedures and permissible bases for the complainant and respondent to appeal and the date by which an appeal must be made.
- E. In determining appropriate disciplinary sanctions, the Decision-maker should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved, and the context in which the alleged incident occurred.
- F. The written determination of responsibility must be provided to the parties simultaneously.
- G. The Title IX Coordinator is responsible for the effective implementation of any remedies.
- H. The determination regarding responsibility becomes final either on the date that the school district provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

XII. Appeals

- A. The school district shall offer the parties an opportunity to appeal a determination regarding responsibility or the school district's dismissal of a formal complaint or any allegations therein, on the following bases:
1. A procedural irregularity that affected the outcome of the matter (e.g., a material deviation from established procedures);
 2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and

3. The Title IX Coordinator, Investigator, or Decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.
- B. If notice of an appeal is timely received by the school district, the school district will notify the parties in writing of the receipt of the appeal, assign or designate the Appellate Decision-maker, and give the parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome.
- C. After reviewing the parties' written statements, the Appellate Decision-maker must issue a written decision describing the result of the appeal and the rationale for the result.
- D. The written decision describing the result of the appeal must be provided simultaneously to the parties.
- E. The decision of the Appellate Decision-maker is final. No further review beyond the appeal is permitted.

XIII. Retaliation Prohibited

- A. Neither the school district nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, or because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, constitutes retaliation. Retaliation against a person for making a report of sexual harassment, filing a formal complaint, or participating in an investigation, constitutes a violation of this policy that can result in the imposition of disciplinary sanctions/consequences and/or other appropriate remedies.
- B. Any person may submit a report or formal complaint alleging retaliation in the manner described in this policy and it will be addressed in the same manner as other complaints of sexual harassment or sex discrimination.
- C. Charging an individual with violation of school district policies for making a materially false statement in bad faith in the course of a grievance proceeding under this policy shall not constitute retaliation, provided, however, that a determination

regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

XIV. Training

- A. The school district shall ensure that Title IX Personnel receive appropriate training. The training shall include instruction on:
1. The Title IX definition of sexual harassment;
 2. The scope of the school district's education program or activity;
 3. How to conduct an investigation and grievance process, appeals, and informal resolution processes, as applicable;
 4. How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
 5. For Decision-makers, training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's prior sexual behavior are not relevant; and
 6. For Investigators, training on issues of relevance, including the creation of an investigative report that fairly summarizes relevant evidence.
- B. The training materials will not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints.
- C. Materials used to train Title IX Personnel must be posted on the school district's website. If the school district does not have a website, it must make the training materials available for public inspection upon request.

XV. Dissemination of Policy

- A. This policy shall be made available to all students, parents/guardians of students, school district employee, and employee unions.
- B. The school district shall conspicuously post the name of the Title IX Coordinator, including office address, telephone number, and work e-mail address on its website and in each handbook that it makes available to parents, employees, students, unions, or applicants.
- C. The school district must provide applicants for admission and employment, students, parents or legal guardians of secondary school students, employees, and all unions holding collective bargaining agreements with the school district, with the following:

1. The name or title, office address, electronic mail address, and telephone number of the Title IX Coordinator;
2. Notice that the school district does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not to discriminate in such a manner;
3. A statement that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX may be referred to the Title IX Coordinator, to the Assistant Secretary for Civil Rights of the United States Department of Education, or both; and
4. Notice of the school district's grievance procedures and grievance process contained in this policy, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the school district will respond.

XV. Recordkeeping

- A. The school district must create, and maintain for a period of seven calendar years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the school district must document:
 1. The basis for the school district's conclusion that its response to the report or formal complaint was not deliberately indifferent;
 2. The measures the school district has taken that are designed to restore or preserve equal access to the school district's education program or activity; and
 3. If the school district does not provide a complainant with supportive measures, then it must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. Such a record must be maintained for a period of seven years.
 4. The documentation of certain bases or measures does not limit the recipient in the future from providing additional explanations or detailing additional measures taken.
- B. The school district must also maintain for a period of seven calendar years records of:

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1. Each sexual harassment investigation including any determination regarding responsibility, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the recipient’s education program or activity;
2. Any appeal and the result therefrom;
3. Any informal resolution and the result therefrom; and
4. All materials used to train Title IX Personnel.

Legal References:

Minn.Stat. § 121A.04 (Athletic Programs; Sex Discrimination)
 Minn. Stat. §§ 121A.40 – 121A. 575 (Minnesota Pupil Fair Dismissal Act)
 Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
 20 U.S.C. 1681-1688 (Title IX of the Education Amendments)
 34 C.F.R. Part 106 (Implementing regulations of Title IX)
 20 U.S.C § 1400, *et seq.* (Individuals with Disabilities Education Act)
 29 U.S.C. § 794 (Section 504 of the Rehabilitation Act)
 42 U.S.C. § 12101, *et seq.* (Americans with Disabilities Act)
 20 U.S.C. § 1232g (Family Educational Rights and Privacy Act of 1974)
 20 U.S.C. § 1092 *et deq.* (Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act (“Clery Act”))

Cross References:

Policy 102 Equal Educational Opportunity
 Policy 413 Harassment and Violence
 Policy 506 Student Discipline
 Policy 528 Student Parental, Family, and Marital Status Nondiscrimination

School Board Action:

Adopted as Policy 8.102 and 8.103
 Revised as Policy 522 June 18, 2002
 Revised January 15, 2019
 Revised April 21, 2020
 Revised January 17, 2023

Annual Review:

<u>Month</u>	<u>Year</u>	<u>Notes</u>
June	2022	Reviewed / No changes
January	2023	Reviewed / Revised



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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.

Fridley School District Sex Discrimination Report Form

Fridley Independent School District 14 maintains a firm policy prohibiting all forms of sex discrimination. Fridley School District does not discriminate against any individual on the basis of race, color, creed, national origin, sex, marital status, status with regard to public assistance, sexual orientation, age, family status, veteran status or disability in school employment, programs or activities. All persons are to be treated with respect and dignity. Sex discrimination will not be tolerated.

Complainant _____

Work Address _____

Home Phone _____ Work Phone _____

Date of Alleged Incident(s) _____

Name of person you believe unlawfully discriminated toward you or a student on the basis of sex

If the alleged unlawful sex discrimination was toward another person, identify that person

Describe the incident(s) as clearly as possible, including such things as: what force, if any, was used; any verbal statements (i.e., threats, requests, demands, etc.); what, if any, physical contact was involved, etc.

(Attach additional pages if necessary.) _____

Where and when did the incident(s) occur? _____

List any witnesses who were present _____

This complaint is filed based on my honest belief that _____ has harassed or has been violent to me or to another person. I hereby certify that the information I have provided in this complaint is true, correct and complete to the best of my knowledge and belief.

Date

Complainant Signature

Date

Received by

Return to your school principal or contact person.



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Second Reading



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504 Student Dress and Appearance

I. Purpose

The purpose of this policy is to enhance the education of students by establishing expectations that support educational goals. Students and their families have the primary and joint responsibility for student clothing and appearance. Teachers and other district staff should exemplify and reinforce student clothing and appearance standards and help students develop an understanding of appropriate appearance in the school environment.

II. General Statement of Policy

- A. The policy of the school district to encourage students to be dressed suitably for school activities and in keeping with community standards.
- B. A student's clothing or appearance may not materially and substantially disrupt or interfere with the educational mission, school environment, classwork, or school activities. A student's dress or appearance may not incite or contribute to substantial disorder or invasion of the rights of others or pose a threat to the health or safety of the students or others.
- C. Students' rights to choose their dress and appearance for school and school-related activities will be protected provided that the clothing:
 - 1. does not injure people or damage property;
 - 2. does not materially and substantially disrupt or interfere with the educational process or classwork;
 - 3. does not interfere with the requirements of discipline in the operation of school or school activities, materially disrupt classwork;
 - 4. does not involve substantial disorder or invasion of the rights of others.

Such clothing includes, but is not limited to, the following:

- 1. Clothing for the weather.
- 2. Clothing that does not create a health or safety hazard.
- 3. Clothing for the activity (i.e., physical education or the classroom).
- 4. Footwear that does not present a safety hazard.

5. Headwear, including hats or head coverings, are allowed provided that it does not cover the student's face to the extent that the student is not identifiable. Headgear must not interfere with the educational process. Hoodies must allow the face and ears to be visible from the front and sides and must not interfere with the line of sight to any student or staff including while the student wearing the hoodie is seated. Students may wear headgear for a medical or religious reason.
6. Hair, including but not limited to hair texture and hair styles such as braids, locks, and twists.

D. Student clothing may not include the following:

1. Clothing (including emblems, badges, symbols, signs, words, objects or pictures on clothing or jewelry) bearing a message that is lewd, vulgar, obscene, libelous, or denigrates, harasses, discriminates against others on the basis of protected class status under the Minnesota Human Rights Act, or violates school district policies prohibiting discrimination, violence, harassment, or other harmful activities.
2. Apparel promoting products or activities that are illegal for use by minors.
3. Communicating a message that is racist, sexist, or otherwise derogatory to a protected class group, or approves, advances, or provokes any form of religious, racial or sexual harassment and/or violence against other individuals as defined in Policy 413.

- E. The intention of this policy is not to abridge the rights of students to express political, religious, philosophical, or similar opinions by wearing apparel on which such messages are stated. Such messages are acceptable as long as they are not lewd, vulgar, obscene, libelous; do not denigrate, harass, or discriminate others on the basis of protected class under the Minnesota Human Rights Act; or do not violate school district policies prohibiting discrimination, bullying, violence, harassment, or other harmful activities.

III. Procedures

- A. Enforcement of a student dress code will be approached with careful consideration and sensitivity, with the goals of supporting students as they express themselves and pursue their full potential, of not shaming students, and of minimalizing loss of instructional time. When possible, dress code matters should be addressed privately with students, should seek to determine whether factors exist that impact the student's ability to comply with the dress code, and should seek to address such issues.
- B. When, in the reasonable judgment of the administration, (1) a student's clothing or appearance may materially and substantially disrupt or interfere with the educational mission, school

environment, classwork, or school activities; (2) may incite or contribute to substantial disorder or invasion of the rights of others; or (3) pose a threat to the health or safety of the student or others, the student will be directed to make modifications. Parents or guardians will be notified. Other consequences may be enforced in line with Policy 506 (Student Discipline).

- C. The administration may recommend a form of clothing considered appropriate for a specific event and communicate the recommendation to students and parents or guardians. A school district or charter school must not prohibit an American Indian student from wearing American Indian regalia, Tribal regalia, or objects of cultural significance at a graduation ceremony.
- D. Likewise, an organized student group may recommend a form of clothing for students considered appropriate for a specific event and bring such recommendation to the administration for approval.

Legal References:

U. S. Constitution, amendment I.

Minn. Stat. § 124D.792 (Graduation Ceremonies; Tribal Regalia and Objects of Cultural Significance)

Minn. Stat. § 363A.03, Subd. 36a (Definitions)

Tinker v. Des Moines Indep. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)

B.W.A. v. Farmington R-7 Sch. Dist., 554 F.3d 734 (8th Cir. 2009)

Lowry v. Watson Chapel Sch. Dist., 540 F.3d 752 (8th Cir. 2008)

Stephenson v. Davenport Cmty. Sch. Dist., 110 F.3d 1303 (8th Cir. 1997)

B. H. ex rel. Hawk v. Easton Area School Dist., 725 F.3d 293 (3rd Cir. 2013)

D.B. ex rel. Brogdon v. Lafon, 217 Fed.Appx. 518 (6th Cir. 2007)

Hardwick v. Heyward, 711 F.3d 426 (4th Cir. 2013)

Madrid v. Anthony, 510 F.Supp.2d 425 (S.D. Tex. 2007)

McIntire v. Bethel School, Indep. Sch. Dist. No. 3, 804 F.Supp. 1415 (W.D. Okla. 1992)

Hicks v. Halifax County Bd. of Educ., 93 F.Supp.2d 649 (E.D. N.C. 1999)

Olesen v. Bd. of Educ. of Sch. Dist. No. 228, 676 F.Supp. 820, 205 (N.D. Ill. 1987)

Cross References:

MSBA/MASA Model Policy 413 (Harassment and Violence)

MSBA/MASA Model Policy 506 (Student Discipline)

MSBA/MASA Model Policy 525 (Violence Prevention)

School Board Action:

Approved as Policy 504 June 18, 2002

Revised December 18, 2018

Revised October 19, 2021

Revised May 17, 2022

Revised April 12, 2024

504 Student Dress and Appearance

I. Purpose

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II. General Statement of Policy

- A. The policy of the school district to encourage students to be dressed suitably for school activities and in keeping with community standards.
- B. A student's clothing or appearance may not materially and substantially disrupt or interfere with the educational mission, school environment, classwork, or school activities. A student's dress or appearance may not incite or contribute to substantial disorder or invasion of the rights of others or pose a threat to the health or safety of the students or others.
- C. Students' rights to choose their dress and appearance for school and school-related activities will be protected provided that the clothing:
 - 1. does not injure people or damage property;
 - 2. does not materially and substantially disrupt or interfere with the educational process or classwork;
 - 3. does not interfere with the requirements of discipline in the operation of school or school activities, materially disrupt classwork;
 - 4. does not involve substantial disorder or invasion of the rights of others.

Such clothing includes, but is not limited to, the following:

- 1. Clothing for the weather.
- 2. Clothing that does not create a health or safety hazard.
- 3. Clothing for the activity (i.e., physical education or the classroom).
- 4. Footwear that does not present a safety hazard.

5. Headwear, including hats or head coverings, are allowed provided that it does not cover the student's face to the extent that the student is not identifiable. Headgear must not interfere with the educational process. Hoodies must allow the face and ears to be visible from the front and sides and must not interfere with the line of sight to any student or staff including while the student wearing the hoodie is seated. Students may wear headgear for a medical or religious reason.

6. Hair, including but not limited to hair texture and hair styles such as braids, locks, and twists.

D. Student clothing may not include the following:

1. Clothing (including emblems, badges, symbols, signs, words, objects or pictures on clothing or jewelry) bearing a message that is lewd, vulgar, obscene, libelous, or denigrates, harasses, discriminates against others on the basis of protected class status under the Minnesota Human Rights Act, or violates school district policies prohibiting discrimination, violence, harassment, or other harmful activities.

2. Apparel promoting products or activities that are illegal for use by minors.

3. Communicating a message that is racist, sexist, or otherwise derogatory to a protected class group, or approves, advances, or provokes any form of religious, racial or sexual harassment and/or violence against other individuals as defined in Policy 413.

E. The intention of this policy is not to abridge the rights of students to express political, religious, philosophical, or similar opinions by wearing apparel on which such messages are stated. Such messages are acceptable as long as they are not lewd, vulgar, obscene, libelous; do not denigrate, harass, or discriminate others on the basis of protected class under the Minnesota Human Rights Act; or do not violate school district policies prohibiting discrimination, bullying, violence, harassment, or other harmful activities.

III. Procedures

A. Enforcement of a student dress code will be approached with careful consideration and sensitivity, with the goals of supporting students as they express themselves and pursue their full potential, of not shaming students, and of minimalizing loss of instructional time. When possible, dress code matters should be addressed privately with students, should seek to determine whether factors exist that impact the student's ability to comply with the dress code, and should seek to address such issues.

B. When, in the reasonable judgment of the administration, (1) a student's clothing or appearance may materially and substantially disrupt or interfere with the educational mission, school

environment, classwork, or school activities; (2) may incite or contribute to substantial disorder or invasion of the rights of others; or (3) pose a threat to the health or safety of the student or others, the student will be directed to make modifications. Parents or guardians will be notified. Other consequences may be enforced in line with Policy 506 (Student Discipline).

- C. The administration may recommend a form of clothing considered appropriate for a specific event and communicate the recommendation to students and parents or guardians. A school district or charter school must not prohibit an American Indian student from wearing American Indian regalia, Tribal regalia, or objects of cultural significance at a graduation ceremony.
- D. Likewise, an organized student group may recommend a form of clothing for students considered appropriate for a specific event and bring such recommendation to the administration for approval.

Legal References:

U. S. Constitution, amendment I.

Minn. Stat. § 124D.792 (Graduation Ceremonies; Tribal Regalia and Objects of Cultural Significance)

Minn. Stat. § 363A.03, Subd. 36a (Definitions)

Tinker v. Des Moines Indep. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)

B.W.A. v. Farmington R-7 Sch. Dist., 554 F.3d 734 (8th Cir. 2009)

Lowry v. Watson Chapel Sch. Dist., 540 F.3d 752 (8th Cir. 2008)

Stephenson v. Davenport Cmty. Sch. Dist., 110 F.3d 1303 (8th Cir. 1997)

B. H. ex rel. Hawk v. Easton Area School Dist., 725 F.3d 293 (3rd Cir. 2013)

D.B. ex rel. Brogdon v. Lafon, 217 Fed.Appx. 518 (6th Cir. 2007)

Hardwick v. Heyward, 711 F.3d 426 (4th Cir. 2013)

Madrid v. Anthony, 510 F.Supp.2d 425 (S.D. Tex. 2007)

McIntire v. Bethel School, Indep. Sch. Dist. No. 3, 804 F.Supp. 1415 (W.D. Okla. 1992)

Hicks v. Halifax County Bd. of Educ., 93 F.Supp.2d 649 (E.D. N.C. 1999)

Olesen v. Bd. of Educ. of Sch. Dist. No. 228, 676 F.Supp. 820, 205 (N.D. Ill. 1987)

Cross References:

MSBA/MASA Model Policy 413 (Harassment and Violence)

MSBA/MASA Model Policy 506 (Student Discipline)

MSBA/MASA Model Policy 525 (Violence Prevention)

School Board Action:

Approved as Policy 504 June 18, 2002

Revised December 18, 2018

Revised October 19, 2021

Revised May 17, 2022

Revised April 12, 2024

Minutes
School Board Work Session
Fridley Independent School District 14
March 19, 2024

Call to Order

The Work Session of the Fridley School Board was called to order by School Board Chair Meisner at 6:30 PM on Tuesday, March 19, 2024, at the Fridley Community Center. The following Board members were present in the room: Nikki Auna, Deo Gbadoe, Sara Jones, Jake Karnopp, Erik Keeler. Absent: Deqa, Ahmed, Avonna Starck & Ross Meisner

The following items were discussed:

- A. Signing Required Documents
- B. Oversight of Operations
 - 1. Special Education Presentation
 - 2. One Reading Needed – Policy 606.5 Library Materials
 - 3. Radon Testing Results
- C. Informational Items
 - 1. At the Next Work Session – April 2, 2024 5:30-7:30pm: Strategic Roadmap with Teamworks
 - 2. School Board Scholarship
 - 3. Important School Board Dates
 - a. NWSISD Joint Powers Board Meeting - Meisner
March 20, 2024 6:15 PM
NWSISD District Office
 - b. NE Metro 916 Meeting – Jones
April 3, 2024 6:00 PM
Bellaire School
 - c. AMSD – Karnopp
April 5, 2024 7:30AM
Quora Education Center
 - d. Schools for Equity in Education – Auna
April 26, 2024 9:30AM
DoubleTree Hotel – Roseville

Adjourned at 7:25 p.m.

Jake Karnopp, Board Chair

Ross Meisner, Board Clerk

Minutes
School Board Business Meeting
Fridley Independent School District 14
March 19, 2024

Call to Order, Pledge of Allegiance

Jake Karnopp called the Business Meeting of the Fridley School Board to order at 7:30 p.m. on Tuesday, March 19, 2024, at the Fridley Community Center (FCC). Present: Nikki Auna, Deo Gbadoe, Sara Jones, Jake Karnopp, Erik Keeler, Avonna Starck attended the meeting at 7:49pm. Absent: Deqa Ahmed & Ross Meisner

Approval of Agenda

Motion by Jones, seconded by Auna, to approve the agenda for March 19, 2024. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 5-0.

Superintendent and Staff Reports

1. Superintendent Lewis introduced a presentation from Stevenson Elementary, the National School Breakfast week video, Grow Your Own Grant, and a presentation from Hayes Elementary.

Business Action Items

1. Motion: Approval to accept the bid and award the FHS Fire Alarm Project to Muska Electric

Motion by Jones, seconded by Starck, to accept the bid and award the FHS Fire Alarm Project to Muska Electric. Upon vote being taken all voted in favor, none against, none abstained. Motion carried 6-0.

2. Motion: Approval to accept the bid and award the FCC parking lot project to Minnesota Roadways

Motion by Keeler seconded by Starck, to accept the bid and award the FCC parking lot project to Minnesota Roadways. Upon vote being taken all voted in favor, none against, none abstained. Motion carried 6-0.

3. Motion: Approval of the Stevenson Flooring Replacement Project 2024

Motion by Auna, seconded by Keeler to approve the Stevenson Flooring Replacement Project 2024. Upon vote being taken all voted in favor, none against, none abstained. Motion carried 6-0.

4. Motion: Approval to accept the bid and award the FHS walk in cooler replacement project to Boelter

Motion by Auna, seconded by Jones, to accept the bid and award the FHS walk in cooler replacement project to Boelter. Upon vote being taken all voted in favor, none against, none abstained. Motion carried 6-0.

5. RESOLUTION: Providing For a Public Hearing to Consider Granting A Proposed Property Tax Abatement

Motion by Auna, seconded by Starck, to accept the resolution of providing for a public hearing to consider granting a proposed property tax abatement. Upon roll call vote being taken all voted in favor, none against, none abstained. Motion carried 6-0.

6. Motion: Approval of the Clerical, Media Clerks, Health Assistants, and Technology

Assistants Master Agreement 2023-2025

Motion by Jones, seconded by Starck, to approve the Clerical, Media Clerks, Health Assistants, and Technology Assistants Master Agreement 2023-2025. Upon vote being taken five in favor, none against, Gbadoe abstained. Motion carried 5-0.

7. Motion: Approval of the Paraeducator Master Agreement 2023-2025

Motion by Keeler, seconded by Starck, to approve the Paraeducator Master Agreement 2023-2025. Upon vote being taken four voted in favor, none against, Gbadoe & Auna abstained. Motion carried 4-0.

8. Motion: Approval of the Fridley Administrators Master Agreement 2023-2025

Motion by Starck, seconded by Auna, to approve the Fridley Administrators Master Agreement 2023-2025. Upon vote being taken five voted in favor, none against, Gbadoe abstained. Motion carried 5-0.

9. Motion: Approve and adopt Policy 606.5 Library Materials

Motion by Keeler, seconded by Auna, to approve and adopt Policy 606.5 Library Materials. Upon vote being taken all voted in favor, none against, none abstained. Motion carried 6-0.

Consent Agenda

Motion by Jones, seconded by Keeler to approve the consent agenda including minutes of the work session and business meeting held on February 20, 2024; the Monthly Financial Reports; New Contracts, Amendments, Leaves of Absence, Resignations, Retirements, Lane Changes; Aquatics Consortium with St. Anthony-New Brighton Public Schools 2024-2025; Overnight Field Trip for Model UN to Minneapolis in April 2024; Overnight Field Trip for Key Club to MinnDak Conference in March 2024; Radon Testing Results; Signature authorization for Jason Mutzenberger, Janet Doman, Christa Zirbes, Douglas Stahl as authorized signatories for the district for their respective areas. Upon vote being taken all voted in favor, none against, none abstained. Motion carried 6-0.

Written Information

Important Future School Board Dates

1. RLS PTO Meeting
March 20, 2024 5:30 PM
Stevenson Elementary School
2. No School – Planning/Eval Day
March 22, 2024
3. No School – Spring Break
March 25-29, 2024
4. Hayes Better Together Parent Group Meeting
April 1, 2024 5:00 PM
Hayes Elementary School
5. School Board Work Session
April 2, 2024 5:30 PM
Fridley Community Center
6. Free Family Movie Night: Super Mario Bros.
April 5, 2024 at 7:00 PM

District Auditorium

7. No School - Eid
April 10, 2024

8. Fridley Public Schools School Board Meeting
April 16, 2024
Fridley Community Center
5:00 PM Work Session
7:00 PM Public Forum
7:30 PM Business Meeting

Adjournment

Motion by Starck, seconded by Auna, to adjourn at 8:20 p.m. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

Jake Karnopp, Board Chair

Ross Meisner, Board Clerk

Minutes
School Board Work Session
Fridley Independent School District 14
April 2, 2024

Call to Order

The Work Session of the Fridley School Board was called to order by School Board Chair Meisner at 5:30 p.m. on Tuesday, April 2, 2024, at the Fridley Community Center. The following Board members were present in the room: Deqa Ahmed, Nikki Auna, Deo Gbadoe, Sara Jones, Jake Karnopp, Erik Keeler, Ross Meisner, and Avonna Starck. Absent: None

The following items were discussed:

- A. Call to Order
- B. Teamworks Strategic Planning
- C. Adjournment

Adjourned at 7:29 p.m.

Jake Karnopp, Board Chair

Ross Meisner, Board Clerk

**INDEPENDENT SCHOOL DISTRICT NO. 14
FRIDLEY, MINNESOTA
TREASURER'S REPORT
MONTH ENDING 3/31/24**

Fund	Balance 2/29/24	Receipts	Payroll Disbursements	A/P Disbursements	Journal Entry Transfers	Balance 3/31/24
General (01)	\$ 39,000,699.19	\$ 4,605,150.72	\$ 1,542,685.46	\$ 2,023,613.78	\$ (486,262.54)	\$ 39,553,288.13
Food Service (02)	726,095.45	5,513.88	48,243.55	140,149.92	(25,896.94)	\$ 517,318.92
Transportation (03)	(38,081,143.75)	-	7,080.70	128,344.65	(7,895.91)	\$ (38,224,465.01)
Comm. Service (04)	(296,243.82)	221,362.15	85,434.02	81,070.49	(26,321.68)	\$ (267,707.86)
Operating Capital (05)	(734,836.43)	-	-	9,046.64	-	\$ (743,883.07)
Construction (06)	(283,834.59)	-	-	-	-	\$ (283,834.59)
Debt Service (07)	1,380,501.67	-	-	-	-	\$ 1,380,501.67
Performance Contract (16)	(4,220,892.26)	-	-	-	-	\$ (4,220,892.26)
Activity Fund (19)	199,845.30	7,160.94	-	12,018.54	-	\$ 194,987.70
Dental Self Insurance (20)	331,372.15	40.80	-	31,849.21	28,456.06	\$ 328,019.80
Medical Self Insurance (21)	6,245,087.80	80,091.64	-	445,484.73	517,921.01	\$ 6,397,615.72
OPEB Trust Fund (25)	1,673,718.16	224,811.40	-	4,441.33	-	\$ 1,894,088.23
OPEB Debt Service (47)	160,541.84	-	-	-	-	\$ 160,541.84
Student Activities Under Board Control (51)	98,157.73	10,269.18	-	16,700.58	-	\$ 91,726.33
Total	\$ 7,177,878.58	\$ 5,154,400.71	\$ 1,683,443.73	\$ 2,892,719.87	\$ 0.00	\$ 6,777,305.55

Bank	Balance Per Bank Statement	Outstanding Checks	Outstanding Deposits	Balance per Treasurer's Books
MN Trust - OPEB	\$ 1,847,042.61	\$ -	\$ -	\$ 1,847,042.61
MN Trust - Operating	5,094,228.11	163,965.17	-	4,930,262.94
Total	\$6,941,270.72	\$ 163,965.17	\$ -	\$6,777,305.55

Difference \$ 0.00

Schedule of Investments

As of 3/31/24

Investment	Broker	Type	Purchased	Maturity	Market Value	Par	Yield
MNTrust Term Series-Flex (TECH CU)	PMA - OPP	TS	03/31/24	03/31/24	7,146,784.11	7,146,784.11	5.30%
US Treasury N/B	PMA - OPEB	SEC	11/22/21	10/15/24	683,033.20	700,000.00	0.66%
General Electric Credit Union, OH	PMA - OPEB	CD	02/07/23	10/16/24	224,000.00	241,962.88	4.74%
Great Midwest Bank, S.S.B., WI CD	PMA - OPEB	CD	02/07/23	10/16/24	101,000.00	108,604.85	4.45%
US Treasury N/B	PMA - OPEB	SEC	12/21/21	11/30/24	433,259.88	444,000.00	0.80%
US Treasury N/B	PMA - OPEB	SEC	01/21/22	11/30/25	255,889.65	275,000.00	1.35%
US Treasury N/B	PMA - OPEB	SEC	02/24/22	11/30/25	223,321.87	240,000.00	1.72%
Great Midwest Bank, S.S.B., WI CD	PMA - OPEB	CD	12/28/22	12/01/25	120,000.00	134,747.18	4.20%
Totals					\$ 9,187,288.71	\$ 9,291,099.02	

Personnel Changes 2023-2024

New Contracts and Amendments per Master Agreements (2023-2024)

First Name	Last Name	Assignment	Step/Lane/Salary	School
Zack	Bobick	MS Track Coach	Schedule C	FMS
Erin	Drake	Yearbook	Schedule C	FHS
Thomas	Gowah	Assistant Track Coach	Schedule C	FHS
Josh	Groth	Assistant Baseball Coach	Schedule C	FHS
Taylor	Growth	Baseball Coach	Schedule C	FMS
Alejandro	Guavez Jr.	Building Sub	MA	FMS
Kalley	Harris	Assistant Track Coach	Schedule C	FHS
Trevor	Hess	Spring Weight Training	Schedule C	FHS
Ceamantha	James	Assistant Track Coach	Schedule C	FHS
Hannah	Johnson	Assistant Track Coach	Schedule C	FHS
Ella	Kemper	LTS – Second Grade Teacher	BA / Step 1	RLS
Kimberly	Lewis	Assistant Track Coach	Schedule C	FHS
Carol	Milner	Spring Play – Assist Technician	Schedule C	FHS
Matt	Nalepka	Assistant Baseball Coach	Schedule C	FHS
Devika	Ramnarine	JV Boys Tennis Coach	Schedule C	FHS
Camille	Rasmussen	MS Track Coach	Schedule C	FMS
Reymark	Rodriguez	Building Sub	BA	FHS
Zulma	Saavedra	Custodian	Step 2	FMS
Myra	Santos	Building Sub	BA	RLS
Maria	Telles	Custodian	Step 2	FMS
Reuben	Thomas	Cook Manager	Cook Manager	RLS
Mary	Walus	Spring Play – Costume/Makeup	Schedule C	FHS
Merina	Widmer	Assistant Track Coach	Schedule C	FHS
Thane	Widmer	Assistant Track Coach	Schedule C	FHS
Elizabeth	Winkelman	Head Track Coach	Schedule C	FHS
Dan	Wold	Spring Play – Producer	Schedule C	FHS
Markai	Wotoe	Assistant Track Coach	Schedule C	FHS
Donna	Yabut	ECSE Teacher	PhD / Step 14	FCC

New Contracts and Amendments per Master Agreements (2024-2025)

First Name	Last Name	Assignment	Step/Lane/Salary	School
Greg	Beeck	Assistant Principal	Step 2	HYS
Abby	Jensen	Assistant Principal	Step 1	RLS

Individual Contract (2023-2025)

First Name	Last Name	Assignment	Step/Lane/Salary	School
Lori	Andler	Director of Administrative Services	Individual Contract	District
Alissa	Blood-Knafla	Special Education Coordinator	Individual Contract	District

First Name	Last Name	Assignment	Step/Lane/Salary	School
Nichole	Krier	Speial Education Coordinator	Individual Contract	District
Rabit	Rexhepi	Activities Facilities Supervisor	Individual Contract	FHS
Justin	Reese	Activities Director	Individual Contract	District
Amethyst	Stegbauer	Special Education Coordinator	Individual Contract	District

Leaves of Absence (2023-2024)

- Joshua Groth requested a leave of absence from his paraeducator position at Fridley High School from April 22, 2024- May 13, 2024.
- Christina Johnson requested a leave of absence from her secretary to the director of community education position from May 3, 2024-July 29, 2024.

Resignations (2023-2024)

- Dr. Jason Bodey resigned his Director of Teaching & Learning position at Fridley Public Schools, effective June 14, 2024.
- Matthew Carlyle resigned his communications specialist position at Fridley Public Schools, effective April 12, 2024.
- Sara Dela Cruz resigned her teacher position at Hayes Elementary , effective June 7, 2024.
- Abigail Hartzell resigned her teacher position at Fridley High School, effective June 7, 2024.
- Brooke Hoiseth resigned her teacher position at Fridley High School, effective June 7, 2024.
- Chelsea Jones resigned her clerical position at Stevenson Elementary, effective April 30, 2024.
- Jill Klym resigned her teacher position at Hayes Elementary, effective June 7, 2024.
- Joseph Kornbaum resigned his teacher position at Fridley High School, effective June 7, 2024.
- Kenadee Meyer resigned her teacher position at Hayes Elementary, effective July 1, 2024.
- Dana Risler resigned her teacher position at Stevenson Elementary, effective June 7, 2024.
- Dawn Rodgers resigned her building monitor position at Fridley Community Center effective April 5, 2024.
- Christopher Rost resigned his teacher position at Fridley High School, effective June 7, 2024.
- Samantha Rulford resigned her cook manager position at Stevenson Elementary, effective March 15, 2024

Retirements (2023-2024)

- Kristie Nelsen retired from her paraeducator position at Fridley High School, effective June 6, 2024.
- Rebecca Reynolds retired from her grade 2 teacher position at Stevenson Elementary School effective March 29, 2024.

Discontinuing of Positions (2023-2024)

- The position of Director of Communications & Community Relations held by Josh Collins has been discontinued effective April 16, 2024.

Letter of Agreement

Between
Principals (Fridley Association of School Administrators) and
Fridley School District #14

This letter of agreement is in regards to employee medical for the 2023-2024 school year only, and applies to full time employees in Fridley School District #14 who are both employed by the school district and qualify for full medical insurance.

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

Because multiple medical insurance plans exist, with employees opting for various options, and to ensure employees will not incur additional premium costs, "held harmless shall be defined as follows: the married couples who choose to convert their coverage at the same level shall have their premiums reduced by \$100 per month, or up to \$1,200 annually for medical coverage. Those already on a family plan (who have waived single coverage) shall have their out of pocket premium costs reduced by \$1,200 annually for medical insurance.

When each married employee is at the same medical plan level, and the couple converts to a family plan at that same medical level, they shall pay the same premium for family medical coverage that they paid with the two individual plans, minus \$1,200 annually for medical.

It is understood that employees may stay with their original plans at their respective rates. The option of switching to one family plan in lieu of separate plans is available to District #14 married couples for the 2023-2024 school year, and in no way is required or expected by the School District or Principals (Fridley Association of School Administrators). This agreement shall be for the 2023-2024 year only, and does not set precedence for future contract years. Employees who qualify and opt to take this option are responsible for ensuring necessary paperwork is filed with the Human Resource Department.

Principals (Fridley Association of School Administrators) Representative

Amy Cochran
Administrator Negotiator

Date

Veronica Mathison
Administrator Negotiator

Date

Fridley School District #14 Representatives

School Board Chair

Date

School Board Clerk

Date

Letter of Agreement

Between

Clerical, Media Clerks, Health Assistants, and Technology Assistants
(School Service Employees Union, Local 284) and
Fridley School District #14

This letter of agreement is in regards to employee medical for the 2023-2024 school year only, and applies to full time employees in Fridley School District #14 who are both employed by the school district and qualify for full medical insurance.

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

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When each married employee is at the same medical plan level, and the couple converts to a family plan at that same medical level, they shall pay the same premium for family medical coverage that they paid with the two individual plans, minus \$1,200 annually for medical.

It is understood that employees may stay with their original plans at their respective rates. The option of switching to one family plan in lieu of separate plans is available to District #14 married couples for the 2023-2024 school year, and in no way is required or expected by the School District or Clerical, Media Clerks, Health Assistants, and Technology Assistants (School Service Employees Union, Local 284). This agreement shall be for the 2023-2024 year only, and does not set precedence for future contract years. Employees who qualify and opt to take this option are responsible for ensuring necessary paperwork is filed with the Human Resource Department.

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

Shelly Johnson, SEIU Local 284

Date

Jan Caven, Union Steward

Date

Angela McShane, Union Steward

Date

Fridley School District #14 Representatives

School Board Chair

Date

School Board Clerk

Date

Letter of Agreement

Between

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

This letter of agreement is in regards to employee medical for the 2023-2024 school year only, and applies to full time employees in Fridley School District #14 who are both employed by the school district and qualify for full medical insurance.

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

Because multiple medical insurance plans exist, with employees opting for various options, and to ensure employees will not incur additional premium costs, "held harmless shall be defined as follows: the married couples who choose to convert their coverage at the same level shall have their premiums reduced by \$100 per month, or up to \$1,200 annually for medical coverage. Those already on a family plan (who have waived single coverage) shall have their out of pocket premium costs reduced by \$1,200 annually for medical insurance.

When each married employee is at the same medical plan level, and the couple converts to a family plan at that same medical level, they shall pay the same premium for family medical coverage that they paid with the two individual plans, minus \$1,200 annually for medical.

It is understood that employees may stay with their original plans at their respective rates. The option of switching to one family plan in lieu of separate plans is available to District #14 married couples for the 2023-2024 school year, and in no way is required or expected by the School District or Paraeducators (School Service Employees Union, Local 284). This agreement shall be for the 2023-2024 year only, and does not set precedence for future contract years. Employees who qualify and opt to take this option are responsible for ensuring necessary paperwork is filed with the Human Resource Department.

Paraeducators (School Service Employees Union, Local 284) Representative

Shelly Johnson
SEIU Local 284

Date

Kim Kaneakua
Union Stewart

Date

Roberta Peterson
Union Stewart

Date

Fridley School District #14 Representatives

School Board Chair

Date

School Board Clerk

Date

2025-2026

	MON	TUE	WED	THU	FRI	
JULY		1	2	3	4	Jul 4 - District Holiday
	7	8	9	10	11	
	14	15	16	17	18	
	21	22	23	24	25	
AUGUST	28	29	30	31	1	
	4	5	6	7	8	
	11	12	13	14	15	
AUGUST	18	19	20	21	22	New teacher Workshop Week Aug 18-21
	25	26	27	28	29	Staff Dev Week / Non teacher work day Sep 29
SEPTEMBER	1	2	3	4	5	Sep 1 - District Holiday
	8	9	10	11	12	
	15	16	17	18	19	
	22	23	24	25	26	
OCTOBER	29	30	1	2	3	
	6	7	8	9	10	
	13	14	15	16	17	Oct 16-17 Ed MN
	20	21	22	23	24	
	27	28	29	30	31	
NOVEMBER	3	4	5	6	7	Nov 3 Staff Dev / Nov 4 Planning & Evaluation
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	Nov 27-28 District Holiday
DECEMBER	1	2	3	4	5	
	8	9	10	11	12	
	15	16	17	18	19	
	22	23	24	25	26	Winter Break: Dec 24-25 District Holiday
JANUARY	29	30	31	1	2	Winter Break: Dec 31-Jan 1 District Holiday
	5	6	7	8	9	
	12	13	14	15	16	
	19	20	21	22	23	Jan 19 District Holiday / Jan 23 Plan/Eval
	26	27	28	29	30	Jan 30 Staff Development
FEBRUARY	2	3	4	5	6	
	9	10	11	12	13	
	16	17	18	19	20	Feb 16 District Holiday
	23	24	25	26	27	
MARCH	2	3	4	5	6	
	9	10	11	12	13	
	16	17	18	19	20	Mar 19 Plan/Eval / Mar 20 - Eid
	23	24	25	26	27	
APRIL	30	31	1	2	3	Spring Break: Apr 3 District Holiday

	6	7	8	9	10	Apr 10 Staff Development
	13	14	15	16	17	
	20	21	22	23	24	
MAY	27	28	29	30	1	
	4	5	6	7	8	
	11	12	13	14	15	
	18	19	20	21	22	
	25	26	27	28	29	May 25 District Holiday
JUNE	1	2	3	4	5	June 4 Graduation Day?
	8	9	10	11	12	Jun 11 Staff Dev / Jun 12 Plann/Eval
	15	16	17	18	19	Jun 19 District Holiday
	22	23	24	25	26	
	29	30				

Agreement To Provide Special Education and Related Staffing

This Agreement is made and entered into by and between the Northeast Metropolitan Intermediate School District No. 916 (“Northeast Metro 916”) and Independent School District No. 14 (“School District”) on this 1st day of July 2024, for the purpose of Northeast Metro 916 providing special education and/or related staffing to students enrolled in and receiving educational and related services at the School District.

WHEREAS, Northeast Metro 916 is a Minnesota intermediate school district providing special education and related services to students whose resident school districts request such services to be provided by Northeast Metro 916; and

WHEREAS, the School District is a Minnesota independent school district providing educational services to or for its resident students; and

WHEREAS, the School District desires Northeast Metro 916 to provide special education and/or related services to those students enrolled in and as requested by the School District; and

WHEREAS, Northeast Metro 916 is willing and has the authority to enter into an Agreement to provide special education and/or related services to students enrolled in the School District, pursuant to Minnesota Statutes, Chapter 136D;

NOW, THEREFORE, IT IS AGREED BY AND BETWEEN THE SCHOOL DISTRICT AND NORTHEAST METRO 916 AS FOLLOWS:

I. School District Obligations

- a. The School District shall be solely responsible for ensuring that appropriate special education and/or related services are made available to its resident students.
- b. The School District shall submit any requests for educational and related services for its students in writing in any format, including electronic. Such requests shall specify the nature of the services requested, the number of students to be served, the full time equivalent (FTE) needed, and the location at which the services will be provided.
- c. The School District shall be responsible to pay, on a timely basis, any and all invoices submitted by Northeast Metro 916 for the services it provides on behalf of the School District.
- d. The School District shall be responsible for state and federal reporting requirements relating to the students receiving educational and/or related services under this Agreement, such as MARSS reporting.
- e. The School District shall provide supervision of Northeast Metro 916 employees providing special education and/or related services at the School District, as it relates to sign-in/sign-out procedures, classroom and office usage, and similar site procedures,

although the Northeast Metro 916 employees shall remain employees only of Northeast Metro 916. The School District shall notify Northeast Metro 916 of any known non-compliance by Northeast Metro 916 employees with such School District procedures.

- f. The number of days in this contract shall be determined by the Northeast Metro 916's employee's labor agreement subject to the School District's pro rata share of the FTE assignment.
- g. The School District shall submit any requests for professional development services in writing via the 916 consultation request form. Such requests shall specify the nature of the services requested, the number of staff to be trained, the estimated amount of time, and the location at which the services will be provided.

II. Northeast Metro 916 Obligations

- a. Northeast Metro 916 shall provide special education and/or related services as requested by the School District with appropriately licensed Northeast Metro 916 employees. Northeast Metro 916 shall be responsible for STAR reporting requirements relating to the staffing provided the School District.
- b. The individuals assigned to provide special education and/or related services at the School District by Northeast Metro 916 shall be Northeast Metro 916 employees, and shall be hired, retained, assigned, directed, supervised, evaluated, compensated, disciplined or terminated by Northeast Metro 916, according to applicable Northeast Metro 916 employment agreements, Northeast Metro 916 policies and procedures and any applicable state or federal laws or regulations.
- c. Despite the preceding language, the parties expect that the School District shall provide site supervision of the Northeast Metro 916 employee while providing services at the School District as it relates to sign-in/sign-out, classroom and office usage, and other site procedures. The Northeast Metro 916 employees assigned to work at the School District shall abide by any and all School District procedures of which s/he is notified.
- d. Northeast Metro 916 shall set staffing reimbursement rates for the special education and related services it provides at the School District and shall issue billing invoices quarterly, consistent with the Northeast Metro 916 billing cycle. Billing shall also include reimbursement for staff mileage and travel time and the costs of supplies, equipment and overhead.
- e. This Agreement shall not be construed to give rise to any employment relationship between the School District and any Northeast Metro 916 employee assigned to work at the School District.

III. Transportation of Students

Student transportation shall be provided and paid for by the School District, as required by state and federal laws.

IV. Data Practices

Nothing in this Agreement shall be construed to be contrary to Minnesota Statutes, Chapter 13, the Minnesota Government Data Practices Act ("MGDPA"), and in particular, Minn. Stat. § 13.32, and the Federal Educational Rights and Privacy Act, 20 U.S.C. § 1232g ("FERPA") regarding the creation and maintenance of educational records. All of the data created, collected, received, stored, used or maintained by the parties in performing functions under this Agreement is subject to the requirements of the MGDPA and FERPA and the parties must comply with those requirements.

V. Insurance and Liability

Nothing in this Agreement shall constitute a waiver of the rights, privileges and benefits to which either party is entitled under Minnesota Statutes. The liability and monetary limits of liability of the School District and Northeast Metro 916 shall be governed by the Minnesota Government Tort Claims Act, Minnesota Statutes, Chapter 466, et. seq., and other applicable law. Northeast Metro 916 and the School District shall each maintain insurance against claims arising out of or relating to the provision of services under this Agreement, in an amount and of a nature consistent with each party's Board policies, procedures or practices and as required by the laws of the State of Minnesota.

VI. Term and Cancellation

This Agreement shall commence on the date indicated below and shall remain in effect through June 30, 2027, unless Northeast Metro and the School District mutually agree to terminate or cancel the Agreement prior to that date by 60 days written notice. Written notices under this Agreement shall be sent to:

For Northeast Metro 916:

Assistant Superintendent of Specialized Services
Northeast Metro 916
2540 East County Road F
White Bear Lake, MN
55110

For The School District:

Director of Special Education
Fridley Independent School District No. 14
6000 West Moore Lake Drive
Fridley, MN
55432

VII. Renewal

The parties to this Agreement may renew this Agreement if mutually agreed upon in one-year increments by executing a written renewal agreement at least sixty (60) days prior to expiration of the Agreement or any subsequent renewal period, subject to the same terms and conditions as this Agreement, or as otherwise mutually agreed upon. .

VIII. Assignment

Neither party to this Agreement shall assign, delegate or transfer any rights or obligations under this Agreement without the prior written consent of the other party.

IX. Amendments

This Agreement may be amended during the term of this Agreement and may only be amended in writing by the mutual agreement of the parties.

X. Entire Agreement

This Agreement contains the entire Agreement between the parties with regard to the matters set forth herein.

IN WITNESS WHEREOF, Independent School District No. 14 and Northeast Metropolitan Intermediate School District No. 916 have executed this Agreement this _____ day of _____, 2024.

INDEPENDENT SCHOOL DISTRICT NO. 14

School Board Chairperson or District Representative Date: _____

Director of Student Services Date: _____

NORTHEAST METROPOLITAN INTERMEDIATE SCHOOL DISTRICT NO. 916

Mary Lynn Storch
School Board Chairperson Date: 4/3/2024

Dan Naudus
Assistant Superintendent of Specialized Service Date: 3/28/24