

## Work Session

Tuesday, July 16, 2024 5:30 PM

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

A. <b>Signing Required Documents</b>	<b>Presenter:</b> Board Chair / Board Clerk
B. <b><u>GOVERNANCE AND POLICY</u></b>	
B.1. Cell phone Policy - required by March 2025	<b>Presenter:</b> Board Chair and Members
C. <b><u>OVERSIGHT OF OPERATIONS</u></b>	
C.1. Strategic Plan Review	<b>Presenter:</b> Superintendent Brenda Lewis
D. <b><u>INFORMATIONAL ITEMS</u></b>	
D.1. Church Request	<b>Presenter:</b> Superintendent Brenda Lewis
D.2. At the Next Work Session - No August Work Session due to National Night Out - No September Work Session due to first week of school	<b>Presenter:</b> Superintendent Brenda Lewis
D.3. Important School Board Dates	<b>Presenter:</b> Board Chair
D.3.a. AMSD School Board Directors Meeting - Karnopp August 2, 2024 7:00 AM Quora Education Center	
D.3.b. NE Metro 916 Board Meeting - Jones August 7, 2024 6:00PM Bellaire School	
E. <b><u>PUBLIC FORUM</u></b>	<b>Presenter:</b> Board Chair



*A World-Class Community of Learners*

## **Strategic Roadmap Draft**

June 18, 2024

*Facilitated and submitted by*



## District Strategic Roadmap ~ *DRAFT*

<p><b>District Mission</b></p> <p style="text-align: center;"><i>Our Core Purpose</i></p> <p><i>Belonging - Educating - Inspiring</i></p>	<p><b>Core Values (Commitment and Values)</b>    <i>Drivers of Our Words and Actions</i></p> <ul style="list-style-type: none"> <li>● <b>Belonging:</b> Every colleague, every student, and every family is welcome and valued.</li> <li>● <b>Rigor:</b> We provide learning experiences in which every student is challenged, engaged, and with ownership of their learning through increasingly complex levels of understanding.</li> <li>● <b>Accountability:</b> We use data, science, and measurable outcomes to ensure we meet our goals.</li> <li>● <b>Stewardship:</b> We are thoughtful and responsible with our resources.</li> <li>● <b>Partnership:</b> Together we achieve more than alone.</li> </ul>
<p><b>Vision:</b></p> <p style="text-align: center;"><i>What We Intend to Create</i></p> <p><i>As the premier school district of choice, Fridley Public Schools is a learning community through:</i></p> <ul style="list-style-type: none"> <li>● <b>Empowering Individual Potential:</b> Amplify, challenge, and embrace the individual journey of each learner, helping them forge a compelling path to reach their highest potential both inside and outside the classroom.</li> <li>● <b>Educational Community and Commitment:</b> Our world-class professional workforce committed to collaboration and best-practice education, embraces our dedication to Fridley Public Schools that fosters a deep sense of pride and respect, ensuring a safe and supportive environment where everyone belongs.</li> <li>● <b>Family and Community Partnerships:</b> We build strong partnerships with families that enhance the educational experience through positive interactions, open and honest communication, and honoring diverse perspectives.</li> <li>● <b>Celebrating Success:</b> Through regular celebrations of achievements and positive experiences, we cultivate an environment of encouragement and school spirit, reinforcing our identity as a vibrant and cohesive community. <i>“We are Fridley Strong.”</i></li> </ul>	<p><b>Strategic Directions:</b></p> <p style="text-align: center;"><i>Focus of Our Improvement Efforts</i></p> <ol style="list-style-type: none"> <li>A. <i>Providing access to high quality, rigorous, and relevant instruction in each classroom.</i></li> <li>B. <i>Enhancing our student support structures and processes to meet students academic, social, behavior needs while increasing engagement and belonging.</i></li> <li>C. <i>Supporting staff in personal and professional growth to promote collaboration and accountability in the professional community</i></li> <li>D. <i>Evolving our practices to engage families in schools.</i></li> <li>E. <i>Improving efficiency, effectiveness, equity, and safety in district facilities, finance, and operations.</i></li> </ol>

## DESIRED DAILY EXPERIENCES

Draft Descriptions of the Desired Daily Experience for Students	Draft Descriptions of the Desired Daily Experience for Families
<p><b>School Environment</b></p> <ul style="list-style-type: none"> <li>● I see myself reflected at school.</li> <li>● I feel safe, seen, heard and have a sense of belonging as my authentic self.</li> <li>● My school environment is clean and safe.</li> <li>● I have access to what I need.</li> </ul> <p><b>Personalized Learning</b></p> <ul style="list-style-type: none"> <li>● My teachers support my learning and living a balanced life.</li> <li>● I have teachers and resources that excite me to learn and help support my unique learning needs.</li> <li>● I am able to grow from my mistakes with the support from adults and overcome challenges.</li> <li>● I receive feedback that pushes me to achieve my goals.</li> <li>● I am motivated when my work is celebrated.</li> <li>● Through the support of trusted adults, I am able to solve problems and make good decisions.</li> </ul> <p><b>Teaching and Learning</b></p> <ul style="list-style-type: none"> <li>● I am able to learn skills that will prepare me for the future.</li> <li>● I connected to what I am learning.</li> </ul> <p><b>Engagement</b></p> <ul style="list-style-type: none"> <li>● I have opportunities to be involved in social and extracurricular activities.</li> </ul>	<p><b>Environment</b></p> <ul style="list-style-type: none"> <li>● I am welcomed at my student’s school.</li> <li>● My student’s school has resources to support equitable and inclusive learning outcomes.</li> <li>● My student’s school is a warm and welcoming environment that prioritizes student safety</li> <li>● Staff at my student’s school are highly qualified and reflect the demographics of the student population.</li> <li>● My student feels a sense of belonging with peers, teachers, and staff.</li> </ul> <p><b>Personalized Learning</b></p> <ul style="list-style-type: none"> <li>● My student has access to enrichment opportunities.</li> </ul> <p><b>Teaching and Learning</b></p> <ul style="list-style-type: none"> <li>● My student develops strong problem-solving skills to handle challenges effectively.</li> <li>● My student is challenged academically and is supported to reach their full potential.</li> </ul> <p><b>Engagement</b></p> <ul style="list-style-type: none"> <li>● I receive communication that is clear, timely, and consistent in the language and format I need.</li> <li>● My student’s school communicates about activities and opportunities for parents to engage with the school.</li> <li>● Staff at my student’s school reach out to me and engage me in a productive partnership.</li> </ul>

**Draft Descriptions of the Desired Daily Experience for Staff****Environment**

- I am seen, heard, and valued within the district.
- I feel physically, mentally, and emotionally safe in my work environment.
- Teachers and staff stay at my school/district, providing a stable and consistent learning environment with high expectations for all.
- My workday is a joyful experience.
- The communication and presence from district and building administration is consistent, timely, and relevant.

**Personalized Learning**

- I inspire my students to learn about the world and become responsible global citizens.
- Our students' social, emotional, and mental health needs are supported.
- I have the resources and time to perform my job responsibilities effectively.

**Teaching and Learning**

- My school has a fair and transparent assessment system that accurately reflects my students' abilities, growth, and future goals.

**Engagement**

- I have regular opportunities to provide feedback and see my voice reflected in decisions that impact my daily work experience.
- I have opportunities to collaborate within the school and community to enhance the overall learning experience for student success.
- Families and the community in my school/district are partners, engaged in school activities and decision-making.

# Strategic Roadmap Draft



*A World-Class Community of Learners*

## Our Vision

*What We Intend to Create*

**As the premier school district of choice, Fridley Public Schools is a learning community through:**

### Empowering Individual Potential

Amplify, challenge, and embrace the individual journey of each learner, helping them forge a compelling path to reach their highest potential both inside and outside the classroom.

### Educational Community and Commitment

Our world-class professional workforce committed to collaboration and best-practice education, embraces our dedication to Fridley Public Schools that fosters a deep sense of pride and respect, ensuring a safe and supportive environment where everyone belongs.

### Family and Community Partnerships

We build strong partnerships with families that enhance the educational experience through positive interactions, open and honest communication, and honoring diverse perspectives.

### Celebrating Success

Through regular celebrations of achievements and positive experiences, we cultivate an environment of encouragement and school spirit, reinforcing our identity as a vibrant and cohesive community. "We are Fridley Strong."

## Our Mission

*Our Core Purpose*

**Belonging - Educating - Inspiring**

## Our Core Values

*Drivers of Our Words and Actions*

### Belonging

Every colleague, every student, and every family is welcome and valued.

### Rigor

We provide learning experiences in which every student is challenged, engaged, and with ownership of their learning through increasingly complex levels of understanding.

### Accountability

We use data, science, and measurable outcomes to ensure we meet our goals.

### Stewardship

We are thoughtful and responsible with our resources.

### Partnership

Together we achieve more than alone.

## Strategic Directions

*Focus of Our Improvement Efforts*

# 01

**Providing access to high quality, rigorous, and relevant instruction in each classroom.**

# 02

**Enhancing our student support structures and processes to meet students academic, social, behavior needs while increasing engagement and belonging.**

# 03

**Supporting staff in personal and professional growth to promote collaboration and accountability in the professional community**

# 04

**Evolving our practices to engage families in schools.**

# 05

**Improving efficiency, effectiveness, equity, and safety in district facilities, finance, and operations.**

# Desired Daily Experiences

## For Students

### School Environment

- I see myself reflected at school.
- I feel safe, seen, heard and have a sense of belonging as my authentic self.
- My school environment is clean and safe.
- I have access to what I need.

### Personalized Learning

- My teachers support my learning and living a balanced life.
- I have teachers and resources that excite me to learn and help support my unique learning needs.
- I am able to grow from my mistakes with the support from adults and overcome challenges.
- I receive feedback that pushes me to achieve my goals.
- I am motivated when my work is celebrated.
- Through the support of trusted adults, I am able to solve problems and make good decisions.

### Teaching and Learning

- I am able to learn skills that will prepare me for the future.
- I connected to what I am learning.

### Engagement

- I have opportunities to be involved in social and extracurricular activities.

## For Families

### Environment

- I am welcomed at my student's school.
- My student's school has resources to support equitable and inclusive learning outcomes.
- My student's school is a warm and welcoming environment that prioritizes student safety
- Staff at my student's school are highly qualified and reflect the demographics of the student population.
- My student feels a sense of belonging with peers, teachers, and staff.

### Personalized Learning

- My student has access to enrichment opportunities.

### Teaching and Learning

- My student develops strong problem-solving skills to handle challenges effectively.
- My student is challenged academically and is supported to reach their full potential.

### Engagement

- I receive communication that is clear, timely, and consistent in the language and format I need.
- My student's school communicates about activities and opportunities for parents to engage with the school.
- Staff at my student's school reach out to me and engage me in a productive partnership.

## For Staff

### Environment

- I am seen, heard, and valued within the district.
- I feel physically, mentally, and emotionally safe in my work environment.
- Teachers and staff stay at my school/district, providing a stable and consistent learning environment with high expectations for all.
- My workday is a joyful experience.
- The communication and presence from district and building administration is consistent, timely, and relevant.

### Personalized Learning

- I inspire my students to learn about the world and become responsible global citizens.
- Our students' social, emotional, and mental health needs are supported.
- I have the resources and time to perform my job responsibilities effectively.

### Teaching and Learning

- My school has a fair and transparent assessment system that accurately reflects my students' abilities, growth, and future goals.

### Engagement

- I have regular opportunities to provide feedback and see my voice reflected in decisions that impact my daily work experience.
- I have opportunities to collaborate within the school and community to enhance the overall learning experience for student success.
- Families and the community in my school/district are partners, engaged in school activities and decision-making.

**Learn More**

**(insert SP webpage)**



A World-Class Community of Learners

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

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## 418 DRUG-FREE WORKPLACE/DRUG-FREE SCHOOL

### I. PURPOSE

The purpose of this policy is to maintain a safe and healthful environment for employees and students by prohibiting the use of alcohol, toxic substances, medical cannabis, nonintoxicating cannabinoids, edible cannabinoid products, and controlled substances without a physician's prescription.

### II. GENERAL STATEMENT OF POLICY

- A. Use or possession of alcohol, toxic substances, medical cannabis, nonintoxicating cannabinoids, edible cannabinoid products, and controlled substances before, during, or after school hours, at school or in any other school location, is prohibited as general policy. Paraphernalia associated with controlled substances is prohibited.
- B. It shall be a violation of this policy for any student, teacher, administrator, other school district personnel, or member of the public to use alcohol, toxic substances, medical cannabis, nonintoxicating cannabinoids, edible cannabinoid products, or controlled substances in any school location.
- C. An individual may not use or possess cannabis flower, cannabis products, lower-potency hemp edibles, or hemp-derived consumer products in a public school, as defined in Minnesota Statutes, section 120A.05, subdivisions 9, 11, and 13, including all facilities, whether owned, rented, or leased, and all vehicles that the school district owns, leases, rents, contracts for, or controls.
- D. The school district will act to enforce this policy and to discipline or take appropriate action against any student, teacher, administrator, school personnel, or member of the public who violates this policy.

### III. DEFINITIONS

- A. "Alcohol" includes any alcoholic beverage containing more than one-half of one percent of alcohol by volume.
- B. "Controlled substances" include narcotic drugs, hallucinogenic drugs, amphetamines, barbiturates, marijuana, anabolic steroids, or any other controlled substance as defined in Schedules I through V of the Controlled Substances Act, 21 United States Code section 812, including analogues and look-alike drugs.

- C. “Edible cannabinoid product” means any product that is intended to be eaten or consumed as a beverage by humans, contains a cannabinoid in combination with food ingredients, and is not a drug.
- D. “Nonintoxicating cannabinoid” means substances extracted from certified hemp plants that do not produce intoxicating effects when consumed by injection, inhalation, ingestion, or by any other immediate means..
- E. “Medical cannabis” means any species of the genus cannabis plant, or any mixture of preparation of them, including whole plant extracts and resins, and is delivered in the form of: (1) liquid, including, but not limited to, oil; (2) pill; (3) vaporized delivery method with use of liquid or oil but which does not require the use of dried leaves or plant form; (4) combustion with use of dried raw cannabis; or (5) any other method approved by the commissioner.
- F. “Possess” means to have on one’s person, in one’s effects, or in an area subject to one’s control.
- G. “School location” includes any school building or on any school premises; in any school-owned vehicle or in any other school-approved vehicle used to transport students to and from school or school activities; off school property at any school sponsored or school-approved activity, event, or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district; or during any period of time such employee is supervising students on behalf of the school district or otherwise engaged in school district business.
- H. “Sell” means to sell, give away, barter, deliver, exchange, distribute or dispose of to another, or to manufacture; or to offer or agree to perform such an act, or to possess with intent to perform such an act.
- I. “Toxic substances” includes: (1) glue, cement, aerosol paint, containing toluene, benzene, xylene, amyl nitrate, butyl nitrate, nitrous oxide, or containing other aromatic hydrocarbon solvents, but does not include glue, cement, or paint contained in a packaged kit for the construction of a model automobile, airplane, or similar item; (2) butane or a butane lighter; or (3) any similar substance declared to be toxic to the central nervous system and to have a potential for abuse, by a rule adopted by the commissioner of health.
- J. “Use” means to sell, buy, manufacture, distribute, dispense, be under the influence of, or consume in any manner, including, but not limited to, consumption by injection, inhalation, ingestion, or by any other immediate means.

#### IV. EXCEPTIONS



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- A. A violation of this policy does not occur when a person brings onto a school location, for such person's own use, a controlled substance, except medical cannabis, nonintoxicating cannabinoids, or edible cannabinoid products, which has a currently accepted medical use in treatment in the United States and the person has a physician's prescription for the substance. The person shall comply with the relevant procedures of this policy.
- B. A violation of this policy does not occur when a person possesses an alcoholic beverage in a school location when the possession is within the exceptions of Minnesota Statutes, section 624.701, subdivision 1a (experiments in laboratories; pursuant to a temporary license to sell liquor issued under Minnesota laws or possession after the purchase from such a temporary license holder).
- C. A violation of this policy does not occur when a person uses or possesses a toxic substance unless they do so with the intent of inducing or intentionally aiding another in inducing intoxication, excitement, or stupefaction of the central nervous system, except under the direction and supervision of a medical doctor.

## V. PROCEDURES

- A. Students who have a prescription from a physician for medical treatment with a controlled substance, except medical cannabis, nonintoxicating cannabinoids, or edible cannabinoid products, must comply with the school district's student medication policy.
- B. Employees who have a prescription from a physician for medical treatment with a controlled substance, except medical cannabis, nonintoxicating cannabinoids, or edible cannabinoid products, are permitted to possess such controlled substance and associated necessary paraphernalia, such as an inhaler or syringe. The employee must inform his or her supervisor. The employee may be required to provide a copy of the prescription.
- C. Each employee shall be provided with written notice of this Drug-Free Workplace/Drug-Free School policy and shall be required to acknowledge that he or she has received the policy.
- D. Employees are subject to the school district's drug and alcohol testing policies and procedures.
- E. Members of the public are not permitted to possess controlled substances, intoxicating cannabinoids, or edible cannabinoid products in a school location except with the express permission of the superintendent.
- F. No person is permitted to possess or use medical cannabis, nonintoxicating cannabinoids, or edible cannabinoid products on a school bus or van; or on the grounds of any preschool or primary or secondary school; or on the grounds of any child care facility. This prohibition



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includes (1) vaporizing or combusting medical cannabis on any form of public transportation where the vapor or smoke could be inhaled by a minor child or in any public place, including indoor or outdoor areas used by or open to the general public or place of employment; and (2) operating, navigating, or being in actual physical control of any motor vehicle or working on transportation property, equipment or facilities while under the influence of medical cannabis, nonintoxicating cannabinoids, or edible cannabinoid products.

- G. Possession of alcohol on school grounds pursuant to the exceptions of Minnesota Statutes, section 624.701, subdivision 1a, shall be by permission of the school board only. The applicant shall apply for permission in writing and shall follow the school board procedures for placing an item on the agenda.

## VI. SCHOOL PROGRAMS

- A. Starting in the 2026-2027 school year, the school district must implement a comprehensive education program on cannabis use and substance use, including but not limited to the use of fentanyl or mixtures containing fentanyl, for students in middle school and high school. The program must include instruction on the topics listed in Minnesota Statutes, section 120B.215, subdivision 1 and must:
1. respect community values and encourage students to communicate with parents, guardians, and other trusted adults about cannabis use and substance use, including but not limited to the use of fentanyl or mixtures containing fentanyl; and
  2. refer students to local resources where students may obtain medically accurate information about cannabis use and substance use, including but not limited to the use of fentanyl or mixtures containing fentanyl, and treatment for a substance use disorder.
- B. School district efforts to develop, implement, or improve instruction or curriculum as a result of the provisions of this section must be consistent with Minnesota Statutes, sections 120B.10 and 120B.11.
- C. Notwithstanding any law to the contrary, the school district shall have a procedure for a parent, a guardian, or an adult student 18 years of age or older to review the content of the instructional materials to be provided to a minor child or to an adult student pursuant to this article. The district must allow a parent or adult student to opt out of instruction under this article with no academic or other penalty for the student and must inform parents and adult students of this right to opt out.

## VII. ENFORCEMENT

- A. Students



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1. Students may be required to participate in programs and activities that provide education against the use of alcohol, tobacco, marijuana, smokeless tobacco products, electronic cigarettes, and nonintoxicating cannabinoids, and edible cannabinoid products,
2. Students may be referred to drug or alcohol assistance or rehabilitation programs; school based mental health services, mentoring and counseling, including early identification of mental health symptoms, drug use and violence and appropriate referral to direct individual or group counselling service. which may be provide by school based mental health services providers; and/or referral to law enforcement officials when appropriate.
3. A student who violates the terms of this policy shall be subject to discipline in accordance with the school district's discipline policy. Such discipline may include suspension or expulsion from school.

#### B. Employees

1. As a condition of employment in any federal grant, each employee who is engaged either directly or indirectly in performance of a federal grant shall abide by the terms of this policy and shall notify his or her supervisor in writing of his or her conviction of any criminal drug statute for a violation occurring in any of the places listed above on which work on a school district federal grant is performed, no later than five (5) calendar days after such conviction.
2. An employee who violates the terms of this policy is subject to disciplinary action, including nonrenewal, suspension, termination, or discharge as deemed appropriate by the school board.
3. In addition, any employee who violates the terms of this policy may be required to satisfactorily participate in a drug and/or alcohol abuse assistance or rehabilitation program approved by the school district. Any employee who fails to satisfactorily participate in and complete such a program is subject to nonrenewal, suspension, or termination as deemed appropriate by the school board.
4. Sanctions against employees, including nonrenewal, suspension, termination, or discharge shall be pursuant to and in accordance with applicable statutory authority, collective bargaining agreements, and school district policies.

#### C. The Public

A member of the public who violates this policy shall be informed of the policy and asked to leave. If necessary, law enforcement officials will be notified and asked to provide an escort.

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



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Minn. Stat. § 120B.215 (Education on Cannabis Use and Substance Use)  
Minn. Stat. § 121A.22 (Administration of Drugs and Medicine)  
Minn. Stat. § 121A.40-§ 121A.56 (Pupil Fair Dismissal Act)  
Minn. Stat. § 151.72 (Sale of Certain Cannabinoid Products)  
Minn. Stat. § 152.01, Subd. 15a (Definitions)  
Minn. Stat. § 152.0264 (Cannabis Sale Crimes)  
Minn. Stat. § 152.22, subd. 6 (Definitions; Medical Cannabis; )  
Minn. Stat. § 152.23 (Limitations; Medical Cannabis)  
Minn. Stat. § 169A.31 (Alcohol-Related School Bus or Head Start Bus Driving)  
Minn. Stat. § 340A.403 (3.2 Percent Malt Liquor Licenses)  
Minn. Stat. § 340A.404 (Intoxicating Liquor; On-Sale Licenses)  
Minn. Stat. § 342.09 (Personal Adult Use of Cannabis)  
Minn. Stat. § 342.56 (Limitations)  
Minn. Stat. § 609.684 (Abuse of Toxic Substances)  
Minn. Stat. § 624.701 (Alcohol in Certain Buildings or Grounds)  
20 U.S.C. § 7101-7165 (Student Support and Academic Enrichment Grants)  
21 U.S.C. § 812 (Schedules of Controlled Substances)  
41 U.S.C. §§ 701-707 (Drug-Free Workplace Act)  
21 C.F.R. §§ 1308.11-1308.15 (Controlled Substances)  
34 C.F.R. Part 85 (Government-Wide Requirements for Drug-Free Workplace)

***Cross References:***

MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)  
MSBA/MASA Model Policy 416 (Drug and Alcohol Testing)  
MSBA/MASA Model Policy 417 (Chemical Use and Abuse)  
MSBA/MASA Model Policy 419 (Tobacco-Free Environment; Possession and use of Tobacco, Tobacco-Related Devices, and Electronic Delivery Devices; Vaping Awareness and Prevention Instruction)  
MSBA/MASA Model Policy 506 (Student Discipline)  
MSBA/MASA Model Policy 516 (Student Medication)

Adopted as Policy 11.40 June 25, 1985  
Revised July 9, 1991  
Revised as Policy 418 October 16, 2007  
Reviewed August 20, 2013  
Revised November 21, 2017  
Revised October 18, 2022  
Revised August 15, 2023



**centerchurch**

GOSPEL | COMMUNITY | MISSION

To: Fridley School Board

From: Kevin Osell

Date: July 12, 2024

Re: Alcohol on school grounds

Dear School Board,

Center Church intends to continue meeting at Hayes Elementary during the 2024-25 school year.

On behalf of Center Church, I would like to request an exception in your alcohol policy so that we may utilize wine in our celebration of the Lord's Supper (aka Communion or Eucharist).

For our purposes, we intend on making the bread and wine available on a weekly basis. We will store the wine off-site and will bring it in solely for this purpose. Additionally, we will have people assigned to the setup/cleanup of the wine on a weekly basis to ensure the wine, and any containers, are disposed of properly.

If you have questions for me or are in need of further information, please use my contact information below.

Thanks for your consideration.

Sincerely,

Kevin Osell

Lead Pastor of Center Church

Email: [kevin@centerchurchmn.com](mailto:kevin@centerchurchmn.com)

Phone: 651.387.6972