

Business Meeting

Tuesday, March 18, 2025 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. Superintendent Report	
D. Business Action Items	
D.1. FPS Health Insurance Bids for 2025-2026	Presenter: Bou Moua
D.2. Approval of FMS Cooler Replacement Bid	Presenter: Rochelle Cox
D.3. Second Reading & Adoption of Policies	
D.3.a. Policy 524 Internet, Technology, and Personal Electronic Communication Device Acceptable Use and Safety	
D.3.b. Policy 522 Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process	
D.4. Motion: Student School Board Representative Stipend	Presenter: Board Chair
D.5. Motion: Approval of School Board Compensation	Presenter: Board Chair
E. Consent Agenda	Presenter: Board Chair
E.1. Minutes of the School Board Business Meeting Held on February 18	
E.2. Monthly Financial Reports	
E.3. New Contracts, Amendments, Lane Changes, Leaves of Absence, Terminations, Resignations, and Retirements	
F. Important Future School Board Dates	Presenter: Board Chair
F.1. Fridley Middle School Musical: High School Musical, Jr. March 20-21, 2025 7:00 PM and March 22, 2025 at 2:00 PM District Auditorium	
F.2. No School - Evaluation/Planning Day March 28, 2025	
F.3. No School: Spring Break March 31-April 4, 2025	
F.4. Hayes Better Together Family Meeting April 7, 2025 5:00 PM Hayes Elementary School	
F.5. FHS Spring Concert - All FHS Bands and Choirs April 10, 2025 7:00 PM District Auditorium	
F.6. Free Family Movie Night: "Flow" April 11, 2025 7:00 PM	

District Auditorium

F.7. American Indian Powwow

April 12, 2025 1:00-3:00 PM

Champlin Park High School Fieldhouse

F.8. Fridley Public Schools Board Meeting

April 15, 2025

Work Session, 5:30 PM

Public Comment, 7:00 PM

Business Meeting, 7:30 PM

Fridley Community Center

G. **Adjournment**

Presenter: Board
Chair

Tuesday, March 18, 2025
School Board Business Meeting
Motions

A. Call to Order, Pledge of Allegiance

B. Approval of Agenda with Suggested Motions and Resolutions

a. Suggested Motions and Resolutions

Suggested Motion: Motion by _____, seconded by _____ to approve the agenda for March 18, 2025.

C. Superintendent Report

D. Business Action Items

a. Motion: FPS Health Insurance Bids for 2025-2026

Suggested Motion: Motion by _____, seconded by _____ to approve the insurance plan by Health partners with the 8% increase for 2025-26.

b. Motion: Approval of FMS Cooler Replacement Bid

Suggested Motion: Motion by _____, seconded by _____ to approve and award the FMS Cooler bid to Boelter and award abatement bid from Mavo Systems.

c. Second Reading & Adoption of Policies

Suggested Motion: Motion by _____, seconded by _____ to approve the policies 522 and 524.

d. Motion: Approval of Student School Board Representative Stipend

Suggested Motion: Motion by _____, seconded by _____ to approve the Student School Board Representative Stipend of \$750/year.

e. Motion: Approval of School Board Compensation

Suggested Motion: Motion by _____, seconded by _____ to approve the School Board Compensation of \$7,418/year.

E. Consent Agenda

Suggested Motion: Motion by _____, seconded by _____ to approve the consent agenda including minutes of the business meeting held on February 18, 2025; New Contracts, Amendments, Lane Changes, Leaves of Absence, Resignations and Terminations; and Monthly Financial Reports

F. Important Future School Board Dates

1. RLS PTO Meeting
February 19, 2025 5:00 PM
Stevenson Elementary School

2. RLS 2nd Grade Concert
February 20, 2025 5:30 PM
Stevenson Elementary School
3. Black History Excellence Week
February 24-28, 2025
4. Hayes Better Together Family Meeting
February 24, 2025
Hayes Elementary School
5. 7th and 8th Grade Band and Choir Winter Concert
February 25, 2025 7:00 PM
FMS Front Gym
6. FHS Open Mic Night
February 27, 2025 7:00 PM
District Auditorium
7. 7th and 8th Grade Dance
February 28, 2025 5:00 PM
Fridley Middle School
8. FMS & FHS Jazz Band Coffee Concert
March 3, 2025
FMS Cafeteria
9. Senior Center Mardi Gras
March 4, 2025 12:30-3 PM
Fridley Community Center
10. RLS Kindergarten Welcome Night
March 4, 2025 5:30 PM
Stevenson Elementary School
11. FHS Conferences
March 5, 2025 4:00-7:30 PM
Fridley High School
12. FMS Conferences
March 6, 2025 4:00-8:00 PM
Fridley Middle School
13. No School - Districtwide
March 7, 2025
14. Hayes Kindergarten Welcome Night
March 11, 2025 5:30 PM
Hayes Elementary School
15. RLS PTO Meeting
March 12, 2025 5:00 PM
Stevenson Elementary School

16. Free Family Movie Night: "Wild Robot"

March 14, 2024 7:00 PM

District Auditorium

17. Fridley Public Schools School Board Meeting

March 18, 2024

Fridley Community Center

5:30 PM Work Session

7:00 PM Public Comment

7:30 PM Business Meeting

G. Adjournment

Suggested Motion: Motion by _____, seconded by _____ to adjourn the meeting at _____.

FACILITIES PLAN

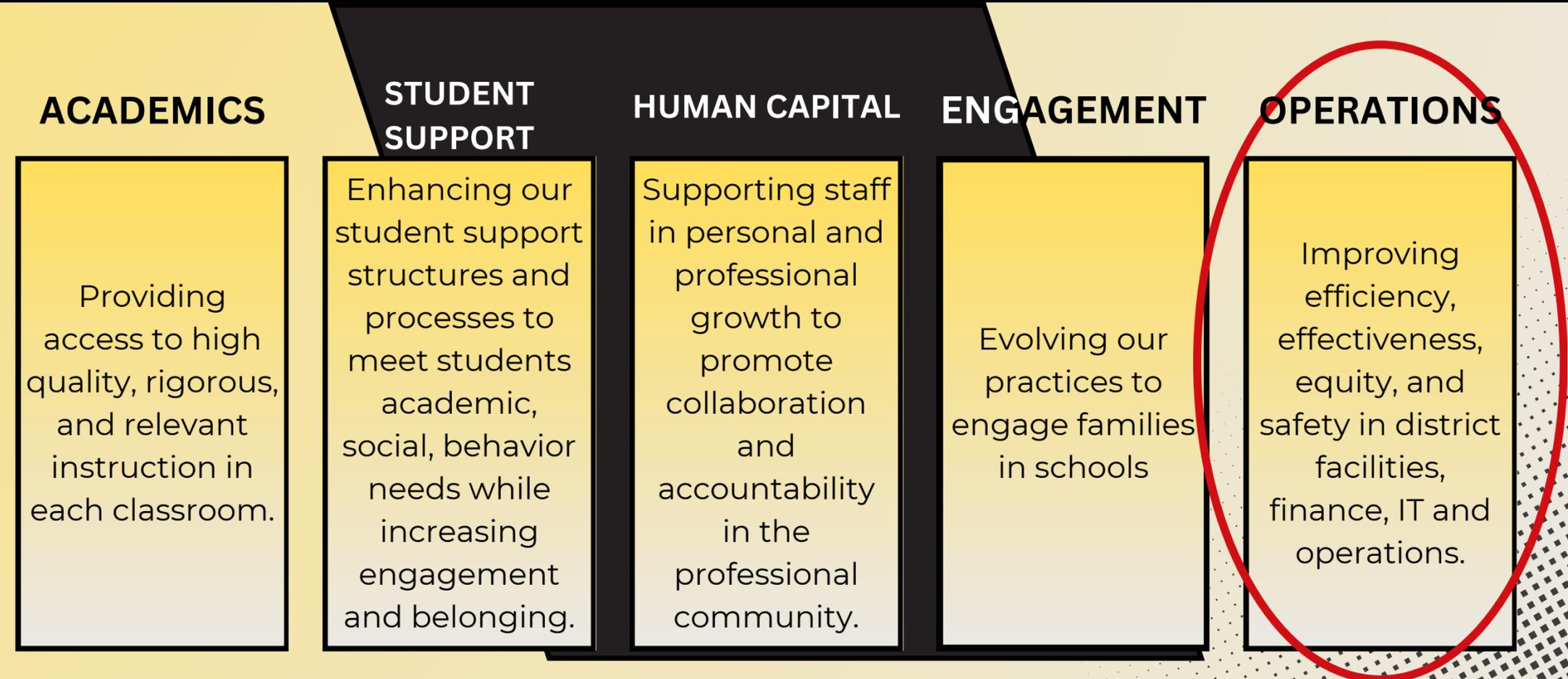
2025-2028

PROPOSED FACILITIES PLAN AND BUDGET 2025-2028

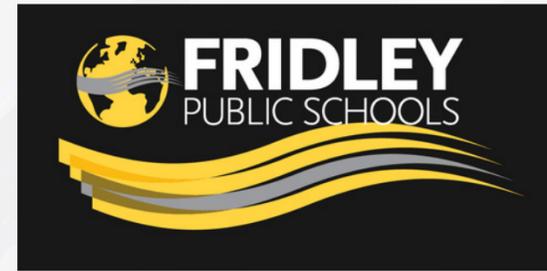
Our Strategic Plan focuses specifically on the efficiency and effectiveness of how we use our finances to support our facilities. Our facilities are the foundation for student achievement, supporting both our students and staff.

STRATEGIC PLAN: DIRECTION

FOCUS OUR IMPROVEMENT EFFORTS



FACILITIES FUNDING SOURCES



Tax Abatement Bonds

addressing hazards + deficiencies

Long Term Facilities Maint Revenue

funds annual facilities needs

Deferred Maintenance Bonds

Funds delayed facilities projects

Capital Project Levy

funds for infrastructure and technology

Health and Safety Bonds

Funds projects that promote health and safety

Facilities Referendum Bond

funds facilities projects as voted on by community

Projected Facilities Budget

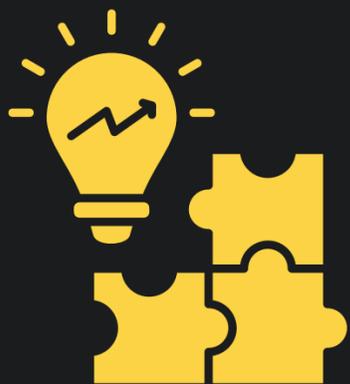
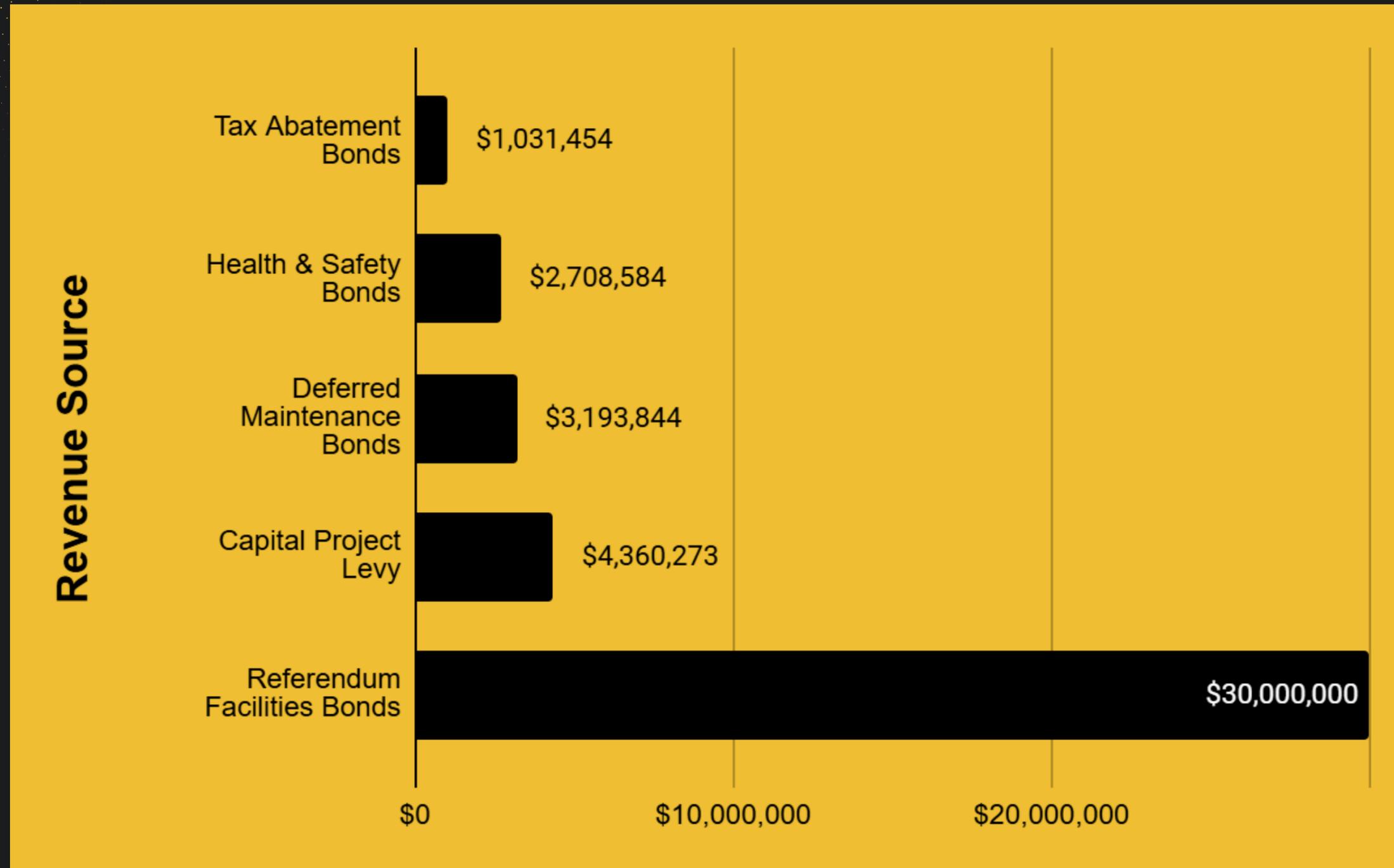
Our Facilities Plan will span from 2025-2027, over three years.

Year	Beginning	Revenue	Expenditures	Ending Balance
2025-26	\$5,902,428	\$15,272,849.69	-\$6,099,676.74	\$15,075,600.95
2026-27	\$15,075,600.95	\$1,346,895.27	-\$15,794,394	\$628,102.22
2027-28	\$628,102.22	\$15,772,751.23*	-\$15,512,326	\$888,527.45

*\$2,000,000 will be used to pay for the bond cost of issuance including: S&P Global Ratings, Ehler's and Legal Counsel fees along with capitalized interest tax rate level over the life of the bond.



Type of Funding Sources



Revenue Summary

Revenue Source	Beginning Balance	2025-26	2026-27	2027-28	Total
Deferred Maintenance Bonds	\$3,193,844	\$0	\$0	\$0	\$3,193,844
Health and Safety Bonds	\$2,708,584	\$0	\$0	\$0	\$2,708,584
Tax Abatement Bonds	\$1,031,454	\$0	\$0	\$0	\$1,031,454
Capital Project Levy	\$412,630	\$1,272,849	\$1,346,895	\$1,327,898	\$4,360,272
Facilities Bond Referendum	\$0	\$14,000,000	\$0	\$16,000,000	\$30,000,000*

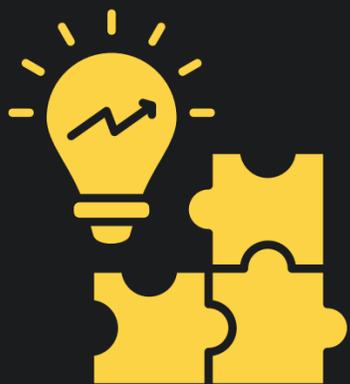
One time authorization by FPS School Board in May 2024



*\$2,000,000 will be used to pay for the bond cost of issuance including: S&P Global Ratings, Ehler's and Legal Counsel fees along with capitalized interest tax rate level over the life of the bond.

Expenditure Summary

Year	Total Dollar Amount of Projects
2025-26	\$6,099,676.74
2026-27	\$15,794,394
2027-28	\$15,512,326



FRIDLEY COMMUNITY CENTER



FRIDLEY COMMUNITY CENTER WINDOW PROJECT UPDATE



- **Project Start Date:** Fall 2024
- **Scope of Project:** Replacement of windows due to age and leakage
- **Total Cost:** \$1,392,180

Window Replacement	\$1,392,180	Deferred Maintenance Bonds
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Updates:

- Found concerns with crumbling foundation and had to replace in certain areas. This caused our Phase II to be running a week behind schedule, as well as weather conditions.
- Two doors were found to be in poor condition and needed to be replaced.
- Architect drawings were incorrect and needed to add splice channels in twelve locations due to missing columns in the walls.

FRIDLEY COMMUNITY CENTER ROOFING REPLACEMENT



- **Project Start Date:** Summer 2027
- Replace aging roof with a modified built-up system. Remove and reinstall the solar system. Install new gutters for water management.
- **Total Cost:** \$2,025,000

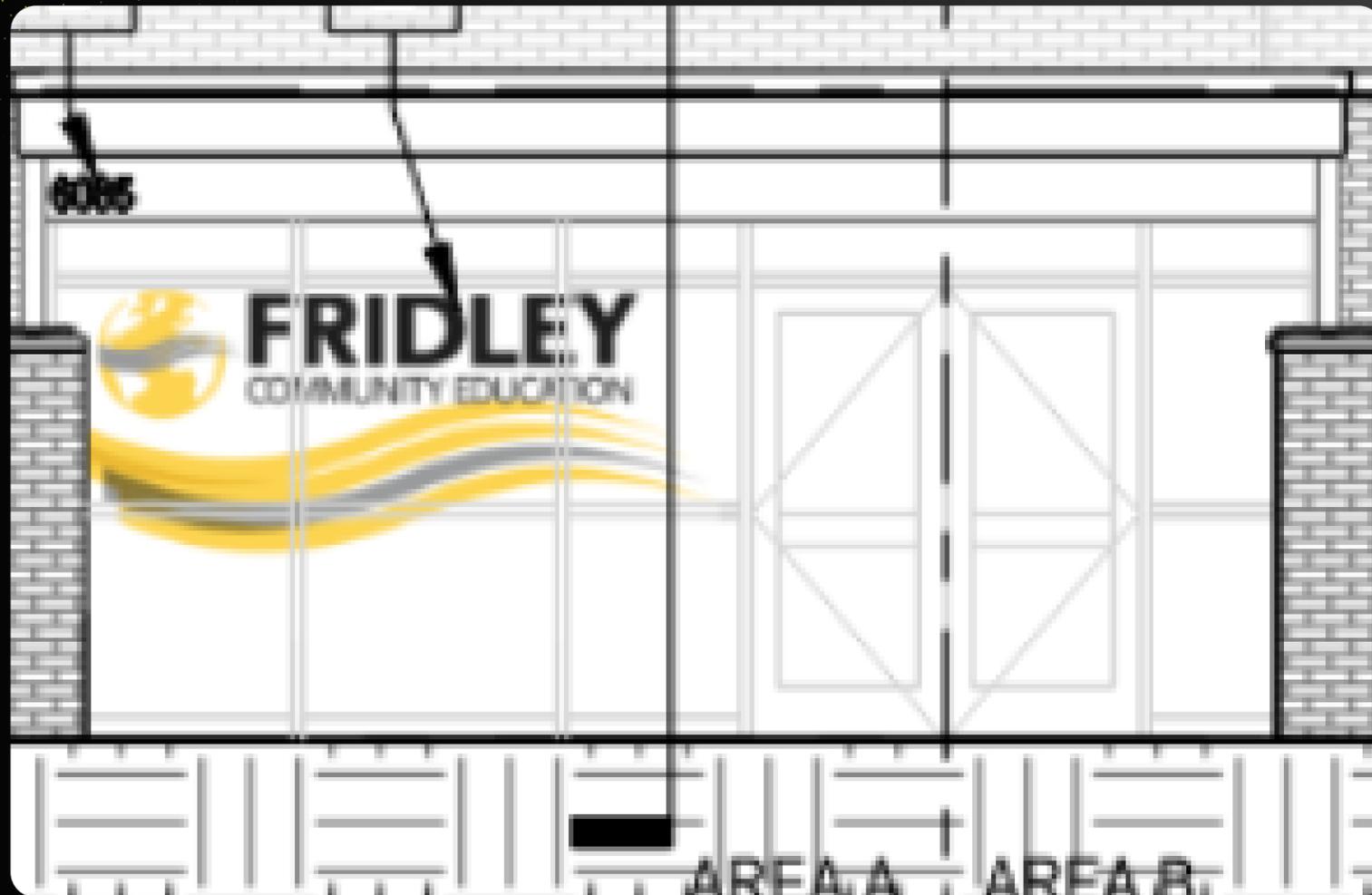


Solar	\$79,298	Facilities Bond Referendum
Roofing System	\$1,506,653	Facilities Bond Referendum
Permit/Fees/Services	\$273,446	Facilities Bond Referendum
Contingency	\$165,603	Facilities Bond Referendum

FCC BRANDING



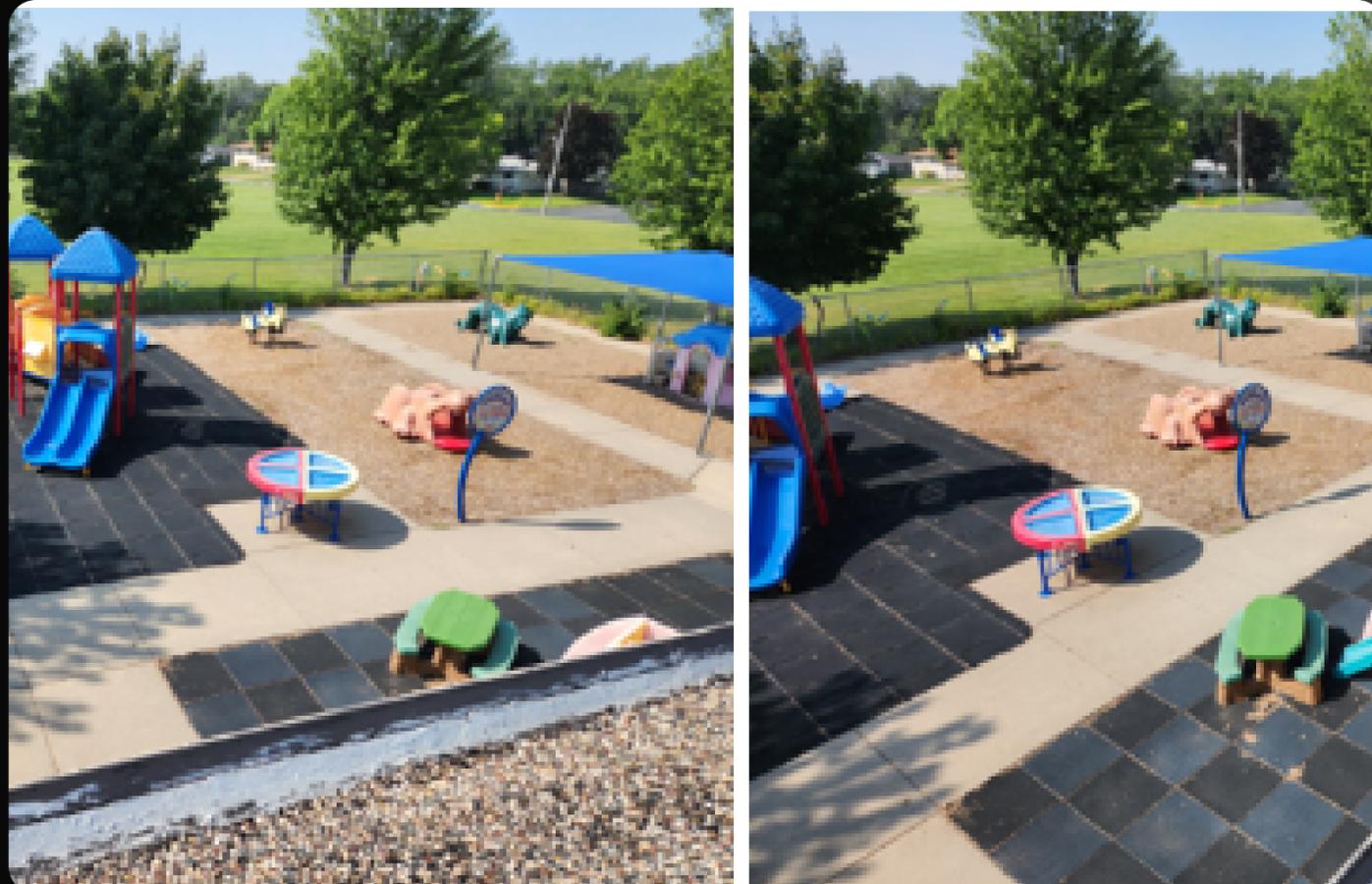
- **Project Start Date:** Summer 2027
- Add a welcoming front entrance and upgrade signage with FCC branding.
- **Total Cost:** \$270,000



Exterior Signage	\$148,022	Facilities Bond Referendum
Interior Signage	\$63,438	Facilities Bond Referendum
Permit/Fees/Services	\$36,460	Facilities Bond Referendum
Contingency	\$22,080	Facilities Bond Referendum

FCC OUTDOOR PLAY STRUCTURES

- **Project Start Date:** Summer 2025
- Playground built in mid-2000s, expanded with a basketball court around 2009-2010. Equipment lifespan is 20 years; ground material wears faster. Padded tiles (15 years old) need evaluation. Equipment has potential safety hazards.
- **Total Cost:** \$60,750



New Playground Feature	\$47,579	Facilities Bond Referendum
Permit/Fees/Services	\$8,203	Facilities Bond Referendum
Contingency	\$4,968	Facilities Bond Referendum

FCC HVAC SYSTEM UPGRADE



- **Project Start Date:** Summer 2026
- Replace HVAC units to meet ventilation codes. Existing system lacks hot water heat and compliant ventilation. Units are outdated.
- **Total Cost:** \$295,000

Mechanical & electrical	\$184,832	Health & Safety Bonds
General Contractor	\$46,208	Health & Safety Bonds
Permit/Fees/Services	\$39,835	Health & Safety Bonds
Contingency	\$24,125	Health & Safety Bonds

FCC FIXTURES, FURNITURE & EQUIPMENT



- **Project Start Date:** Summer 2027
- **Scope of Project:** There will be input from Fridley staff, students, families, and community to determine the needs of the school.
- **Total Cost:** \$150,000

Purchase and
installation of FFE

\$150,000

Facilities Bond
Referendum

FCC REHEAT VALVE PROJECT



- **Project Start Date:** Summer 2025
- **Scope of Project:** Provide and install new reheat valves throughout the school to provide better heat regulation.
- **Total Cost:** \$15,870

Purchase and install new reheat valves	\$15,870	Health & Safety Bonds
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HAYES ELEMENTARY SCHOOL

Hayes Elementary
An IB World School

HAYES FLOORING REPLACEMENT



- **Project Start Date:** Summer 2025
- Asbestos abatement, flooring replacement, and painting. Furniture moved as needed.
- **Total Cost:** \$810,000



Construction Mgmt Svcs	\$60,000	Facilities Bond Referendum
Flooring	\$340,000	Facilities Bond Referendum
Moving Company	\$90,000	Facilities Bond Referendum
Environmental Monitoring	\$60,000	Health & Safety Bonds
Abatement Services	\$150,000	Health & Safety Bonds
Painting, Rugs, etc.	\$110,000	Facilities Bond Referendum

HAYES FIXTURES, FURNITURE & EQUIPMENT



- **Project Start Date:** Summer 2025
- **Scope of Project:** There will be input from Fridley staff, students, families, and community to determine the needs of the school.
- **Total Cost:** \$370,000

Purchase and installation of FFE	\$370,000	Facilities Bond Referendum
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HAYES SECURITY UPGRADES



- **Project Start Date:** Summer 2027
- **Scope of Project:** Update card access systems, camera systems, security systems, and public address systems and fire alarm systems.
- **Total Cost:** \$427,500

Purchase and installation	\$427,500	Facilities Bond Referendum
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HAYES REHEAT VALVE PROJECT



- **Project Start Date:** Summer 2025
- **Scope of Project:** Provide and install new reheat valves throughout the school to provide better heat regulation.
- **Total Cost:** \$14,750

Purchase new reheat valves/installation	\$14,750	Health & Safety Bonds
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R.L. STEVENSON ELEMENTARY SCHOOL

RLS ROOFING REPLACEMENT



- **Project Start Date:** Summer 2027
- Replace aging roof with a modified built-up system. Remove and reinstall solar as needed.
- **Total Cost:** \$270,000

Solar	\$10,573	Facilities Bond Referendum
Roofing System	\$200,887	Facilities Bond Referendum
Permits/Fees/Services	\$36,460	Facilities Bond Referendum
Contingency	\$22,080	Facilities Bond Referendum

RLS FIXTURES, FURNITURE & EQUIPMENT



- **Project Start Date:** Summer 2025
- **Scope of Project:** There will be input from Fridley staff, students, families, and community to determine the needs of the school.
- **Total Cost:** \$396,550

**Purchase and
installation of FFE**

\$396,550

**Facilities Bond
Referendum**

RLS SECURITY UPGRADES



- **Project Start Date:** Summer 2027
- **Scope of Project:** Update card access systems, camera systems, security systems, and public address systems and fire alarm systems.
- **Total Cost:** \$437,500

**Purchase and
installation**

\$437,500

**Facilities Bond
Referendum**

RLS REHEAT VALVE PROJECT



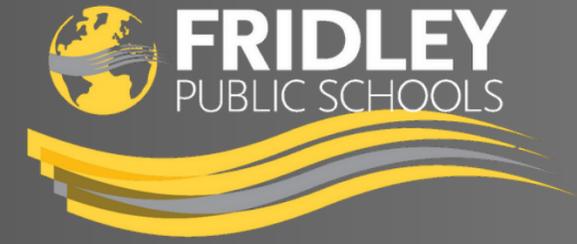
- **Project Start Date:** Summer 2025
- **Scope of Project:** Provide and install new reheat valves throughout the school to provide better heat regulation.
- **Total Cost:** \$9,660

Purchase new reheat valves/installation	\$9,660	Health & Safety Bonds
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FRIDLEY MIDDLE SCHOOL



FMS COOLER PROJECT



- **Project Start Date:** Summer 2025
- Replace current cooler
- **Total Cost:** \$236,000

Removal of hazardous materials	\$26,000	Food Service Fund Balance
Demolition, purchase, installation	\$175,000	Food Service Fund Balance
New Rack System	\$35,000	Food Service Fund Balance

FMS POOL MECHANICAL REPLACEMENT



- **Project Start Date:** Summer 2025
- Failing sand filters allow sand into the pool. Valves are not holding. Replace filtration system, pumps, and add UV system for safe, continuous use.
- **Total Cost:** \$274,434



Filter System	\$145,755	Deferred Maintenance Bonds
Installation	\$79,780	Deferred Maintenance Bonds
Permits/Fees/Services	\$30,455	Deferred Maintenance Bonds
Contingency	\$18,444	Deferred Maintenance Bonds

FMS TUCKPOINTING



- **Project Start Date:** Summer 2026
- Mortar in exterior block walls deteriorates over time, allowing water in, causing damage and deterioration.
- **Total Cost:** \$525,000



Tuckpointing	\$411,172	Facilities Bond Referendum
Permits/Fees/Services	\$70,894	Facilities Bond Referendum
Contingency	\$42,934	Facilities Bond Referendum

FMS ROOFING REPLACEMENT



- **Project Start Date:** Summer 2026
- Replace aging roof with a modified built-up system. Remove and reinstall solar as needed.
- **Total Cost:** \$1,500,000



Solar	\$58,739	Facilities Bond Referendum
Roofing System	\$1,116,039	Facilities Bond Referendum
Permits/Fees/Services	\$202,553	Facilities Bond Referendum
Contingency	\$122,669	Facilities Bond Referendum

FMS WINDOW REPLACEMENT



- **Project Start Date: Summer 2026**
- Replacement of windows highlighted in red due to age and leakage
- **Total Cost: \$1,171,062**

Window Replacement	\$676,672	Facilities Bond Referendum
General Contractor	\$169,168	Facilities Bond Referendum
Permits/Fees/Services	\$202,553	Facilities Bond Referendum
Contingency	\$122,669	Facilities Bond Referendum

FMS LOCKER ROOM REMODEL



- **Project Start Date:** Summer 2026
- Remodel locker rooms to add a classroom, storage space, office space, family changing spaces/single user restrooms, and a ticket window.
- **Total Cost:** \$3,200,000



Demo	\$250,619	Facilities Bond Referendum
Gen. Construction	\$1,253,097	Facilities Bond Referendum
Plumbing/HVAC	\$626,548	Facilities Bond Referendum
Finishes	\$375,929	Facilities Bond Referendum
Contingency	\$261,694	Facilities Bond Referendum
Permits, Fees, and Services	\$432,113	Facilities Bond Referendum

FMS HVAC SYSTEM UPGRADE



- **Project Start Date:** Summer 2026
- Replace aging pool ventilation unit in the same location.
- **Total Cost:** \$660,000



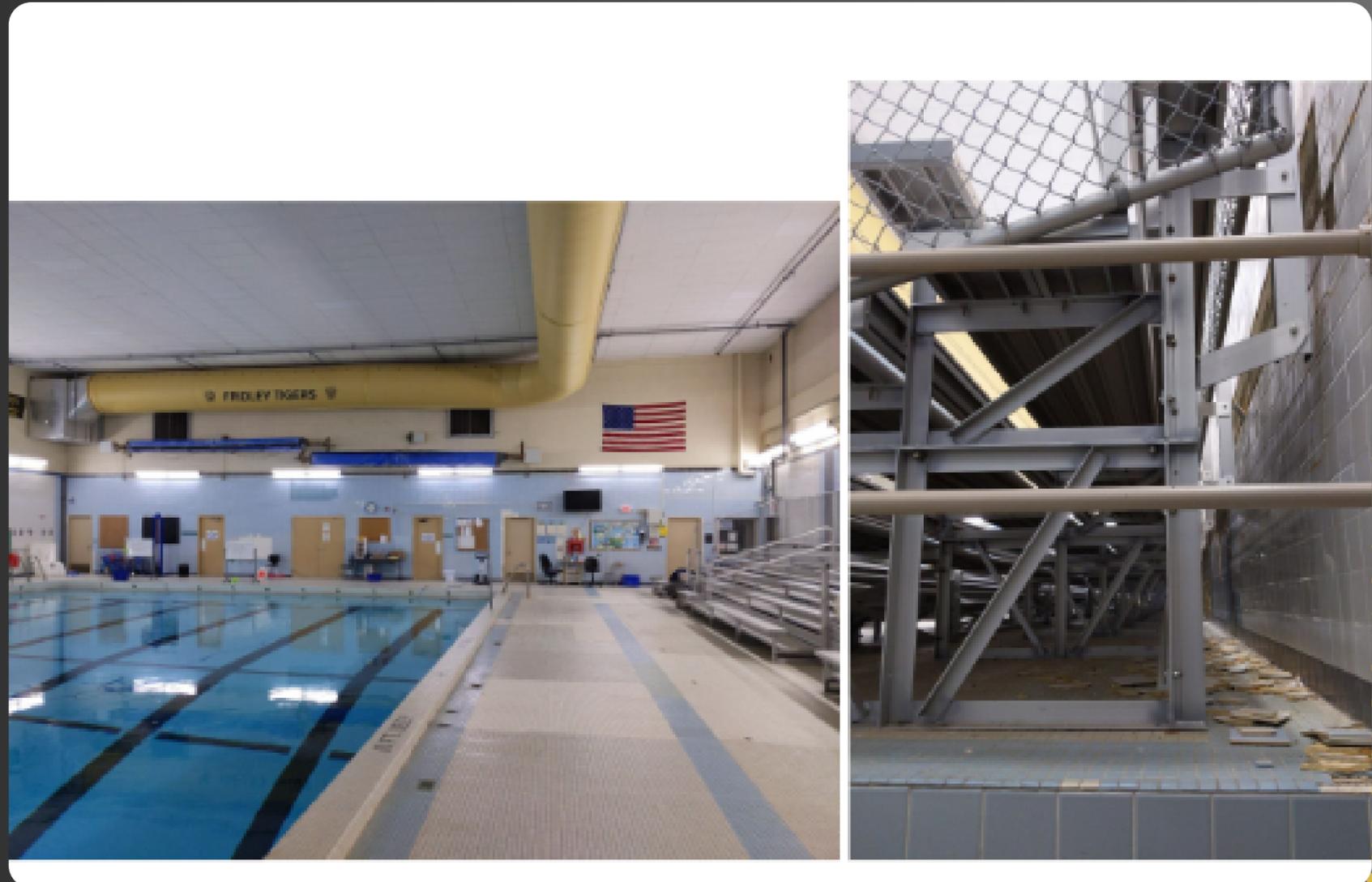
Mechanical & electrical	\$413,522	Health & Safety Bonds
General Contractor	\$103,380	Health & Safety Bonds
Permit/Fees/Services	\$89,123	Health & Safety Bonds
Contingency	\$53,974	Health & Safety Bonds

FMS POOL OPERATIONAL UPGRADES



Pool drain	\$340,000	Facilities Bond Referendum
Tub Finishes	\$520,000	Facilities Bond Referendum
Wall & Deck	\$265,566	Facilities Bond Referendum
Lighting	\$160,000	Facilities Bond Referendum
Score Board	\$50,000	Facilities Bond Referendum
Bleachers	\$144,000	Facilities Bond Referendum
HVAC System	\$600,000	Deferred Maint Bonds
Permit/Fees/ Services	\$274,738	Deferred Maint Bonds
Contingency	\$105,828	Deferred Maint Bonds

- **Project Start Date:** Summer 2026
- New pool and pool deck surfaces, new drains, new wall covering, new storage, new athlete and spectator seating, new scoreboard, and new lighting.
- **Total Cost:** \$2,460,132



FMS CLASSROOM RENOVATIONS



- **Project Start Date:** Summer 2026
- The areas noted below will be getting all or a combination of new flooring, ceiling, painting and lighting.
- **Total Cost:** \$2,430,000



Asbestos & Demo	\$475,785	Health & Safety/ Referendum
Finishes	\$1,141,884	Facilities Bond Referendum
Electrical	\$285,471	Facilities Bond Referendum
Permits/Fees/ Services	\$328,136	Facilities Bond Referendum
Contingency	\$198,724	Facilities Bond Referendum

FMS SECURITY UPGRADES



- **Project Start Date:** Summer 2027
- **Scope of Project:** Update card access systems, camera systems, security systems, and public address systems and fire alarm systems.
- **Total Cost:** \$605,000

Budget Summary

Purchase and installation	\$605,000	Facilities Bond Referendum
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FMS REHEAT VALVE PROJECT



- **Project Start Date:** Summer 2025
- **Scope of Project:** Provide and install new reheat valves throughout the school to provide better heat regulation.
- **Total Cost:** \$14,480

Purchase new reheat valves/installation	\$14,480	Health & Safety Bonds
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FRIDLEY HIGH SCHOOL

GYMNASIUM

FHS SINGLE USER BATHROOM REMODEL



- **Project Start Date:** Summer 2025
- Remodel a bathroom to upgrade to single user bathrooms for students and for community events
- **Total Cost:** \$360,000/MDE Funds \$75,000

Mechanical & Electrical	\$109,824	Deferred Maintenance Bonds
General Contractor	\$164,736	Deferred Maintenance Bonds
Permits/Fees/Services	\$56,000	Deferred Maintenance Bonds
Contingency	\$29,441	Deferred Maintenance Bonds

FHS BRANDING



- **Project Start Date:** Summer 2025
- Upgrade Fridley High School sign on corner that is broken and cannot be fixed.
- **Total Cost:** \$50,000

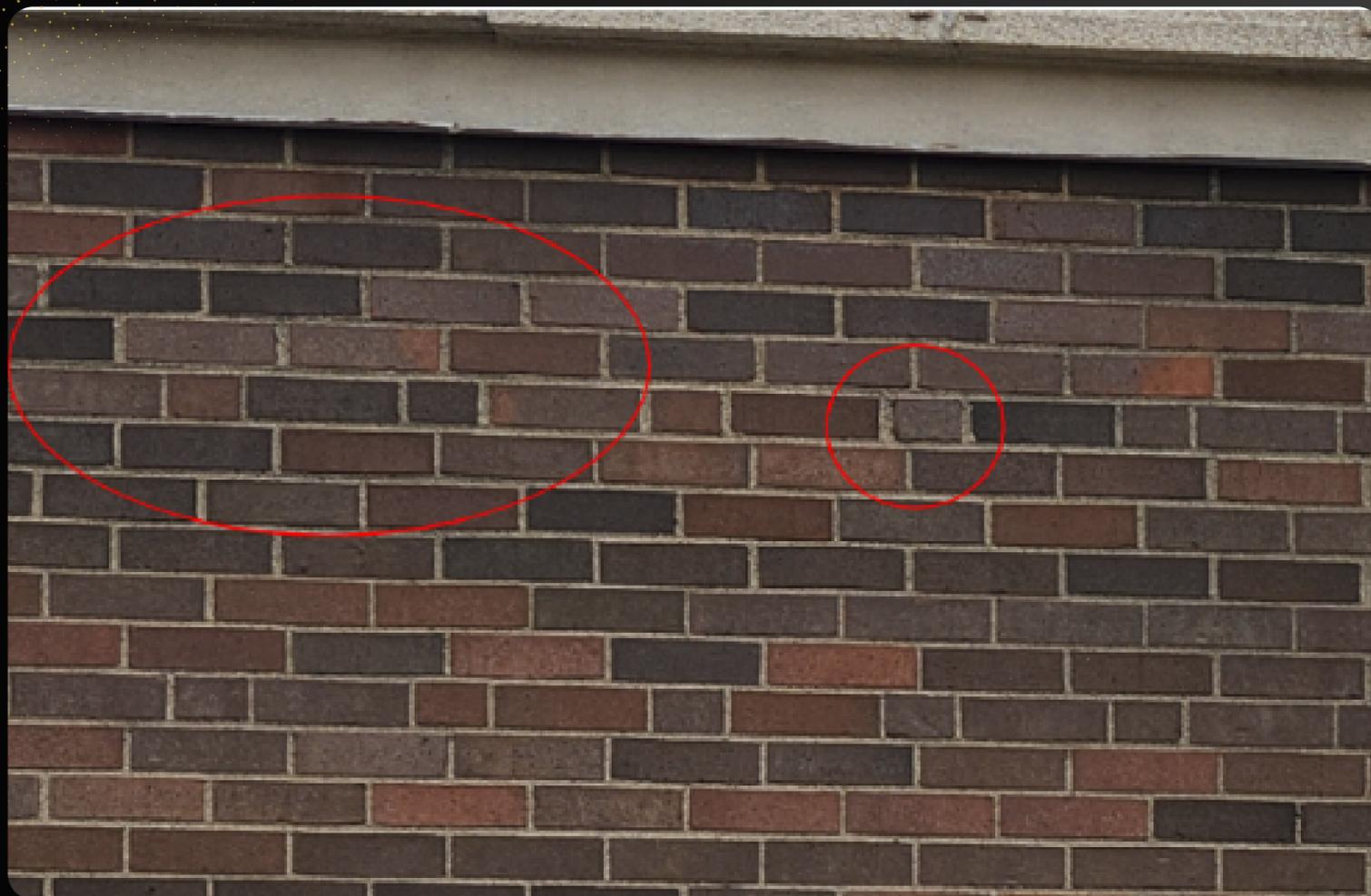


Demo & Installation	\$20,000	Capital Projects Levy
LED Sign	\$20,000	Capital Projects Levy
Replacement of Landscaping	\$10,000	Capital Projects Levy

FHS TUCKPOINTING



- **Project Start Date:** Summer 2027
- Mortar in exterior block walls deteriorates over time, allowing water in, causing damage and deterioration.
- **Total Cost:** \$525,000



Tuckpointing	\$411,172	Facilities Bond Referendum
Permits/Fees/Services	\$70,894	Facilities Bond Referendum
Contingency	\$42,934	Facilities Bond Referendum

FHS ROOFING REPLACEMENT



- **Project Start Date:** Summer 2027
- Replace current roof that needs to be replaced due to age. Installation of a modified built up roofing system. Solar will be removed from the roof as necessary for replacement of the roofing system.
- **Total Cost:** \$3,105,000

Solar	\$121,590	Facilities Bond Referendum
Roofing System	\$2,310,201	Facilities Bond Referendum
Permits/Fees/Services	\$419,285	Facilities Bond Referendum
Contingency	\$253,925	Facilities Bond Referendum

FHS WINDOW & DOOR REPLACEMENT



- **Project Start Date:** Summer 2027
- Replacement of targeted windows and doors due to age and leakage
- **Total Cost:** \$351,000

Window Replacement	\$219,918	Capital Projects Levy
General Contractor	\$54,980	Capital Projects Levy
Permits/Fees/Services	\$47,397	Capital Projects Levy
Contingency	\$28,705	Facilities Bond Referendum

FHS HVAC SYSTEM UPGRADE



- **Project Start Date:** Summer 2027
- Replace existing rooftop units that are past their useful life and are not capable of providing adequate ventilation air to the building. Some units may be combined into help reduce the total number of units.
- **Total Cost:** \$450,000

Location	Unit No.	Area Served	Year Installed	Preliminary CFM
High School	RTU-17	Media East	1997	1,000
High School	RTU-18	Media West	1997	2,000
High School	RTU-19	Media Lab S	1997	2,000
High School	RTU-20	Media Lab N	1997	2,000
High School	RTU-22	IT Head end	1997	2,000

Budget Summary		
Mechanical & electrical	\$281,947	Facilities Bond Referendum
General Contractor	\$70,487	Facilities Bond Referendum
Permit/Fees/ Services	\$60,766	Facilities Bond Referendum
Contingency	\$36,801	Facilities Bond Referendum

FHS CLASSROOM RENOVATIONS



- **Project Start Date:** Summer 2027
- The areas noted below will be getting all or a combination of new flooring, ceiling, painting and lighting.
- **Total Cost:** \$2,025,000



Asbestos & Demo	\$396,488	Facilities Bond Referendum
Finishes	\$951,570	Facilities Bond Referendum
Electrical	\$237,893	Facilities Bond Referendum
Permits/Fees/ Services	\$273,446	Facilities Bond Referendum
Contingency	\$165,603	Facilities Bond Referendum

FHS SECURITY UPGRADES



- **Project Start Date:** Summer 2027
- **Scope of Project:** Update card access systems, camera systems, security systems, and public address systems and fire alarm systems.
- **Total Cost:** \$605,000

Purchase and installation	\$605,000	Facilities Bond Referendum
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FHS HARD SURFACES UPGRADES



- **Project Start Date:** Summer 2027
- Install a pathway on the back (West Side) of the building. Currently it is a dirt road that is currently driven on. The new path will be paved, made for walking but could be driven on.
- **Total Cost:** \$350,000

Demo	\$82,234	Tax Abatement Bonds
New Pavement	\$191,880	Tax Abatement Bonds
Permits/Fees/Services	\$47,262	Tax Abatement Bonds
Contingency	\$28,623	Tax Abatement Bonds

FHS PARKING LOT ENHANCEMENTS



- **Project Start Date:** Summer 2027
- Redesign lot for safer, efficient bus, van, parent drop-off, and student parking. Current layout causes congestion and safety issues.
- **Total Cost:** \$2,106,000

Demo	\$494,817	Tax Abatement/Facilities Bond Referendum
New Pavement	\$1,154,572	Facilities Bond Referendum
Permits/Fees/Services	\$284,384	Facilities Bond Referendum
Contingency	\$172,227	Facilities Bond Referendum

FHS REHEAT VALVE PROJECT



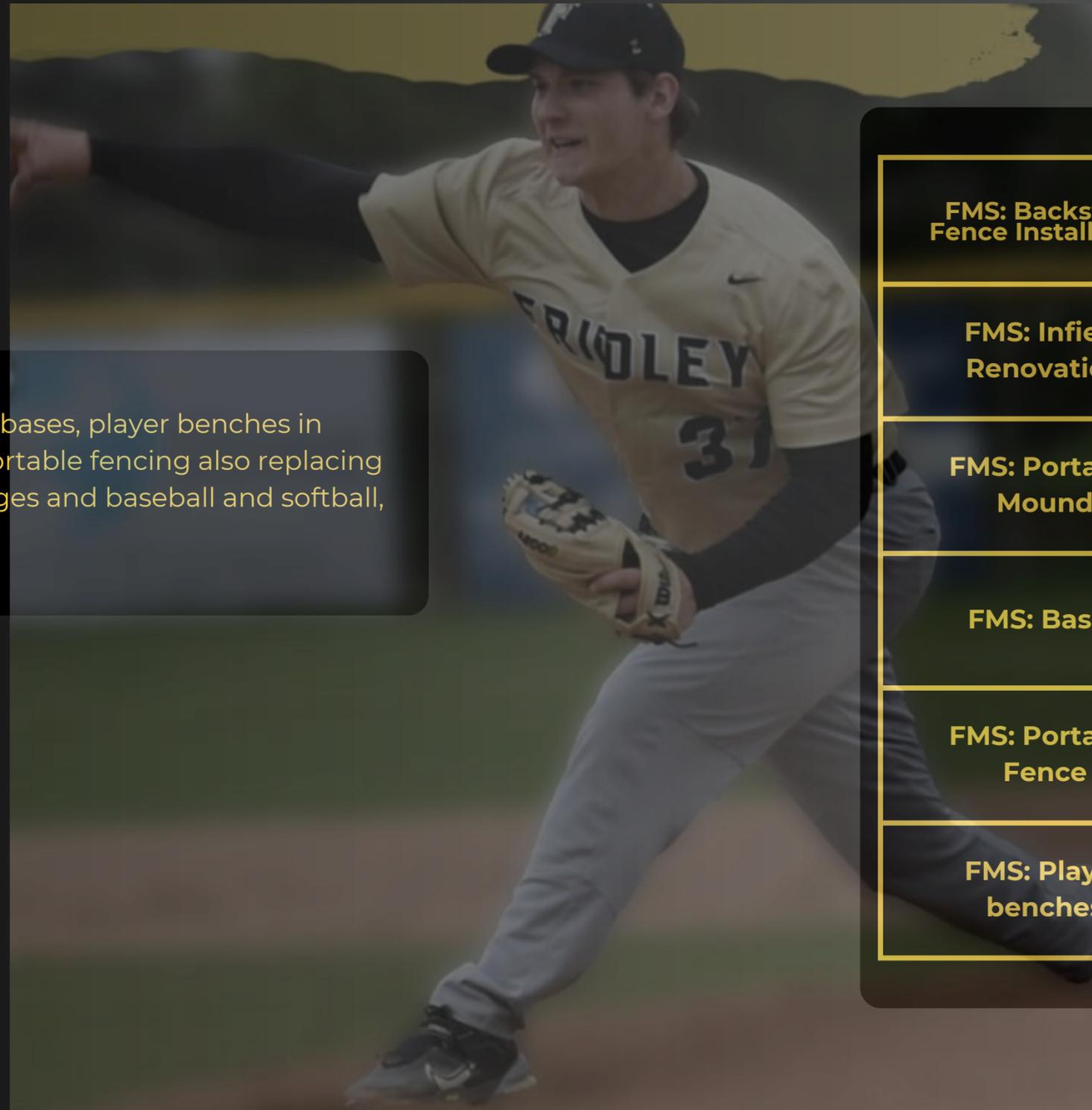
- **Project Start Date:** Summer 2025
- **Scope of Project:** Provide and install new reheat valves throughout the school to provide better heat regulation.
- **Total Cost:** \$20,060

Budget Summary

Purchase new reheat valves/installation	\$20,060	Health & Safety Bonds
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FRIDLEY ATHLETICS

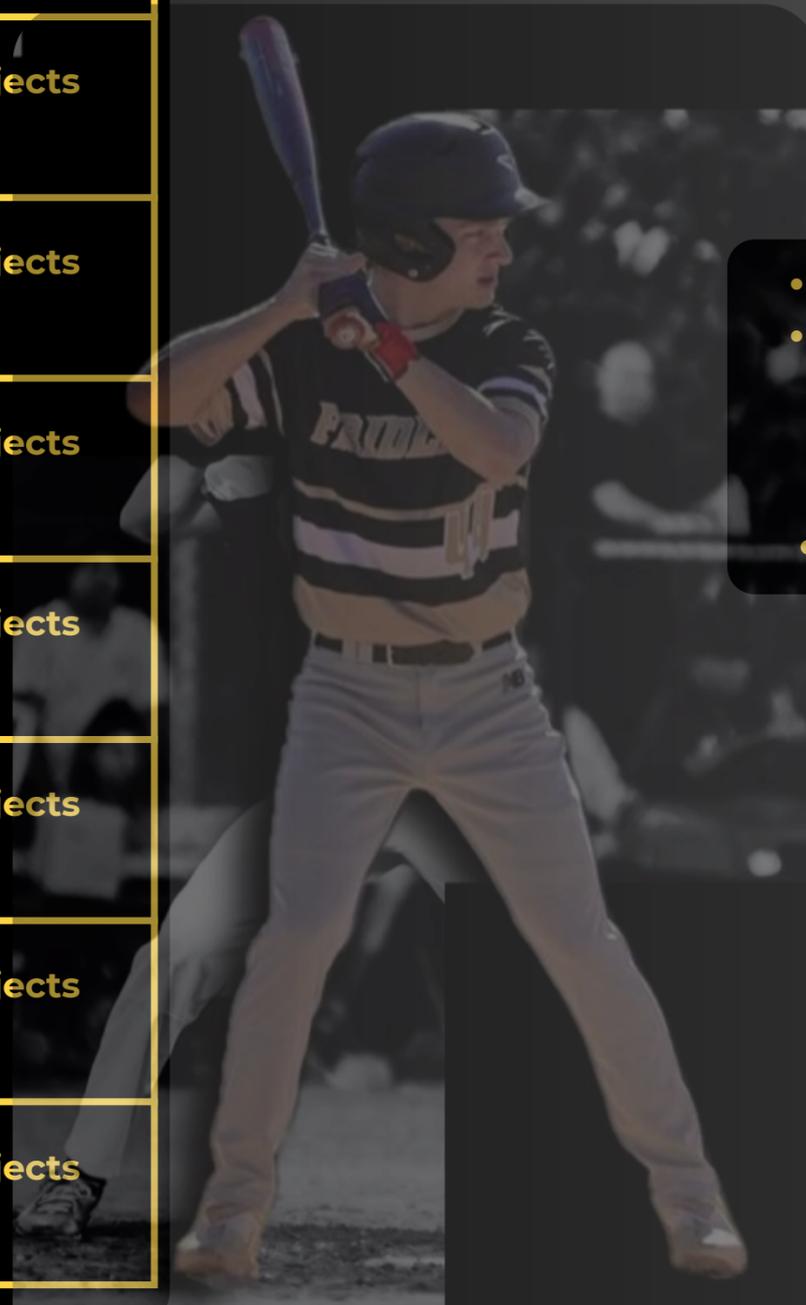
BASEBALL FIELDS RENOVATION



- **Project Start Date:** Summer 2025
- Baseball field upgrades including bases, player benches in dugouts, portable mounds and portable fencing also replacing varsity field fence, new batting cages and baseball and softball, and softball scoreboard.
- **Total Cost:** \$445,673

FMS: Backstop/ Fence Installation	\$69,725	Capital Projects Levy
FMS: Infield Renovation	\$50,000	Capital Projects Levy
FMS: Portable Mound	\$4,000	Capital Projects Levy
FMS: Bases	\$400	Capital Projects Levy
FMS: Portable Fence	\$7,099	Capital Projects Levy
FMS: Player benches	\$5,000	Capital Projects Levy

BASEBALL FIELDS RENOVATION (CONTINUED)



- **Project Start Date:** Summer 2025
- Baseball field upgrades including bases, player benches in dugouts, portable mounds and portable fencing also replacing varsity field fence, new batting cages and baseball and softball, and softball scoreboard.
- **Total Cost:** \$445,673

FHS: Backstop Fence Installation	\$69,725	Capital Projects Levy
FHS: Infield Renovation	\$17,250	Capital Projects Levy
FHS: Portable Mound	\$4,000	Capital Projects Levy
FHS: Bases	\$400	Capital Projects Levy
FHS: Player benches	\$5,000	Capital Projects Levy
FHS: Varsity Field Fence	\$119,370	Capital Projects Levy
FHS: Softball Scoreboard	\$17,855	Capital Projects Levy
FHS Portable Fence	\$7,099	Capital Projects Levy
FHS: Batting Cages	\$68,750	Capital Projects Levy

STADIUM SCOREBOARD REPLACEMENT



- **Project Start Date:** Summer 2026
- Replace current scoreboard with a LED scoreboard that has the capability to generate revenue through advertisements.
- **Total Cost:** \$418,500



Scoreboard	\$262,210	Capital Projects Levy
Electrical & Install	\$65,553	Capital Projects Levy
Permits/Fees/Services	\$56,512	Capital Projects Levy
Contingency	\$34,225	Capital Projects Levy

ATHLETIC TRACK REPLACEMENT



- **Project Start Date:** Summer 2026
- Replace current track with an improved track that is competition ready.
- **Total Cost:** \$1,053,000

Demo	\$247,408	Facilities Bond Referendum
New Install	\$577,286	Facilities Bond Referendum
Permits/Fees/Services	\$142,192	Facilities Bond Referendum
Contingency	\$86,114	Facilities Bond Referendum

ATHLETIC FIELD REPLACEMENT



- **Project Start Date:** Summer 2026
- Replace current grass field with new artificial turf field. Compliant with Amara Law - turf
- **Total Cost:** \$1,676,700

Demo	\$393,950	Facilities Bond Referendum
New Field	\$919,217	Facilities Bond Referendum
Permits/Fees/ Services	\$226,414	Facilities Bond Referendum
Contingency	\$137,119	Facilities Bond Referendum

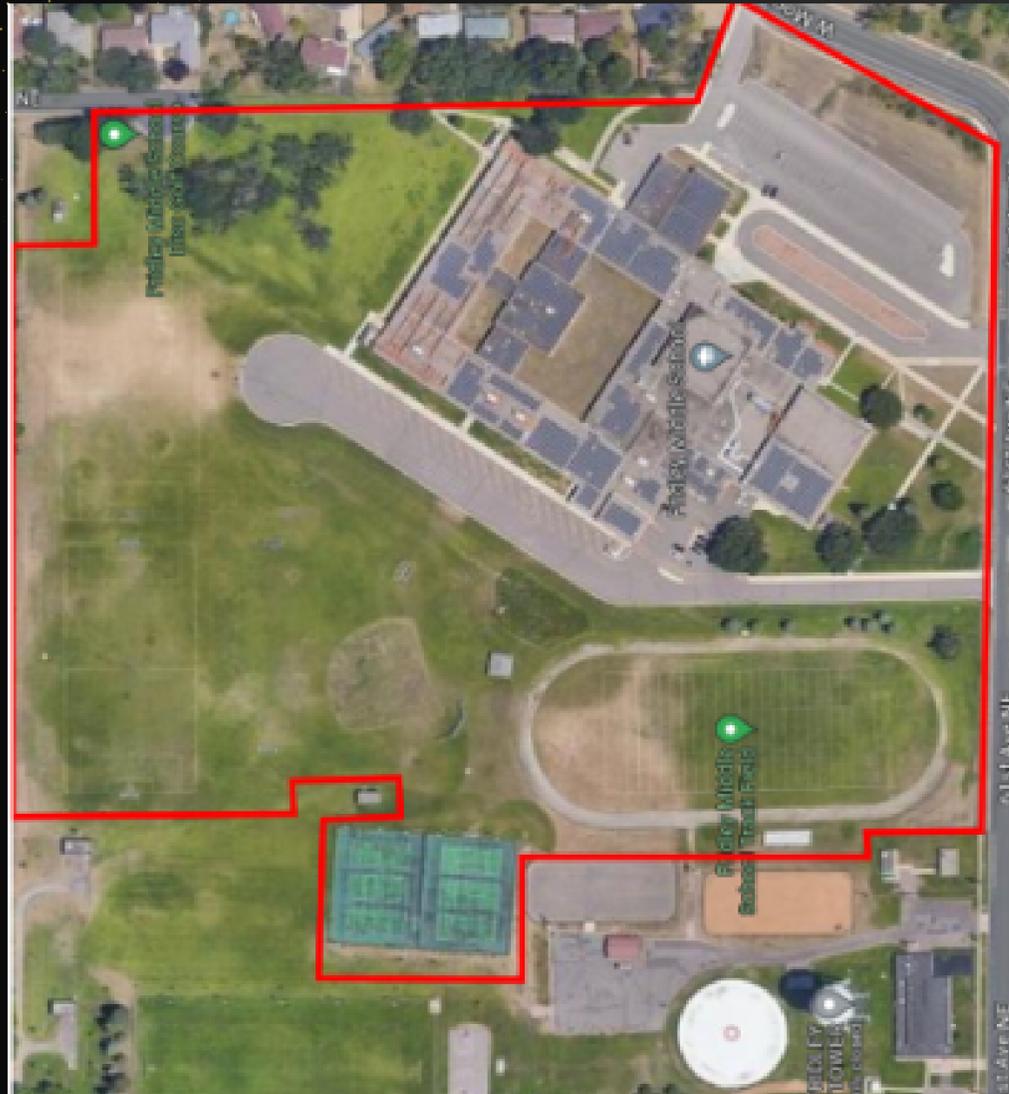
PRESS BOX REMODEL



- **Project Start Date:** Summer 2027
- Remodel current press box to create a safe and secure press box.
- **Total Cost:** \$700,000

Demo	\$82,234	Facilities Bond Referendum
New Box	\$383,761	Facilities Bond Referendum
Electrical	\$82,234	Facilities Bond Referendum
Permits/Fees/Services	\$94,525	Facilities Bond Referendum
Contingency	\$57,246	Facilities Bond Referendum

FENCING UPGRADES AND MAINTENANCE



- **Project Start Date:** Summer 2027
- Replace, repair and add new fencing to secure athletic fields. Maintenance will include painting, repairs and landscaping around athletic facilities.
- **Total Cost:** \$202,500

New Fencing	\$158,595	Facilities Bond Referendum
Permits/Fees/Services	\$27,345	Facilities Bond Referendum
Contingency	\$16,560	Facilities Bond Referendum

BATHROOM ADDITION & CONCESSION UPGRADE



- **Project Start Date:** Summer 2027
- To add permanent bathroom facilities and upgrade concession standing, including running water.
- **Total Cost:** \$907,826



Site Prep	\$63,438	Capital Projects Levy
Building	\$412,347	Capital Projects Levy
Plumbing	\$126,876	Capital Projects Levy
Landscaping	\$31,719	Capital Projects Levy
Permits/Fees/Services	\$273,446	Capital Projects Levy
Contingency	\$165,603	Capital Projects Levy

TENNIS COURTS - MIDDLE SCHOOL



- **Project Start Date:** Summer 2025 Demo / Summer 2026 Replace
- **Scope of Project:** To demolish current Fridley Middle School tennis courts and replace them with multi-purpose tennis/pickleball courts.
- **Total Cost:** \$900,000

Demo	\$200,000	Capital Projects Levy
Replace	\$700,000	Capital Projects Levy

PROJECT TIMELINE



Site	Projects
All Sites	Reheat Valves
Hayes	FFE
Stevenson	FFE
Middle School	Pool Mechanics Baseball Fields
High School	Bathroom Remodel Branding
Athletics	Tennis Courts Demolition at MS



Site	Projects
Fridley Community Center	HVAC
Middle School	Tuckpointing Roofing Locker Room Pool Functionality Classroom Renovation HVAC Windows
Athletics	Stadium Scoreboard Stadium Track Stadium Field Tennis Court Renovation at MS



Site	Projects
Fridley Community Center	FFE Roofing Branding
Hayes	Security
Stevenson	Security Roofing
High School	Tuckpointing Roofing HVAC Classroom Rennovations Security Hard Surfaces Parking Lots
Athletics	Fencing Stadium Concessions and Bathrooms Press Box
Middle School	Security

2024-2025 Medical Plan Performance Review

FRIDLEY ISD #14

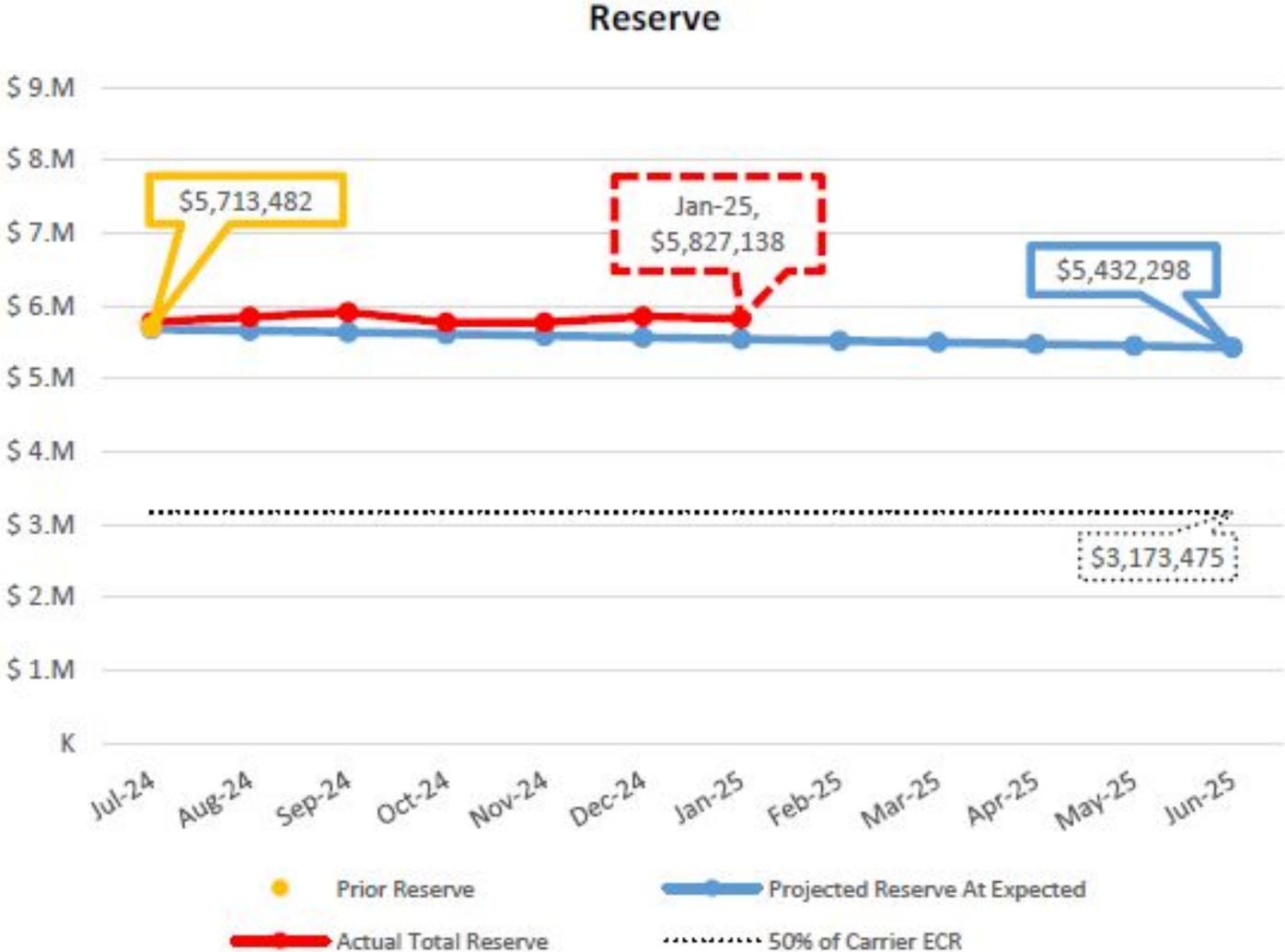
2024 – 2025 Self Funding Medical (Through January 2025)

	Projected	Actual – 1/28
HealthPartners Claims <i>(Net Stop Loss Violations)</i>	\$6,475,434	\$3,424,708
Fixed Costs	\$673,003	\$407,549
Total Plan Costs	\$7,148,467	\$3,832,257
Internal Funding	\$6,901,889	\$3,945,913
Total Running Reserve Estimate	\$5,432,239	\$5,827,138
Reserve as % of claims	83.8%	89.9%

- Target Reserve: 50% of annual expected claims

2024 – 2025 Self Funding Medical: Reserve Estimate

Plan Year July 2024 – June 2025



- Prior Reserve represents the estimated reserve position at the end of 6/30/25
- Projected Reserve At Expected is what the reserve projection is given current funding levels had claims been exactly equal to HealthPartners expected claim projections
- Actual Total Reserve is our reserve position plan year to date
- Target Reserve is 50% of annual expected claims

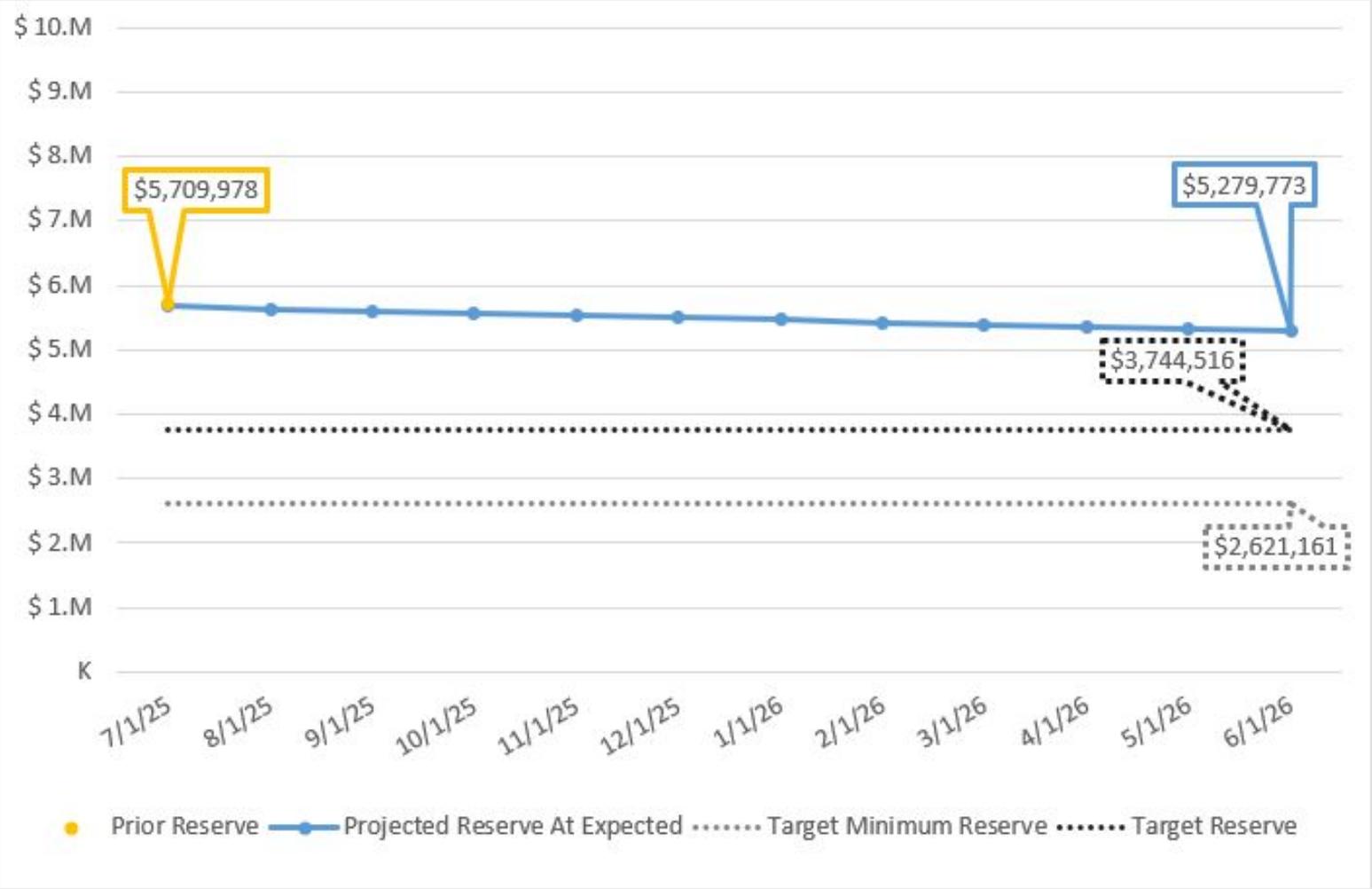
2025 – 2026 Self Funding Medical Projection of Costs

	Projected
Projected Claims <i>(Net Stop Loss Violations)</i>	\$7,489,032
Fixed Costs <i>(Less Pharmacy Rebates)</i>	\$604,050
Total Plan Costs	\$8,093,082
Internal Funding	\$7,454,040
Total Running Reserve Estimate	\$5,279,773
Reserve as % of claims	70.5%

- Target Reserve: 50% of annual expected claims

2025 – 2026 Self Funding Year Medical Projection

Plan Year July 2025 – June 2026



- Prior Reserve represents the projected reserve position for claims incurred through 6/30/25 and paid through 12/31/26
- Projected Reserve At Expected is what the reserve projection is given renewal funding levels if claims are exactly equal to HealthPartners expected claim projections for plan year 7/1/25 – 6/30/26
- Minimum Reserve is 35% of annual expected claims
- Target Reserve is 50% of annual expected claims

Committee Recommendation

- Based on the medical plan RFP results, renewing with HealthPartners creates the cheapest plan costs with no disruption of staff. Blue Cross and Medica offers were competitive but not as low as HealthPartners
- Add PaydHealth specialty drug program to reduce member and plan costs for those with high cost specialty drug needs.
- Fund at an 8% increase, lower than the 17.26% required to fund at expected costs. The lower funding recommendation was due to the fact that the target fund balance remains above our target by over 30%.

Rate Increase

8.00%

Plan	Coverage Tier	2025-2026 Monthly Rates				Current Rates				
		Total Premium	District	Employee	District % of Monthly	Total Premium	District	Employee	Employee Change	District % of Monthly
Copay Plan	Single	\$ 942.47	\$ 942.47	\$ -		\$ 872.66	\$ 872.66	\$ -		
Copay Plan	Single +1	\$ 1,687.17	\$ 1,366.61	\$ 320.56	81%	\$ 1,562.19	\$ 1,265.37	\$ 296.82	\$ 23.74	81%
Copay Plan	Family	\$ 2,422.53	\$ 1,792.67	\$ 629.86	74%	\$ 2,243.08	\$ 1,659.88	\$ 583.20	\$ 46.66	74%
National 1 Deductible Plan	Single	\$ 823.22	\$ 823.22	\$ -		\$ 762.24	\$ 762.24	\$ -		
National 1 Deductible Plan	Single +1	\$ 1,473.70	\$ 1,280.27	\$ 193.43	87%	\$ 1,364.54	\$ 1,185.44	\$ 179.10	\$ 14.33	87%
National 1 Deductible Plan	Family	\$ 2,116.01	\$ 1,681.70	\$ 434.31	79%	\$ 1,959.27	\$ 1,557.13	\$ 402.14	\$ 32.17	79%
	VEBA Contribution		\$ 119.25				\$ 110.42		\$ 8.83	
	VEBA Contribution		\$ 86.34				\$ 79.93		\$ 6.41	
	VEBA Contribution		\$ 110.97				\$ 102.75		\$ 8.22	



FRIDLEY PUBLIC SCHOOLS

To: Members of the School Board and Superintendent Lewis
From: Bou Moua, Senior Officer of Human Resources
Date: March 18, 2025
RE: Approval of Health Insurance Rates for the 2025-26 Plan Year

RECOMMENDATION:

For the Board of Education to approve an 8% increase in the medical insurance premium rate structure for July 1, 2025 through June 30, 2026.

In March, following a thorough bidding process, the Health Insurance Committee met to review current claims and overall performance of the self-insured medical fund. The committee also reviewed an updated renewal projection that takes into account actual claims to date, known changes in admin fees, and updated medical trend assumptions. After careful discussion and evaluation the committee reached a consensus to recommend an 8% rate increase for the plan year July 1, 2025 - June 30, 2026.





Middle School Cooler-Freezer Replacement

Description:

The Fridley Middle School kitchen walk-in cooler and freezer are scheduled to be replaced. The project also requires asbestos abatement of the current cooler/freezer unit. The request for quotes process was implemented and reviewed on March 7, 2025. Three companies submitted bids for the project and recommend accepting Boelter bid. Documentation of the bidding process is included as part of this action item. Asbestos abatement will need to take place as well. The bidding process was completed by the Institute for Environmental Assessment (IEA). Five companies submitted bids for the project and recommend accepting Mavo Systems as the lowest responsive bidder.

Administrative Recommendation:

It is recommended that the school board take action to accept the Boelter bid for the cooler and the abatement from Mavo Systems.





Renee Arbogast RDN SNS
 Director of Nutritional Services

FRIDLEY PUBLIC SCHOOLS
 6000 West Moore Lake Drive | Fridley, MN
 55432
 Phone: 763-502-5022 | Fax: 763-502-5050
 Mary.mueller@fridley.k12.mn.us

Date: March 14, 2025

RE: Middle School Cooler-Freezer Replacement Project

Dear Dr. Lewis,

On March 10, 2025, the request for quotation documents was reviewed for the Fridley Middle School walk-in cooler and freezer replacement project. The current refrigerator and freezer are leaking water, is original to the building and has had numerous costly repairs in recent years. It is recommended that the new walk-in cooler-freezer be purchased from Boelter Priemer. This recommendation was also reviewed with Rochelle Cox, Senior Director of Operations and System Alignment.

Company	Date Received	Cooler/Freezer Cost	Freight Cost	Installation Cost	Total Cost	Match Specification
Boelter	3/6/2025	\$62,764.00	\$4,920.00	\$104,855.00	\$172,539.00	Yes
Stragetic TriMark	3/6/2025	\$68,956.44	\$5,358.10	\$106,931.51	\$181,246.05	Yes
Culinex	2/24/2025	\$63,826.90	\$4871.00	\$103,817.00	\$172,514.90	Yes

Regards,

Renee Arbogast RDN SNS
 Director of Nutritional Services Fridley Public Schools

**Fridley Middle School
Summer 2025 Cooler/Freezer Project**

QUOTE OPENING

IEA Project #202510211

March 13, 2025

Contractor	Lump Sum Base Bid	Deduct Alternate #1	Unit Price #1	Unit Price #2	Unit Price #3	Construction Schedule
EnviroBate	\$38,400.00	\$12,000.00	\$160.00	\$160.00	\$800.00	YES
EPS	\$55,000.00	\$7,000.00	\$160.00	\$150.00	\$1,000.00	YES
Mavo Systems	\$14,500.00	\$8,000.00	\$160.00	\$155.00	\$1,000.00	YES
Titan Environmental	\$49,900.00	\$10,000.00	\$160.00	\$160.00	\$900.00	YES
Sterling Systems	\$44,900.00	\$1,000.00	\$160.00	\$160.00	\$800.00	YES



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524 Internet, Technology, and Cell Phone Acceptable Use and Safety Policy

I. PURPOSE

The purpose of this policy is to set forth policies and guidelines for access to the school district computer system and acceptable and safe use of the Internet, including electronic communications.

II. GENERAL STATEMENT OF POLICY

In making decisions regarding user (student, staff, and community members) access to the school district computer system and the Internet, including electronic communications, the school district considers its own stated educational mission, goals, and objectives. Electronic information research skills are now fundamental to preparation of citizens and future employees. Access to the school district computer system and to the Internet enables users to explore thousands of libraries, databases, bulletin boards, and other resources while exchanging messages with people around the world. The school district expects that faculty will blend thoughtful use of the school district computer system and the Internet throughout the curriculum and will provide guidance and instruction to students in their use.

III. LIMITED EDUCATIONAL PURPOSE

The school district is providing students and employees with access to the school district computer system, which includes Internet access. The purpose of the system is more specific than providing students and employees with general access to the Internet. The school district system has a limited educational purpose, which includes use of the system for classroom activities, educational research, professional or career development activities, and limited high-quality, self-discovery activities. Users are expected to use Internet access through the district system to further educational and personal goals consistent with the mission of the school district and school policies. Uses which might be acceptable on a user's private personal account on another system may not be acceptable on this limited-purpose network.



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IV. USE OF SYSTEM IS A PRIVILEGE

The use of the school district system and access to use of the Internet is a privilege, not a right. Depending on the nature and degree of the violation and the number of previous violations, unacceptable use of the school district system or the Internet may result in one or more of the following consequences: suspension or cancellation of use or access privileges; payments for damages and repairs; discipline under other appropriate school district policies, including suspension, expulsion, exclusion or termination of employment; or civil or criminal liability under other applicable laws.

V. UNACCEPTABLE USES

- A. While not an exhaustive list, the following uses of the school district system and Internet resources or accounts are considered unacceptable:
- a. Users will not use the school district system to access, review, copy, upload, download, store, print, post, receive, transmit or distribute:
 - i. pornographic, obscene or sexually explicit material or other visual depictions that are harmful to minors;
 - ii. obscene, abusive, profane, lewd, vulgar, rude, inflammatory, threatening, disrespectful, pornographic, obscene or sexually explicit language;
 - iii. materials that use language or images that are inappropriate in the education setting or disruptive to the educational process;
 - iv. information or materials that could cause damage or danger of disruption to the educational process;
 - v. materials that use language or images that advocate violence or discrimination toward other people (hate literature) or that may constitute harassment or discrimination.
 - b. Users will not use the school district system to knowingly or recklessly post, copy, transmit or distribute false or defamatory information about a person or organization, or to harass another person, or to engage in personal attacks, including prejudicial or discriminatory attacks.
 - c. Users will not use the school district system to engage in any illegal act or violate any local, state or federal statute or law.
 - d. Users will not use the school district system to vandalize, damage or disable the property of another person or organization, will not make deliberate attempts to degrade or disrupt equipment, software or system performance by spreading computer viruses or by any other means, will not tamper with, modify or change the school



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district system software, hardware or wiring or take any action to violate the school district's system's security, and will not use the school district system in such a way as to disrupt the use of the system by other users.

- e. Users will not use the school district system to gain unauthorized access to information resources or to access another person's materials, information or files without the implied or direct permission of that person.
- f. Users will not use the school district system to post private information about another person, personal contact information about themselves or other persons, or other personally identifiable information, including, but not limited to, addresses, telephone numbers, school addresses, work addresses, identification numbers, account numbers, access codes or passwords, labeled photographs or other information that would make the individual's identity easily traceable, and will not repost a message that was sent to the user privately without permission of the person who sent the message.
 - i. This paragraph does not prohibit the posting of employee contact information on school district webpages or communications between employees and other individuals when such communications are made for education-related purposes (i.e., communications with parents or other staff members related to students).
 - ii. Employees creating or posting school-related webpages may include personal contact information about themselves on a webpage. However, employees may not post personal contact information or other personally identifiable information about students unless:
 - 1. such information is classified by the school district as directory information and verification is made that the school district has not received notice from a parent/guardian or eligible student that such information is not be designated as directory information in accordance with Policy 515; or
 - 2. such information is not classified by the school district as directory information by written consent for release of the information to be posted has been obtained from a parent/guardian or eligible student in accordance with Policy 515.

In addition, prior to posting any personal contact or personally identifiable information on a school-related webpage, employees shall obtain written approval of the content of the postings from the building administrator.



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- iii. Users will not utilize the school district system to access, maintain, or post information to personal accounts on public social network sites. Definition: A social network site is a web-based service that allows users to construct a public or semi-public profile within an established system and navigate a list of other users with whom they share a connection within the system to form a virtual community. They include, but are not limited to, social networks such as “Facebook,” “Twitter,” “Instagram,” “Snapchat,” “TikTok,” “Reddit,” and similar websites or applications.
 - g. Users must keep all account information and passwords on file with the designated school district official. Users will not attempt to gain unauthorized access to the school district system or any other system through the school district system, attempt to log in through another person’s account, or use computer accounts, access codes or network identification other than those assigned to the user. Messages and records on the school district system may not be encrypted without the permission of appropriate school authorities.
 - h. Users will not use the school district system to violate copyright laws or usage licensing agreements, or otherwise to use another person’s property without the person’s prior approval or proper citation, including the downloading or exchanging of pirated software or copying software to or from any school computer, and will not plagiarize works they find on the Internet.
 - i. Users will not use the school district system for conducting business, for unauthorized commercial purposes or for financial gain unrelated to the mission of the school district. Users will not use the school district system to offer or provide goods or services or for product advertisement. Users will not use the school district system to purchase goods or services for personal use without authorization from the appropriate school district official.
 - j. Users will not use the school district system to engage in bullying or cyberbullying in violation of the school district’s Bullying Prohibition Policy (Bullying Prohibition Policy 514). This prohibition includes using any technology or other electronic communication off school premises to the extent that student learning or the school environment is substantially and materially disrupted.
- B. The school district has a special interest in regulating off-campus speech that materially disrupts classwork or involves substantial disorder or invasion of the rights of others. A student or employee engaging in the foregoing unacceptable uses of the Internet when off school district premises also may be in violation of this policy as well as other school district policies. Examples of such violations may include, but are not limited to, serious or severe bullying or harassment targeting particular individuals, threats aimed at teachers or other



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computers, or participation in other online school activities, and breaches of school security devices. If the school district receives a report of an unacceptable use originating from a non-school computer or resource, the school district may investigate such reports to the best of its ability. Students or employees may be subject to disciplinary action for such conduct, including, but not limited to, suspension or cancellation of the use or access to the school district computer system and the Internet and discipline under other appropriate school district policies, including suspension, expulsion, exclusion, or termination of employment.

- C. If a user inadvertently accesses unacceptable materials or an unacceptable Internet site, the user shall immediately disclose the inadvertent access to an appropriate school district official. In the case of a school district employee, the immediate disclosure shall be to the employee's immediate supervisor and/or the building administrator. This disclosure may serve as a defense against an allegation that the user has intentionally violated this policy. In certain rare instances, a student user also may access otherwise unacceptable materials if necessary to complete an assignment and if done with the prior approval of and with appropriate guidance from the appropriate teacher or, in the case of a school district employee, the building administrator.

VI. SOCIAL MEDIA

The School Board recognizes the unique characteristics of online social media and/or networks. When social media is used in the classroom or for related school activities, teachers or the responsible District staff member(s) must ensure compliance with applicable terms of the media site and adhere to all relevant District policies and procedures.

Users should be aware that the unacceptable uses outlined in this policy as well as behavioral expectations identified in District policies apply to school-related social media use.

To ensure that there are student curriculum materials and structured learning experiences that address proper social media use and general internet safety, the Technology Director will work with media specialists and other staff members to create, modify, and continually review appropriate curriculum materials and learning experiences.

To assist employees with social media use and expectations, guidelines for employee use of online social media will be formulated from the Technology Department and attached to this policy as regulations.



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VII. FILTER

- A. With respect to any of its computers with Internet access, the School District will monitor the online activities of both minors and adults and employ technology protection measures during any use of such computers by minors and adults. The technology protection measures utilized will block or filter Internet access to any visual depictions that are:
 - a. Obscene;
 - b. Child pornography; or
 - c. Harmful to minors.
- B. The term “harmful to minors” means any picture, video, image, graphic image file, or other visual depiction that:
 - a. Taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; or
 - b. Depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and
 - c. Taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.
- C. Software filtering technology shall be narrowly tailored and shall not discriminate based on viewpoint.
- D. An administrator, supervisor or other person authorized by the superintendent may disable the technology protection measure, during use by an adult, to enable access for bona fide research or other lawful purposes.
- E. The school district will educate students about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response.

VIII. CONSISTENCY WITH OTHER SCHOOL POLICIES

Use of the school district computer system and use of the Internet shall be consistent with school district policies and the mission of the school district.

IX. LIMITED EXPECTATION OF PRIVACY



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.

- A. By authorizing use of the school district system, the school district does not relinquish control over materials on the system or contained in files on the system. Users should expect only limited privacy in the contents of personal files on the school district system.
- B. Routine maintenance and monitoring of the school district system may lead to a discovery that a user has violated this policy, another school district policy, or the law.
- C. An individual investigation or search will be conducted if school authorities have a reasonable suspicion that the search will uncover a violation of law or school district policy.
- D. Parents have the right at any time to investigate or review the contents of their child's files and e-mail files. Parents have the right to request the termination of their child's individual account at any time.
- E. School district employees should be aware that the school district retains the right at any time to investigate or review the contents of their files, e-mail files, and Internet browser history. In addition, school district employees should be aware that data and other materials in files maintained on the school district system may be subject to review, disclosure or discovery under Minn. Stat. Ch. 13 (the Minnesota Government Data Practices Act).
- F. The school district will cooperate fully with local, state and federal authorities in any investigation concerning or related to any illegal activities or activities not in compliance with school district policies conducted through the school district system.
- G. The confidentiality of electronic communications cannot be guaranteed. Electronic communication is appropriate for quick and uncomplicated messages where confidentiality is not a critical factor.

X. INTERNET USE AGREEMENT

- A. The proper use of the Internet, and the educational value to be gained from proper Internet use, is the joint responsibility of students, parents and employees of the school district.
- B. This policy requires the permission of and supervision by the school's designated professional staff before a student may use a school account or resource to access the Internet.
- C. The Internet Use Agreement form for students must be read and signed by the user, and the parent or guardian. The Internet Use Agreement form for employees must be signed by the employee.

XI. LIMITATION ON SCHOOL DISTRICT LIABILITY



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.

Use of the school district system is at the user's own risk. The system is provided on an "as is, as available" basis. The school district will not be responsible for any damage users may suffer, including, but not limited to, loss, damage or unavailability of data stored on school district hard drives or cloud servers, or for delays or changes in or interruptions of service or misdeliveries or nondeliveries of information or materials, regardless of the cause. The school district is not responsible for the accuracy or quality of any advice or information obtained through or stored on the school district system. The school district will not be responsible for financial obligations arising through unauthorized use of the school district system or the Internet.

XII. USER NOTIFICATION

- A. All users shall be notified of the school district policies relating to Internet use.
- B. This notification shall include the following:
 - a. Notification that Internet use is subject to compliance with school district policies.
 - b. Disclaimers limiting the school district's liability relative to:
 - i. Information stored on school district storage, hard drives or servers.
 - ii. Information retrieved through school district computers, networks or online resources.
 - iii. Personal property used to access school district computers, networks or online resources.
 - iv. Unauthorized financial obligations resulting from use of school district resources/accounts to access the Internet.
 - c. A description of the privacy rights and limitations of school sponsored/managed Internet accounts.
 - d. Notification that, even though the school district may use technical means to limit student Internet access, these limits do not provide a foolproof means for enforcing the provisions of this acceptable use policy.
 - e. Notification that goods and services can be purchased over the Internet that could potentially result in unwanted financial obligations and that any financial obligation incurred by a student through the Internet is the sole responsibility of the student and/or the student's parents.
 - f. Notification that the collection, creation, reception, maintenance, and dissemination of data via the Internet, including electronic communications, is governed by Public and Private Personnel Data, and Protection and Privacy of Student Records.



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- g. Notification that, should the user violate the school district's acceptable use policy, the user's access privileges may be revoked, school disciplinary action may be taken and/or appropriate legal action may be taken.
- h. Notification that all provisions of the acceptable use policy are subordinate to local, state and federal laws.

XIII. PARENTS' RESPONSIBILITY; NOTIFICATION OF STUDENT INTERNET USE

- A. Outside of school, parents bear responsibility for the same guidance of Internet use as they exercise with information sources such as television, telephones, radio, movies and other possibly offensive media. Parents are responsible for monitoring their student's use of the school district system and of the Internet if the student is accessing the school district system from home or a remote location.
- B. Parents will be notified that their students will be using school district resources/accounts to access the Internet and that the school district will provide parents the option to request alternative activities not requiring Internet access. This notification should include:
 - a. A copy of the user notification form provided to the student user.
 - b. A description of parent/guardian responsibilities.
 - c. A notification that the parents have the option to request alternative educational activities not requiring Internet access and the material to exercise this option.
 - d. A statement that the Internet Use Agreement must be signed by the user, the parent or guardian, and the supervising teacher prior to use by the student.
 - e. A statement that the school district's acceptable use policy is available for parental review.

XIV. NOTIFICATION REGARDING TECHNOLOGY PROVIDERS

- A. "Technology provider" means a person who:
 - a. contracts with the school district, as part of a one-to-one program or otherwise, to provide a school-issued device for student use; and
 - b. creates, receives, or maintains educational data pursuant or incidental to a contract with the school district.
- B. "Parent" means a parent of a student and includes a natural parent, a guardian, or an individual acting as a parent in the absence of a parent or a guardian.
- C. Within 30 days of the start of each school year, the school district must give parents and students direct and timely notice, by United States mail, e-mail, or other direct form of



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communication, of any curriculum, testing, or assessment technology provider contract affecting a student's educational data. The notice must:

- a. identify each curriculum, testing, or assessment technology provider with access to educational data;
 - b. identify the educational data affected by the curriculum, testing, or assessment technology provider contract; and
 - c. include information about the contract inspection and provide contact information for a school department to which a parent or student may direct questions or concerns regarding any program or activity that allows a curriculum, testing, or assessment technology provider to access a student's educational data.
- D. The school district must provide parents and students an opportunity to inspect a complete copy of any contract with a technology provider.
- E. A contract between a technology provider and the school district must include requirements to ensure appropriate security safeguards for educational data. The contract must require that:
- a. the technology provider's employees or contractors have access to educational data only if authorized; and
 - b. the technology provider's employees or contractors may be authorized to access educational data only if access is necessary to fulfill the official duties of the employee or contractor.
- F. All educational data created, received, maintained, or disseminated by a technology provider pursuant or incidental to a contract with a public educational agency or institution are not the technology provider's property.

XV. SCHOOL-ISSUED DEVICES

- A. "School-issued device" means hardware or software that the school district, acting independently or with a technology provider, provides to an individual student for that student's dedicated personal use. A school-issued device includes a device issued through a one-to-one program.
- B. Except as provided in paragraph C, the school district or a technology provider must not electronically access or monitor:
 - a. any location-tracking feature of a school-issued device;
 - b. any audio or visual receiving, transmitting, or recording feature of a school-issued device; or
 - c. student interactions with a school-issued device, including but not limited to keystrokes and web-browsing activity.



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- C. The school district or a technology provider may only engage in activities prohibited by paragraph B if:
 - a. the activity is limited to a noncommercial educational purpose for instruction, technical support, or exam-proctoring by school district employees, student teachers, staff contracted by the school district, a vendor, or the Minnesota Department of Education, and notice is provided in advance;
 - b. the activity is permitted under a judicial warrant;
 - c. the school district is notified or becomes aware that the device is missing or stolen;
 - d. the activity is necessary to respond to an imminent threat to life or safety and the access is limited to that purpose;
 - e. the activity is necessary to comply with federal or state law, including but not limited to Minnesota Statutes section 121A.031; or
 - f. the activity is necessary to participate in federal or state funding programs, including but not limited to the E-Rate program.
- D. If the school district or a technology provider interacts with a school-issued device as provided in paragraph C, clause 4, it must, within 72 hours of the access, notify the student to whom the school-issued device was issued or that student's parent and provide a written description of the interaction, including which features of the device were accessed and a description of the threat. This notice is not required at any time when the notice itself would pose an imminent threat to life or safety, but must instead be given within 72 hours after that imminent threat has ceased.

XVI. PERSONAL ELECTRONIC COMMUNICATION DEVICE USE

The school board directs the superintendent and school district administration to establish rules and procedures regarding student possession and use of personal electronic communication device use in schools. These rules and procedures should seek to minimize the impact of cell phones on student behavior, mental health, and academic attainment. These rules and procedures may be designed for specific school buildings, grade levels, or similar criteria.

XVII. LIMIT ON SCREEN TIME FOR CHILDREN IN PRESCHOOL AND KINDERGARTEN

A child in a publicly funded preschool or kindergarten program may not use an individual-use screen, such as a tablet, smartphone, or other digital media, without engagement from a teacher or other students. This section does not apply to a child for whom the school has an individualized family



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XVIII. IMPLEMENTATION; POLICY REVIEW

- A. The school district administration may develop appropriate user notification forms, guidelines and procedures necessary to implement this policy for submission to the School Board for approval. Upon approval by the School Board, such guidelines, forms and procedures shall be an addendum to this policy.
- B. The administration shall revise the user notifications, including student and parent notifications, if necessary, to reflect the adoption of these guidelines and procedures.
- C. The school district Internet policies and procedures are available for review by all parents, guardians, staff and members of the community.
- D. Because of the rapid changes in the development of the Internet, the School Board shall conduct an annual review of this policy.

Legal References:

Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)

Minn. Stat. § 13.32 (Educational Data)

Minn. Stat. § 121A.031 (School Student Bullying Policy)

Minn. Stat. § 121A.73 (School Cell Phone Policy)

Minn. Stat. § 124D.166 (Limit on Screen Time for Children in Preschool and Kindergarten)

Minn. Stat. § 125B.15 (Internet Access for Students)

Minn. Stat. § 125B.26 (Telecommunications/Internet Access Equity Act)

15 U.S.C. § 6501 *et seq.* (Children's Online Privacy Protection Act)

17 U.S.C. § 101 *et seq.* (Copyrights)

20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)

47 U.S.C. § 254 (Children's Internet Protection Act of 2000 (CIPA))

47 C.F.R. § 54.520 (FCC rules implementing CIPA)

Mahanoy Area Sch. Dist. v. B.L., 594 U.S. ___, 141 S. Ct. 2038 (2021)

Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503 (1969)

United States v. Amer. Library Assoc., 539 U.S. 1942003)

Sagehorn v. Indep. Sch. Dist. No. 728, 122 F.Supp.2d 842 (D. Minn. 2015)

R.S. v. Minnewaska Area Sch. Dist. No. 2149, 894 F.Supp.2d 1128 (D. Minn. 2012)

Tatro v. Univ. of Minnesota, 800 N.W.2d 811 (Minn. App. 2011), *aff'd* on other grounds 816 N.W.2d 509 (Minn. 2012)

S.J.W. v. Lee's Summit R-7 Sch. Dist., 696 F.3d 771 (8th Cir. 2012)

Parents, Families and Friends of Lesbians and Gays, Inc. v. Camdenton R-III Sch. Dist., 853 F.Supp.2d 888 (W.D. Mo. 2012)



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M.T. v. Cent. York Sch. Dist., 937 A.2d 538 (Pa. Commw. Ct. 2007)

Cross References:

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

MSBA/MASA Model Policy 406 (Public and Private Personnel Data)

MSBA/MASA Model Policy 505 (Distribution of Nonschool-Sponsored Materials on School Premises by Students and Employees)

MSBA/MASA Model Policy 506 (Student Discipline)

MSBA/MASA Model Policy 515 (Protection and Privacy of Student Records)

MSBA/MASA Model Policy 519 (Interviews of Students by Outside Agencies)

MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)

MSBA/MASA Model Policy 522 (Student Sex Nondiscrimination)

MSBA/MASA Model Policy 603 (Curriculum Development)

MSBA/MASA Model Policy 604 (Instructional Curriculum)

MSBA/MASA Model Policy 606 (Textbooks and Instructional Materials)

MSBA/MASA Model Policy 806 (Crisis Management Policy)

MSBA/MASA Model Policy 904 (Distribution of Materials on School District Property by Nonschool Persons)

School Board Action:

Adopted June 18, 2002

Revised March 20, 2007

Revised July 15, 2008

Revised March 16, 2010

Revised March 20, 2012

Revised November 19, 2013

Revised July 18, 2017

Revised May 21, 2019

Revised April 19, 2022

Revised January 17, 2023

Revised August 20, 2024

Revised March 18, 2025

Annual Review:

April 2022 Reviewed / Updated

January 2023 Reviewed / Updated

August 2024 Reviewed / Updated



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522 Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process

I. GENERAL STATEMENT OF POLICY

- A. 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.
- 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: Rochelle Cox, Senior Officer of Operations & System Alignment and can be reached at: cox@isd14.org
- E. 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.

II. GENERAL STATEMENT OF POLICY

- 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



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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



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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



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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.

III. 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



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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



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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.



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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.

IV. 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 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



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- 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.

V. 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;



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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.

VI. 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.

VII. Informal Resolution OF A FORMAL COMPLAINT



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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.

VIII. 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.

IX. INVESTIGATION OF A FORMAL COMPLAINT



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, resources and support are available to all students to support the formal academic achievement of each student.

- 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.

X. 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.



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, written determination regarding responsibility that applies the appropriate standard of the evidence achievement of each student.

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.

XI. 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);



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, responsibility or dismissal was made, that could affect the outcome of the matter, and achievement of each student.

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.

XII. 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



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, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party is morally or culpably at fault. It is the responsibility of all parties to report any alleged misconduct to the appropriate authority. The school district will not tolerate any form of retaliation or bad faith reporting. The school district will investigate all reports of misconduct and will take appropriate action to ensure the academic achievement of each student.

XIII. 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.

XIV. 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;



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, resources, and facilities are available to all students. The goal is to provide a safe and supportive environment that allows each student to reach their full potential and achieve their dreams.

2. Notice that the school district does not discriminate on the basis of sex in the education program or activity that it operates, as that title 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:
 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.06 (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 seq. (Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act (“Clery Act”))

Cross References:

- MSBA/MASA Model Policy 102 (Equal Educational Opportunity)
- MSBA/MASA Model Policy 413 (Harassment and Violence)
- MSBA/MASA Model Policy 506 (Student Discipline)
- MSBA/MASA Model 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
- Revised September 17, 2024
- Revised March 18, 2025

Annual Review:

<u>Month</u>	<u>Year</u>	<u>Notes</u>
June	2022	Reviewed / No changes
January	2023	Reviewed / Revised
September	2024	Reviewed / Revised
March	2025	Reviewed / Revised



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.

Minutes
School Board Business Meeting
Fridley Independent School District 14
February 18, 2025

Call to Order, Pledge of Allegiance

Board Chair Karnopp called the Business Meeting of the Fridley School Board to order at 7:30 PM on Tuesday, February 18, 2025, at the Fridley Community Center. The following Board members were present in the room: Nikki Auna, Sara Jones, Jake Karnopp, Erik Keeler, Ross Meisner, Student representative Aiyanna Shobe and Student representative: Deqa Ahmed. Absent: Avonna Starck

Approval of the Agenda with Suggested Motions and Resolutions

Motion by Meisner, seconded by Keeler, to approve the agenda for February 18, 2025. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 5-0.

Superintendent and Staff Reports

A. Superintendent Report

Superintendent Lewis, Director of Administrative Services, Lori Andler, Senior Officer of Operations & System Alignment, Rochelle Cox and Lieutenant Titus from Fridley Police Department to presented about Navigating through School Threats; Jayna Gunderson & Josh Callahan presented on the American Indian Education at FPS Annual Compliance for 2024-2025; Senior Officer of Operations & System Alignment, Rochelle Cox, Senior Officer of Academics & Innovation, Harold Scott, Principal of Hayes, Gaeli Iverson and Principal of Fridley High School, Kelly McConville presented on the National Association for Gifted Children Conference; Superintendent Lewis introduced the MSBA One Voice Video; Superintendent Lewis discussed the Fridley Public Schools Legislative Agenda for 2025; and introduced our new Senior Officer of Business Services as Andrea Baker; Board Treasurer Jones gave an update from NE Metro 916; Student Representative Shobe gave an update on cell phones in the district from her discussions with Fridley Middle and Fridley High School students.

Business Action Items

A. **RESOLUTION Accepting Gifts**

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

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

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

A. The following persons donated to **Fridley Middle School Band Program**:
Deb Bradau-Akermann donated a trumpet, keyboard and a drum kit with stool
Motion by Jones, seconded by Auna, to accept the gifts and thank the donors for their contributions. Upon roll call vote being taken all voted in favor, none against, none abstained. Motion carried 5-0.

B. Motion: Motion to Lobby Against School Board Election Legislation to Move School Board Elections to Even-Numbered Years

Motion by Jones, seconded by Auna to Lobby For/Against School Board Election Legislation to Move School Board Elections to Even-Numbered Years. Upon vote being taken all voted in favor, none against, none abstained. Motion carried 4-1. Opposed by Meisner.

C. RESOLUTION: Authorizing the Issuance of School Building Bonds, including participation in the Credit Enhancement Program (CEP)

Motion by Meisner, seconded by Jones to authorize the issuance of School Building Bonds, including participation in the Credit Enhancement Program (CEP) Upon roll call vote being taken all voted in favor, none against, none abstained. Motion carried 5-0.

Consent Agenda

Motion by Keeler, seconded by Auna to approve the consent agenda including minutes of the business meeting held on January 21, 2025; New Contracts, Amendments, Leaves of Absence, Resignations and Terminations; Monthly Financial Reports; Overnight Field Trips for the FHS Band/Choir Program to Orlando FL in Spring 2026 and Model UN to Minneapolis in April 2025; and Vote of Concurrence for the American Indian Parent Advisory Committee. Upon vote being taken all voted in favor, none against, none abstained. Motion carried 5-0.

Written Information

- A. First Reading of Policies
 - a. 524 Internet, Technology, and Personal Electronic Communication Device Acceptable Use and Safety
 - b. 522 Sex Nondiscrimination Policy, Grievance Procedure and Process

Important Future Board Dates

- 1. RLS PTO Meeting
February 19, 2025 5:00 PM
Stevenson Elementary School
- 2. RLS 2nd Grade Concert
February 20, 2025 5:30 PM
Stevenson Elementary School

3. Black History Excellence Week
February 24-28, 2025
4. Hayes Better Together Family Meeting
February 24, 2025
Hayes Elementary School
5. 7th and 8th Grade Band and Choir Winter Concert
February 25, 2025 7:00 PM
FMS Front Gym
6. FHS Open Mic Night
February 27, 2025 7:00 PM
District Auditorium
7. 7th and 8th Grade Dance
February 28, 2025 5:00 PM
Fridley Middle School
8. FMS & FHS Jazz Band Coffee Concert
March 3, 2025
FMS Cafeteria
9. Senior Center Mardi Gras
March 4, 2025 12:30-3 PM
Fridley Community Center
10. RLS Kindergarten Welcome Night
March 4, 2025 5:30 PM
Stevenson Elementary School
11. FHS Conferences
March 5, 2025 4:00-7:30 PM
Fridley High School
12. FMS Conferences
March 6, 2025 4:00-8:00 PM
Fridley Middle School
13. No School - Districtwide
March 7, 2025
14. Hayes Kindergarten Welcome Night
March 11, 2025 5:30 PM
Hayes Elementary School
15. RLS PTO Meeting
March 12, 2025 5:00 PM

Stevenson Elementary School

16. Free Family Movie Night: "Wild Robot"

March 14, 2024 7:00 PM

District Auditorium

17. Fridley Public Schools School Board Meeting

March 18, 2024

Fridley Community Center

5:30 PM Work Session

7:00 PM Public Comment

7:30 PM Business Meeting

Adjournment

Motion by Keeler, seconded by Jones to adjourn the meeting at 9:16 PM. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 5-0.

Jake Karnopp, Board Chair

Avonna Starck, Board Clerk

**INDEPENDENT SCHOOL DISTRICT NO. 14
FRIDLEY, MINNESOTA
TREASURER'S REPORT
MONTH ENDING 02/28/25**

Fund	Revised Balance 1/31/25	Receipts	Payroll Disbursements	A/P Disbursements	Journal Entry Transfers	Balance 02/28/25
General (01)	\$ 42,451,666.71	\$ 3,785,939.00	\$ 1,814,285.94	\$ 2,211,764.67	\$ 2,441,040.50	\$ 44,652,595.60
Food Service (02)	\$ 908,292.55	249,997.76	51,705.35	148,627.11	-	\$ 957,957.85
Transportation (03)	\$ (41,187,423.39)	81,972.27	3,623.35	955,344.04	-	\$ (42,064,418.51)
Comm. Service (04)	\$ (187,028.96)	66,994.55	110,398.69	94,980.05	-	\$ (325,413.15)
Operating Capital (05)	\$ (594,509.72)	-	-	11,428.30	-	\$ (605,938.02)
Construction (06)	\$ 25,203.92	-	-	195,626.78	-	\$ (170,422.86)
Debt Service (07)	\$ 599,773.82	-	-	-	-	\$ 599,773.82
Performance Contract (16)	\$ (4,220,892.26)	-	-	-	-	\$ (4,220,892.26)
Activity Fund (19)	\$ 197,764.30	12,602.04	-	10,973.08	-	\$ 199,393.26
Dental Self Insurance (20)	\$ 198,437.24	208.50	-	29,714.24	-	\$ 168,931.50
Medical Self Insurance (21)	\$ 3,299,640.36	6,215.94	-	595,690.41	-	\$ 2,710,165.89
OPEB Trust Fund (25)	\$ (305,621.18)	10,769.01	-	-	294,813.00	\$ (39.17)
OPEB Debt Service (47)	\$ 517,393.81	-	-	-	-	\$ 517,393.81
Student Activities Under Board Control (51)	\$ 100,369.52	3,188.95	-	7,489.13	-	\$ 96,069.34
Total	\$ 1,803,066.72	\$ 4,217,888.02	\$ 1,980,013.33	\$ 4,261,637.81	\$ 2,735,853.50	\$ 2,515,157.10

*cash balances have been updated and changes reflect cash movement between funds due. Overall cash balances is unchanged.

Bank	Balance Per Bank Statement	Outstanding Checks	Outstanding Deposits	Balance per Treasurer's Books
MN Trust - OPEB	\$ -	\$ -	\$ -	\$ -
MN Trust - Operating	2,685,348.65	170,191.55	-	2,515,157.10
Total	\$2,685,348.65	\$ 170,191.55	\$ -	\$2,515,157.10
		Difference	\$	(0.00)

Schedule of Investments

As of 02/28/25

Investment	Broker	Type	Purchased	Maturity	Market Value	Par	Yield
MNTrust Term Series-Flex (TECH CU)	PMA - OPP	TS	02/28/25	02/28/25	6,443.24	6,443.24	4.35%
Goldman Sachs Government Money	PMA - OPEB	MMA	02/03/25		3,151,345.54	3,151,345.54	4.96%
US Treasury N/B	PMA - OPEB	SEC	01/21/22	11/30/25	267,334.38	275,000.00	1.35%
US Treasury N/B	PMA - OPEB	SEC	02/24/22	11/30/25	233,310.00	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%
Customers Bank, NY	PMA - 2024A BONDS	CD	07/16/24	05/30/25	239,450.00	249,878.44	5.00%
CIBC Bank ISA, MI	PMA - 2024A BONDS	CD	07/16/24	05/30/25	239,600.00	249,872.04	4.92%
Veritex Community Bank, TX	PMA - 2024A BONDS	CD	07/16/24	05/30/25	239,550.00	249,850.30	4.94%
Gbank, NV	PMA - 2024A BONDS	CD	07/16/24	05/30/25	239,450.00	249,859.97	4.99%
GREENSTATE CREDIT UNION, IA	PMA - 2024A BONDS	CD	07/16/24	06/30/25	238,700.00	249,868.88	4.89%
The First National Bank of Hutchinson, KS	PMA - 2024A BONDS	CD	07/16/24	06/30/25	238,550.00	249,848.53	4.95%
Western Alliance Bank, CA	PMA - 2024A BONDS	CD	07/16/24	06/30/25	238,000.00	249,849.42	5.21%
NexBank, TX	PMA - 2024A BONDS	CD	07/16/24	07/31/25	237,400.00	249,847.80	5.04%
Farmers and Merchants Union Bank, WI	PMA - 2024A BONDS	CD	07/16/24	07/31/25	237,550.00	249,882.15	4.99%
Totals					\$ 5,926,683.16	\$ 6,056,293.49	

**Personnel Changes
2024-2025**

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

First Name	Last Name	Assignment	Step/Lane/Salary	School
Kayla	Bryson-Rivera	Assistant Varsity Softball Coach	Schedule C	FHS
Mandi	Burian	Head Boys Volleyball Coach	Schedule C	FHS
Breanna	Claus	Assistant Boys Volleyball Coach	Schedule C	FHS
Madeline	Cronk	Adapted Bowling Coach	Schedule C	FHS
Shiloh	Gillam	Student Childcare Worker	Student Worker	FCC
AJ	Helmer	Head Boys Tennis Coach	Schedule C	FHS
Joey	Herder	One Act Play Director	Schedule C	FHS
Fadel	Johnson	Paraeducator	Step 1	FMS
Michael	Johnson	Head Softball Coach	Schedule C	FHS
Ifejola	Olaiya	Paraeducator	Step 3	RLS
John	Peters	Special Education Teacher	BA, Step 2	Hayes
Devika	Ramnarine	Assistant Boys Tennis Coach	Schedule C	FHS
Rebecca	Thompson	Grade 1 - LTS	BA Step 1	RLS
Nathan	Thor	WSI/LG	Step 1	FCC
Taj	Tolan	WSI/LG	Schedule C	FCC
Jennifer	Voss	CTSS Therapist	MA Step 10	District
Dan	Wold	One Act Play	Schedule C	FHS

Individual Contracts (2024-2025)

First Name	Last Name	Assignment	Step/Lane/Salary	School
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03-18-25 School Board Meeting

Michelle	Johnson	Payroll Specialist	Individual Contract	District
Gail	Pfluger	Human Resources Specialist	Individual Contract	District
Johnny Laura	Robertson Otherness (Hrad)	Transportation Coordinator Communications Coordinator	Individual Contract Individual Contract	District District

Lane Changes (2024-2025)

First Name	Last Name	Current Lane	Lane Change
Ashton	Enyart	BA+20, Step 7	MA, Step 7
Amy	Harker	BA, Step 15	BA+10, Step 15
Emma	Jaquette	BA+30, Step 1	MA, Step 1
Suzanne	Jokela	BA+30, Step 11	MA, Step 11
Maria	Matlashewski	MA, Step 14	MA+10, Step 14
Clare	Toll	BA, Step 9	BA+10, Step 9
Patrick	Wells	MA+20, Step 4	MA+30, Step 4
Anna	Zawadski	MA+20, Step 13	MA+40, Step 13

Leaves of Absence (2024-2025)

- Brittany Breitbach has requested a leave of absence from their Teacher position at Stevenson Elementary from 4/14/25 to 6/6/25.
- Chelsea Clark has requested an intermittent leave of absence from their Teacher position from Fridley Middle School from 2/3/25 to 6/6/25.
- Lillian Park has requested a leave of absence from their Teacher position at Stevenson Elementary from 5/19/25 to 6/6/25.
- Cristina Villanueva de Flores has requested a leave of absence from their Custodian position at Fridley High School from 01/02/2025 through 03/25/2025.

Resignations (2024-2025)

- Mary Henry has resigned from their Communications Specialist position at Fridley District Office effective 3/7/25.
- Erika Knapton has resigned from their Custodian position at Stevenson Elementary effective 2/14/25.
- Matthew Koethe has resigned from their Cook position at Stevenson Elementary effective 2/12/25.

03-18-25 School Board Meeting

Retirements (2024-2025)

- Debra Johnson has retired from their Classroom Assistant position at Fridley Community Center effective 6/5/25.
- Sheila Johnson has retired from their Health Assistant position at Hayes Elementary effective 4/4/25.

Terminations (2024-2025)

- Christopher Olaiya was terminated from their Classroom Assistant position at Fridley Community Center effective 2/4/25. *This is a correction from the previous resignation reported at the 2-18-25 meeting.*