

Business Meeting

Tuesday, June 17, 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	Presenter: Superintendent Brenda Lewis
D. Business Action Items	
D.1. Motion: Approval of the 2025-2027 Fridley Education Association Master Agreement	Presenter: Superintendent Brenda Lewis
D.2. Motion: Approval of the 2025-2027 Fridley Association of School Administrators Master Agreement	
D.3. Motion: Approval of the Budget for FY 2025-2026	Presenter: Assistant Superintendent Rochelle Cox
D.4. RESOLUTION Accepting Gifts	Presenter: Board Chair
E. Consent Agenda	Presenter: Board Chair
E.1. Minutes of the School Board Business Meeting Held on May 20, Special Meeting held on May 22, And Special Meeting held on June 2	
E.2. Monthly Financial Reports	
E.3. New Contracts, Amendments, Leaves of Absence, Terminations, Resignations, and Retirements	
E.4. School Resource Officer Agreement	
E.5. School Resource Officer Setting IV Agreement	
E.6. Basement Renovation Professional Services Agreement	
E.7. 2026-2027 School Year Calendar	
E.8. Overnight Field Trip: FMS 7th Grade to Long Lake Conservation Center October 2025	
E.9. Technology Refresh Lease	
E.10. Request to Authorize the District's Investment Manager and Official Depository	
E.11. Q Comp Report for 2024-2025	
E.12. Additional Professional Development Day on September 26, 2025 for 2025-2026 School Year Calendar	
F. Important Future School Board Dates	Presenter: Board Chair

F.1. District Holiday
June 19, 2025

F.2. District Holiday
July 4, 2025

F.3. Fridley Public Schools Board Meeting

July 15, 2025

Work Session, 5:30 PM

Open Forum, 7:00 PM

Business Meeting, 7:30 PM

Fridley Community Center

G. **Adjournment**

Presenter: Board
Chair

Tuesday, June 17, 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 June 17, 2025.

C. Superintendent Report

D. Business Action Items

a. Motion: Approval of the 2025-2027 Fridley Education Association Master Agreement

Suggested Motion: Motion by _____, seconded by _____ to approve the 2025-2027 Fridley Education Association Master Agreement.

b. Motion: Approval of the 2025-2027 Fridley Association of School Administrators Master Agreement

Suggested Motion: Motion by _____, seconded by _____ to approve the 2025-2027 Fridley Association of School Administrators Master Agreement.

c. Motion: Approval the Budget for FY 2025-2026

Suggested Motion: Motion by _____, seconded by _____ to approve the budget for FY 2025-2026.

d. 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:

i. The following persons donated to **Hayes Elementary School:**

Fridley United Methodist Church - \$1,362 for the family resource room and outreach

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

E. Consent Agenda

Suggested Motion: Motion by _____, seconded by _____ to approve the consent agenda including minutes of the business meeting held on May 20, 2025, Special Meeting on

May 22, 2025, and Special Meeting on June 2, 2025; Monthly Financial Reports; New Contracts, Amendments, Leaves of Absence, Resignations, Retirements and Terminations; SRO Agreement; SRO Setting IV Agreement; Basement Renovation Professional Services Agreement; 2026-2027 School Year Calendar; Overnight Field Trip: FMS 7th Grade to Long Lake Conservation Center October 2025; Tech Refresh Lease; Authorization to Ehlers Investment Partners to act as the District's Investment Manager and designate Pershing LLC as an official depository to the District; Q Comp Report for 2024-25; and an Additional Professional Development Day on September 26, 2025 for the 2025-26 School Year Calendar.

F. Important Future School Board Dates

- a. No School - District Holiday
June 19, 2025

- b. No School - District Holiday
July 4, 2025

- c. Fridley Public Schools School Board Meeting
June 15, 2025
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 _____.



Master Agreement

Between

School Board of Fridley Independent School District 14

And

Fridley Education Association

July 1, ~~2023-2025~~ through June 30, ~~2025~~ 2027



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Master Agreement

Article I: Parties and Effect

Section 1. Parties: This Agreement, entered in between the School Board of Independent School District 14, Fridley, Minnesota, hereinafter referred to as the School Board, and the Fridley Education Association, hereinafter referred to as exclusive representative, pursuant to and in compliance with the Public Employment Relations Act as amended, hereinafter referred to as the ~~P.E.L.R.A.~~ PELRA as amended, to provide the terms and conditions of employment for teachers during the duration of this Agreement.

Section 2. Effect: This Agreement constitutes the full and complete agreement between the School Board and the exclusive representative representing the teachers of the District. The provisions herein relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, school district policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions. Compensation for any new position added to Schedule C during the term of this agreement shall be subject to negotiations between the association and the administration.

Any statement in this Agreement found to be in violation of any valid rule, regulations or order of State and Federal agencies shall be considered null and void.

Article II: Recognition of Exclusive Representative

Section 1. Recognition: In accordance with the ~~P.E.L.R.A.~~ PELRA as amended, the School Board recognizes the Fridley Education Association as the exclusive representative of teachers employed by the School Board of Independent School District 14, which exclusive representative shall have those rights and duties as prescribed by the ~~P.E.L.R.A.~~ PELRA as amended and as described in the provisions of this Agreement.

Article III: Definitions

Section 1. Teachers: The Fridley Education Association shall represent all teachers in the appropriate bargaining unit as determined pursuant to the PELRA. For purposes of this section, the term "teacher" means any public employee other than a superintendent or assistant superintendent, principal, assistant principal, or supervisory or confidential employee, employed by a school district in a position for which the person must be licensed by the Professional Educator Licensing Standards Board or the commissioner of education; in a position as a physical therapist, occupational therapist, art therapist, music therapist or audiologist or in a position creating and delivering instruction to children in a preschool, preschool readiness or prekindergarten program, except a daily substitute teacher who does not replace the same teacher for more than thirty (30) working days.

Section 2. Long Term Substitute Teachers: A long term substitute contract shall be issued to a legally certified teacher who is serving as a substitute during a full school year's leave of absence of a regularly contracted teacher.

Subd. 1. Salaries: Salaries for long term substitute teachers assignment of at least 31 consecutive days shall be determined in the same manner as salaries for a continuing contract teacher.

Subd. 2. Eligibility for Benefits: A substitute engaged for at least 31 consecutive working days is eligible for the same fringe benefits as those teaching under a continuing contract.

Section 3. Terms and Conditions of Employment: Terms and conditions of employment means the hours of employment, the compensation ~~therefor~~ ~~therefore~~, including fringe benefits, except retirement contributions or benefits, staffing ratios, and the employer's personnel policies affecting the working conditions of the employees. In the case of professional employees, the term does not mean educational policies of the School District. The terms in both cases are subject to the provisions of M.S. 179A regarding the rights of public employees in the scope of negotiations. In the case of school employees, "terms and conditions of employment" includes adult to student ratios in classrooms, student testing and student to personnel ratios regarding the rights of public employees in the scope of negotiations.

Section 4. School Board: Any reference to School Board or School District in this Agreement shall mean the School Board of its designated officials.

Section 5. Other Terms: Terms not defined in this Agreement shall have those meanings as defined by the ~~P.E.L.R.A.~~ PELRA as amended.

Article IV: School Board Rights

Section 1. Inherent Managerial Rights: The exclusive representative recognizes that the School Board is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure ~~and~~, selection and direction of personnel.

Section 2. Management Responsibilities: The exclusive representative recognizes the right and obligation of the School Board to efficiently manage and conduct the operation of the School District within its legal limitations and with its primary obligation to provide educational opportunity for the students of the School District.

Section 3. Effect of Laws, Rules and Regulations: The exclusive representative recognizes that all employees covered by this Agreement shall perform the teaching and teaching related services prescribed by the School Board and shall be governed by the laws of the State of Minnesota, and by School Board rules, regulations, directives and orders, issued from time to time by properly designated officials of the School District. Any provision of this Agreement found to be in violation of any such laws shall be null and void without force and effect. The School Board will abide by the Minnesota Statutes of PELRA including 179A.13 Unfair Labor Practices.

Article V: Teacher and Association Rights

Section 1. Right to Views: Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any teacher or ~~his/her~~ **their** representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designated to and does not interfere with the full faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative if there be one; nor shall it be construed to require any teacher to perform labor or services against ~~his/her~~ **their** will.

Section 2. Right to Join: Teachers shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations. Teachers in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such teachers with the School Board of such unit.

Section 3. Request for Dues Check-Off: Teachers shall have the right to request and be allowed dues check-off for the teacher organization of their selection provided that the teacher organization has not lost its right to dues check-off pursuant to M.S. 179A of the ~~P.E.L.R.A.~~ **PELRA** as amended. The employer, upon notification by the exclusive representative, is obligated to check off the fee from the employee's earnings and transmit the same to the exclusive representative. Any dispute as to the validity of a specific deduction is solely between the Association and the individual employee. The Association warrants that it will indemnify and hold harmless the employer and any of its agents from any and all actions which any organization or employee may have, or claim to have, now or in the future, arising out of or by reason of the deduction or lack thereof.

Subd. 1. Deductions Schedule: All teachers who have applied for dues check-off in the Association will automatically have their membership dues deducted in equal monthly installments. Deductions for members employed after the beginning of the school year shall have their membership dues deducted in equal monthly installments beginning at their start date, as defined by notice from FEA.

Subd. 2. Dues Deduction Reporting: The District will promptly remit to the Association treasurer the amount of money deducted each month. With each installment the District will provide to the Association membership chair a list of people currently having dues deducted.

Section 4. Facilities: The exclusive representative may use School District facilities for the transaction of Association business, scheduling such use in advance with the building principal of the school, provided that this does not interfere with the normal school operation. Association meetings may also be held during the contractual day provided that they do not also interfere with the normal operations of the school. Such meetings shall normally be no more than one-half (1/2) hour per month scheduled at the discretion of the building principal and not to conflict with classes and/or after school activities. Such meetings shall not be used for purposes of an adversarial nature to the District. Employees may not use any school facilities or equipment to make any personal attacks on other staff. The employees will abide by the Minnesota Statutes of PELRA including 179A.13 Unfair Labor Practices.

Section 5. Anti-Retaliation: The School Board will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of ~~his/her~~ their membership in the Association or collective professional negotiations with the Board or ~~his/her~~ their institution of any grievance, complaint or proceeding under this contract. All rights granted to teachers in this Agreement are in addition to those granted elsewhere.

Section 6. Personnel Files: All monitoring or observation of the work performance of District personnel shall be conducted openly and with full knowledge of that person.

Subd. 1. Written Notice: No written material derogatory of a teacher's conduct, service or character shall be placed in ~~his/her~~ their personnel file unless the teacher is given prompt written notice.

Subd. 2. Right to Response: As provided by law, M.S. 122A.40, Subd. 19, a teacher shall be entitled to submit a written response to any material placed in the teacher's personnel file or to seek expungement of any material through the grievance procedure.

Subd. 3. Right to Review Personnel File: Teachers shall have the right upon request to review the contents of their personnel file and to receive at their own expense a copy of any documents contained therein.

Section 7. Leave for Union Business: Each school year up to 200 hours leave may be used by officers or representatives to conduct Association business provided that no more than 40 hours may be used by one teacher, except the Association president who may use 120 hours. Additional hours for the president may be approved by the Superintendent. During negotiations the number of hours may be waived at the discretion of the Superintendent. The Association agrees to notify the building principal at least forty-eight (48) hours prior to the date for intended use of said leave. Teacher substitutes will be paid for by the exclusive representative.

Section 8. Assignment Location of Record: Teachers with responsibilities in more than one building will have one school designated as their base and all arrangements for leave and other responsibilities will be made by the principal of that building. Duplication of responsibilities will be avoided wherever possible.

Section 9. Split Assignments: Teachers with split assignments between two districts shall have the right to meet and negotiate their conditions of employment.

Section 10. Voluntary Contract Reduction: If a teacher voluntarily takes a less than full-time contract (a decreasing assignment), they shall retain the right to a full-time position if they notify the District by February 1 prior to the next school year and a full-time position for which the teacher is qualified is available. Requests for voluntary part-time contracts shall not exceed three (3) years in duration unless the district and the teacher mutually agree on the reduction.

Article VI: Basic Schedules and Rates of Pay

Section 1. ~~2023-2025 2025-2026~~ Salary Schedule: The wages and salaries reflected in Schedule A attached hereto shall be effective only for the ~~2023-2025 2025-2026~~ school year.

Section 2. ~~2023-2025 2026-2027~~ Salary Schedule: The wages and salaries reflected in Schedule B attached hereto shall be effective only for the ~~2023-2025 2026-2027~~ school year.

Section 3. Status of Salary Schedule: The salary schedules are not to be a part of a teacher's continuing contract and the School Board reserves the right to withhold increment advancement, lane changes, or any other salary increase as the School Board shall determine provided there is just cause.

Section 4. Placement on a Salary Schedule: The following rules shall be applicable to determining placement on the appropriate salary schedules:

Subd. 1. Experience: Salary advancements shall be determined annually by adding all full and part-time experience and giving credit to the nearest full year of experience. Teaching 50% or more of a full-time schedule shall be considered full-time experience for purposes of this Section.

Subd. 2. Credit for Previous Experience: ~~Effective the 2021-2022 school year,~~ Newly hired teachers who have had experience in other school systems may be credited for each year of experience ~~up to a maximum of eight (8) years. Credit for nine (9) or more years may be granted by special action of the School Board.~~

Subd. 3. Non-Education Credit for Specialists: Effective the 2021-2022 school year, newly hired nurses, social workers, occupational therapists, physical therapists, and speech language pathologists shall be granted experience credit for relevant non-school work experience with 2000 verified hours equaling one year/one performance increment with the maximum experience credit based on the guidelines set forth in Subd. 2 of this Article.

Subd. 4. Schedule Placement Notification: The District agrees to advise final candidates of where they would be placed on the schedule before hiring.

Subd. 5. Movement within Salary Schedule: Once initial placement has been made upon the salary schedule, staff shall then move up the salary schedule pursuant to the terms and provisions of the Master Agreement.

Subd. 6. Military Service: Teachers drafted or called to active reserve duty while teaching in District 14 shall upon returning to the District receive full credit for military or alternate civilian services. All accumulated leave shall be restored. This shall not apply to service rendered prior to the adoption of this Agreement. M.S. 471.975(b) (2004)

Subd. 7. Lane Changes:

- a) Beginning July 1, 2021, credits to be considered applicable on any lane of the salary schedule must be relevant to the teaching assignment, education, educational leadership (including admin licensure), curriculum, instruction or similar concentration offered by a college of education. Credits must carry a grade-point average of 2.8 or higher as interpreted by the institution awarding the grade; credits must be approved by the Superintendent or designee in writing prior to taking the course. Credits to apply beyond the M.A. lane must be earned subsequent to earning the M.A. degree and must be taken at an accredited college or university. At the time of hiring, new employees must inform the Superintendent or designee of current credit for approval and subsequent placement on the salary schedule. District reserves the right to exclude undisclosed credits.
- b) Credits to be approved shall be a part of the pre-arranged approved degree program or a part of the pre-arranged approved plan of professional development in the teacher's teaching assignment. Courses in the plan or program may be substituted with mutual agreement. A teacher on an approved degree program shall be given credit for elective courses prescribed by the institution as a part of the course of study for the degree.
- c) Salary adjustments for increased education shall be made twice each year. The first adjustment shall be made during the month of October and shall be based upon credits and degrees completed prior to September 1. Application for adjustments in October must be filed on or before October 1 in order to be considered. Upon Board approval of an October adjustment the applicable salary increase for a full contract year shall be prorated over the remaining pay periods. The second adjustment shall be made during the month of March and shall be based upon credits and degrees completed prior to February 1. Application for adjustments in March must be filed on or before March 1 in order to be considered. Upon Board approval of March adjustment, one-half (1/2) of the full year salary increase will be ~~pro-rated~~ prorated over the remaining pay periods.
- d) At the discretion of the Superintendent and with prior approval, any of these requirements may be waived in a specific program.
- e) Applications for salary adjustment must be accompanied by a transcript of credits earned since the last adjustment was made. Proof of credits is acceptable until an official transcript is received.

Subd. 8. Maintenance of Certification by Teacher:

- a) Teacher is responsible for maintaining their full licensure with all areas ~~list~~ listed in effect at the time of hire and in place at time of lane changes approved by the School Board for that teacher since the date of hire to the present.
- b) Teacher is responsible for checking the Seniority List and licensure areas for accuracy.
- c) Teacher is responsible to keep license areas current according to state law.
- d) A teacher whose license for their primary assignment is expired as of the first contract duty day shall be suspended without pay until the license is posted.

Subd. 9. Teacher Request to Drop a Licensure Area:

- a) **Step One.** If a teacher desires to drop a license area, then the teacher must first notify the building principal and superintendent in writing. The Board of Teaching requires dropping licensure by December 31; therefore, dropping licensure for the following year in Fridley must occur no later than December 31.

Step Two. The District will review the lane placement of a teacher who gives notice of ~~his~~ ~~or her~~ **their** intent to drop a license area. That teacher's lane placement will be re-evaluated by the District based upon the germaneness of the prior approved credits to the remaining subject matter areas of licensure and teaching assignment. The District will schedule a meeting with the teacher to review its evaluation of the lane placement. The District will inform the teacher in writing as to what the lane change will be and when the lane change will be implemented.

Step Three. If the teacher decides to drop the license area, the teacher will give written notice of this decision to the principal and superintendent.

Step Four. The District will provide written notice to the teacher of its final determination of the teacher's lane placement and its implementation date.

- b) In the event a teacher drops a license area after following the above procedures and the District subsequently determines that specific credits being credited toward a lane change are no longer germane and not credited toward that lane change, the grievance process is available for the teacher and exclusive representative to challenge the District's decision.

Subd. 10. License Expiration without Approval: Step One. If a teacher drops or lets an area of licensure expire without notifying the District and without following the steps identified in Article 6, Section 54, Subd. 9a, the Superintendent will initiate the following steps and the Superintendent's decision will be final.

Step TwoOne. The District will review the lane placement of a teacher who lets a license area expire. That teacher's lane placement will be re-evaluated by the District based upon the germaneness of the prior approved credits to the remaining subject matter areas of licensure and teaching assignment. The District will schedule a meeting with the teacher to review its evaluation of the lane placement. The District will inform the teacher in writing as to what the lane change will be and when the lane change will be implemented.

Step ThreeTwo. If the teacher chooses not to reinstate a licensure area, the teacher will give written notice of this decision to the principal and Superintendent.

Step FourThree. The District will provide written notice to the teacher of its final determination of the teacher's lane placement and its implementation date.

Section 5. Job Sharing: Job Sharing is the practice of two teachers sharing one full-time position (1.0 FTE) and may result at the request of a teacher who chooses to share their position. A Job Sharing Position is distinct from a part-time position which is based on staffing needs of the district.

Subd. 1. Eligibility: Application for a Job Sharing arrangement must be made by mutual agreement of two tenured teachers.

Subd. 2. Application and Approval: Requests to enter a Job Sharing arrangement for the subsequent school year must be submitted to the superintendent or their designee prior to February 1st. Written approval or denial of requests shall be communicated to applicants no later than April 1st. Under extenuating circumstances, applications outside of this timeline may be considered by the Superintendent or their designee. In this instance, approval or denial shall be given in writing within 60 days of submission.

Subd. 3. Agreement and Renewal: Each teacher entering a Job Sharing position must sign an agreement stipulating the conditions of the agreement and the specific required duties (meetings, professional development, conferences, etc.). Teachers entering a Job Sharing agreement may alternate hours, days, quarters, or semesters. Job Sharing agreements must be renewed each year, following the procedures outlined in Subdivision 2.

Subd. 4. Seniority and FTE: Teachers engaged in a Job Sharing agreement shall retain their seniority and accrue an additional year of seniority for each year in the shared position. At the conclusion of the Job Sharing agreement, each teacher shall be entitled to resume their FTE level prior to entering their agreement. Job Sharing agreements that extend beyond 3 years may result in reduction in a teacher’s FTE entitlement to the level of the agreement at the discretion of the Superintendent or their designee.

Subd. 5. Salary and Benefits: A teacher engaged in a Job Sharing arrangement shall have their Salary and Benefits prorated in accordance with other provisions of the Master Agreement. Teachers engaged in a Job Sharing agreement shall continue to advance normally on the Salary Schedule.

Section 6. Class Size Overload: A teacher whose schedule contains a section that exceeds the class sizes referred to in the table below will be compensated at the additional hours indicated in the table per student for that semester. Such compensation will be at the teacher's current prorated hourly rate of pay. Class size information will be collected on October 15th and March 15th.

The Ratios indicated in the table below do not apply to band, choir, or orchestra classes.

Grade Level	District Target Maximum Class Size	Additional Hours Per Semester for Class Sizes over Maximum Per Student over Maximum
Pre-Kindergarten	20 students	NA*
Kindergarten	24 20 Students	8
1st & 2nd Grade	25 24 Students	8
3rd & 4th Grade	28 25 Students	8
5th Grade	25 Students	8
6th Grade	34 Students	2 hours per student, per section
7th & 8th Grade	34 Students	1 hour per student, per section
9th - 12th Grade	35 Students	1 hour per student, per section

*Must comply with State of MN class size settings.

Section 57. Overload Assignments: Subd. 1.-: A full time teacher who voluntarily teaches an additional class (overload) for an extended period (excluding occasional substitution) shall be entitled to additional compensation beginning on the first day of the overload and continuing for the remainder of the assignment. Additional compensation shall be calculated using the following formula and paid on a pro rata basis during each payroll of the assignment: (total number of periods taught, including overload ÷ by number of periods in typical 1.0 FTE assignment) x annual salary.

Example: At Fridley High School teaching 5 periods per day is considered 1.0 FTE. A teacher who volunteers to teach a 6th class shall be compensated as follows: 6 periods/5 periods = 1.2 FTE. \$79,997 (MA/step 10) full year overload = \$79,997.00 x 1.2 = \$95,996.40 for a total salary.

Example: At Fridley Middle School teaching 6 periods per day is considered 1.0 FTE. A teacher who volunteers to teach a 7th class shall be compensated as follows: 7 periods/6 periods = 1.167 FTE. \$79,997 (MA/step 10) full year overload = \$79,997.00 x 1.167 = \$93,356.50.

Section 68. Salary Payments: A 24 payment schedule will be utilized. Employees will be paid by automatic check deposit.

Subd.1. Summer Pay Option: Teachers shall have the option of receiving the remainder of their contract salary in a lump sum. This payment shall be made on the first payday after the end of the regular school year. In order to exercise this option, the teacher must notify the District Office on or before May 1.

Subd. 2. Extra-Curricular Payments: Payments for extracurricular activities will be paid throughout the season of the activity.

Section 79. Pay Deduction: Whenever pay deduction is made for a teacher's absence, the contract salary divided by the number of duty days shall be deducted for each day of absence.

Section 810. Contract Extension: Employees are eligible for sick leave and long-term disability benefits during the period of contract extension which hereinafter shall mean those days in which all contracted personnel are employed beyond the normal 185 duty days. Any change in an extension shall be by notice to the teacher in at least the same number of days as are in the extension. If such notice is not possible, pay for the extension shall be held until the end of duty so as to avoid the need for any pay back by the teacher.

Article VII: Extra Compensation

Section 1. Extra-Curricular Schedule: The wages and salaries reflected in Schedule C, attached hereto, shall be part of this Agreement. A maximum of seven (7) years experience may be given to coaches who accept an additional assignment or transfer assignments. At the discretion of the administration, experience outside the District may be granted. Retired Fridley staff members will receive experience credits as listed above. Any non-teaching staff coaches who are assigned and hold no coaching certificates shall receive only the base.

Subd. 1. Experience Calculations: The value of experience increments as listed in Schedule C shall be calculated using the following formula:

Base (Year 1)	Starting the 5th Year	Starting the 10th Year	Base (Year 2)	Starting the 5th Year	Starting the 10th Year
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Base 1	Base 1 x 1.07	Base 1 x 1.15	Base 2	Base 2 x 1.07	Base 2 x 1.15
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Subd. 2. Coaching Assignments: Each High School and Middle School athletic activity shall be entitled to 1 head and 1 assistant coach as listed in Schedule C. Where listed in Schedule C, an additional "9th Grade Coach" shall be hired. In the event of exceptionally large enrollment requiring multiple teams per activity an additional Head Coach position shall be granted in lieu of an assistant coach. Where specific program needs require, an additional Head or Assistant Coach position may be granted by the Superintendent or their Designee upon written request.

~~2Sharing Assignments~~ **Subd. 3. Sharing Assignments:** Two or more employees can share an extra-curricular assignment upon mutual agreement between the District and the employees.

~~**Section 3. Stipends for Specialists:** The following specialists who submit documentation annually of national certification or LICSW certification indicated below by May 1, shall receive the following yearly stipend on the June 15 payroll:~~

- ~~1. School Psychologist (NCSP): _____ \$1,650~~
- ~~2. Speech Pathologist (ASHA): _____ \$1,550~~
- ~~3. Occupational Therapist (NBCOT): _____ \$1,740~~
- ~~4. Nurses (NBCSN): _____ \$1350~~
- ~~5. License Independent Clinical Social Worker (LICSW): _____ \$1000~~

~~Stipends pursuant to this provision shall be prorated for employees who work less than a full school year. The proration shall be calculated as follows: (Teachers annual days worked ÷ 185) x above stipend.~~

Section 2. Stipends for State and National Board Certification: Teachers who receive National Board Certification and other licensed specialists who receive state or national certifications, relevant to their assignment, shall receive an annual stipend of \$2,000. Documentation must be submitted annually by May 1 to the Superintendent or their designee. Stipends shall be paid on the June 15 payroll.

Subd. 1. Eligibility. For the purposes of this section, the following is a non-exhaustive list of eligible certifications: National Board of Professional Teaching Standards (NBPTS), School Psychologist (NCSP), Speech Pathologist (ASHA), Occupational Therapist (NBCOT), Nursing (NBCSN), Licensed Independent Clinical Social Worker (LICSW), Licensed Graduate Social Worker (LGSW).

Subd. 2. Exceptions. Other recognized certifications that align with a staff member's assignment will be considered on a case by case basis upon written request made to the Superintendent or their designee by March 1st.

Subd. 3. Proration. Stipends pursuant to this provision shall be prorated for employees who work less than a full school year. The proration shall be calculated as follows: (Teacher annual days worked / 185) x \$2000.

Section 43. Substitute Teaching During the Workday: When a teacher substitute teaches during the workday, the teacher shall receive additional pay.

Subd. 1. Sub Split Class: If a classroom is split between two or more classrooms when a substitute is unavailable, teachers shall receive the substitute rate of pay, divided by the number of sections into which the class is split. If the entire class is taken on by another teacher in addition to their normal roster, then they shall receive the entire substitute rate of pay. If less than a full day, pay is calculated based on the fraction of the day the split occurred.

Calculation for Daily Pay: Sub rate of pay / number of classes split into = pay per teacher per day.

Calculation for Partial Daily Pay: (Pay per teacher per day / 8 hours) x hours taken.

Subd. 2. Sub Reassignment: Any licensed instructional staff reassigned to substitute teach from their scheduled assignment (including EL, reading interventionist, math interventionist, instructional leader, literacy coach, etc.) shall be paid at the substitute rate of pay, in addition to their normal compensation. If less than a full day, pay is calculated based on the fraction of the day. If the teacher subs for a full day, the 'sub during prep time' calculation does not apply in addition to the 'reassigned sub' rate described above.

Subd. 3. Sub During Prep: Any licensed instructional staff reassigned to substitute teach during their prep time shall be paid for actual time subbing (clock-in/out in HRIS system) at the hourly rate that matches their step and lane placement, in addition to their normal compensation.

Such assignments will be made by the principal and will be distributed as equitably as practicable among the teachers. For the purposes of this subdivision, 'substitute rate of pay' shall be defined as of July 1 of the contract year and will ~~included~~ include the total cost of the substitute pay (including the mark-up paid to the substitute agency (e.g. TOC)).

Section 54. Hourly Pay for Licensed Student Support Staff:

Subd. 1. Extended Contract: Licensed student support staff (including but not limited to: guidance counselors, deans, social workers, school psychologists, etc.) that are required to participate in district functions during the summer (including: leadership retreats, registration events, back to school planning, etc.) shall be granted up to 5 days of contract extension paid on a ~~pro-rata~~ prorated basis.

Subd. 2. Hourly Pay: Licensed student support staff (including but not limited to: guidance counselors, deans, social workers, school psychologists, etc.) asked to work beyond their contracted hours shall be paid their regular hourly rate of pay. The provisions of this section shall apply to individuals being asked to work during their duty-free lunch.

Section 5. Special Education Due Process Time: Special Education Teachers will be allowed to timesheet up to 20 hours to meet Due Process requirements throughout the school year. Due Process work may be completed on or off site, maintaining appropriate professional standards and data privacy. Additional time may be granted by the superintendent or their designee. Special Education Building Substitutes are ineligible for the Due Process Time defined in this section.

Section 6. Packing and Unpacking Workspaces: In the event that a teacher is required to pack and move their classroom due to construction projects or involuntary transfer or reassignment, the District

will pay up to 13 hours of additional work time (includes packing and unpacking), at the teacher’s hourly rate, or “Miscellaneous Time” rate, whichever is greater. Additional hours may be granted by approval of the Superintendent or their designee.

Section 8. Longevity Pay: In recognition of continued service to the district, a teacher is eligible for an annual longevity payment when they have completed years of service as a teacher in the Fridley Public School District as shown in the table.

Years of Service	Longevity Pay
After 10 years of completed service in the district	\$1000
After 15 years of completed service in the district	\$1,500
After 20 years of completed service in the district	\$3,500
After 25 years of completed service in the district	\$4,250
After 30 years of completed service in the district	\$5,000

Longevity Pay is payable over the twenty-four (24) pay periods.

Longevity pay calculations will be prorated based on the teacher’s FTE at the beginning of the school year. Teachers whose FTE is fifty percent (50%) or less will receive fifty percent (50%) of appropriate longevity amount. Teachers whose FTE is greater than fifty percent (50%) will receive a prorated amount of longevity pay based on their actual FTE.

Article VIII: Group Insurance

Section 1. Health and Hospitalization Insurance:

Subd. 1. Coverage: The district’s contribution toward health insurance for ~~2023-2025~~ 2025-2027 shall be:

Single	100% of the Base plan
Employee + 1	81% of the Base plan
Family	74% of the Base plan.

Coverage is for all teachers employed by the School District who qualify for and are enrolled in the School District group health and hospitalization plan. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction.

Subd. 2. Plan: The above contributions will be made towards a group health care plan. The District will not arbitrarily disregard the wishes of the exclusive representative in the selection of a carrier. If possible, an annual open enrollment period should exist with all carriers.

Subd. 3. Insurance Buy-In: A teacher who has ten (10) years of service to teaching in the Fridley Public Schools and is at least 55 years of age shall be eligible to continue participation in the District's group medical insurance plan. All group medical insurance coverage options will be available to the teacher. The teacher will be responsible for all premium costs following resignation or retirement from the District. Insurance must be taken at the time of leave and must be continuous. The teacher may participate in all other insurance programs of the District on a self-pay basis subject in each case to the approval and terms of the insurance carrier. It is the responsibility of the teacher to make arrangements with the school business office to pay to the School District the monthly premium amounts in advance and on such dates as determined by the School District. The teacher's right to continue participation in such group insurance, however, will be discontinued upon the teacher reaching eligibility age of FICA/Medicare, or if the teacher becomes eligible for insurance benefits through re-employment prior to the eligibility age of FICA/Medicare. Once a person has decided to terminate participation in insurance programs, ~~he/she~~ they will not be allowed to re-enroll.

Section 2. Dental Insurance:

Subd. 1. District Contribution: The School Board shall contribute the full cost of individual coverage for all teachers employed by the School District who qualify for and who are enrolled in the School District dental health plan.

Subd. 2. Plan: The above contribution will be made toward a plan approved by the Board and the exclusive representation.

Section 3. Dual Spouse Coverage: Fridley Public School employees who are married to one another may choose one "Single+1" or "Family" plan and will receive a 100% premium contribution from the District. This language shall apply to both health insurance and dental insurance plans.

Section 34. Long Term Disability: The District will provide a long term disability plan for all teachers employed by the District providing a benefit of 67% of basic annual salary in the event of disability caused by sickness or accident. The waiting period for this benefit shall be 60 calendar days. The premium for the plan will be paid by the teacher through payroll deduction. All unit members must participate in the plan.

Section 45. Life Insurance: The District will provide a group term life insurance policy on the life of all teachers employed by the District in the amount of \$50,000. Each teacher may apply for up to \$150,000 of supplemental coverage at their own expense.

Section 56. Liability Insurance: The District will provide a comprehensive liability policy including corporal punishment as long as it is economically feasible.

Section 67. Eligibility: Part time teachers must work 50 percent or more of a full time schedule to be eligible for fringe benefits. Benefits under this article for a part time teacher working from 50 to 79 percent of a full time schedule shall be ~~pro-rated~~ prorated in the same ratio as the teachers' contract

bears to a full time contract. Teachers working 80 percent or more of a full time schedule shall receive full fringe benefits.

Section 78. 125B Plan: The District shall provide a 125B plan.

Section 89. Retirement Insurance: A qualifying teacher who declares an intent to retire by February 1st, may elect to receive a one-time contribution to an HRA account ~~in the amount of \$14,818.68~~. ~~The one-time contribution shall be calculated using the following formula: Single Monthly Premium (of the high deductible plan) x 12 months x 5~~. The teacher must remain active and fully employed through the last teacher duty day of the school year. The contribution will be paid within thirty (30) days after the effective date of retirement.

A teacher who makes this election must meet each of the following qualifications:

- 20 consecutive years of service in Fridley Public Schools.
- ~~6255~~ years of age by June 1st of the year in which they wish to retire.
- The teacher must complete the school year to be eligible for this benefit.

Article IX: Leaves of Absence

Section 1. Earned Sick/ESST Leave: Sick/~~Earned Sick and Safe Time (ESST)~~ leave (hereafter "Sick Leave") with pay may be used whenever a teacher's absence is due to illness or injury, ~~in accordance with Minnesota "Earned Sick and Safe Time Law" M.S. 181.9446~~, which prevented their attendance at school in performance of duties on that day or days during the regular school year provided that the teacher has unused sick leave at the time of such absence. Sick leave shall be earned at the rate of up to ~~80~~ 96 hours (~~10~~ 12 days) per year prorated based on the teachers work assignment. The proration shall be calculated as follows:

$(\text{Teachers assigned daily work hours} \div 8 \text{ hours}) \times (\text{Teachers annual days worked} \div 185) \times \text{80 96 hours}$

Accrual will be unlimited as earned. Yearly accrual will be immediate. A certificate from a physician may be required whenever an absence for three or more consecutive days occurs. Earned sick leave may be used for illness or injury of relatives pursuant to MS 181.9413. Employees must use all earned available sick leave prior to the use of unpaid time.

Subd. 1. Accrual of Sick Leave: Hourly paid teachers shall accrue sick leave benefits based on assigned number of hours worked per day. These hours will be accrued each month at a rate equal to the average number of hours worked per day. Part-time teachers shall accrue sick leave at the same percentage as their contract specifies. Accrual shall be unlimited.

Subd. 2. Resignation: Employees resigning before the end of the school term who have used unearned sick leave will have the used but unearned leave deducted from their final paycheck. In this event, earned sick leave will be computed based on the calculation above.

Subd. 3. Religious Holiday Observance: Two (2) recognized official religious holidays during the school year may be deducted from accrued sick leave, and a third day may be approved at the discretion of the Superintendent under the following conditions.

- a) Written application is made indicating religious day to be observed one (1) week in advance of the desired day of leave to the principal or supervising administrator.
- b) Such a day is a scheduled duty day.

Section 2. Supplementation to Workers' Compensation Benefits:

Subd. 1. Use of Accrued Leave to Supplement Workers' Compensation Benefits: An employee who is absent from work due to a work-related injury and is receiving workers' compensation benefits may elect, in writing, to supplement workers' compensation benefits by using his/her their accrued sick leave and/or vacation leave in order to receive the full amount of his/her their normal pay.

Subd. 2. Reduction and Termination of Supplemental Leave Benefits: If an employee elects to supplement workers' compensation benefits under Subd. 1, the amount of the employee's accrued sick leave or vacation leave shall be proportionately reduced in the amount of the supplemental pay. Elections will automatically cease when the employee's accrued sick leave and vacation leave have been exhausted.

Subd. 3. Limit on Total Compensation During Supplementation: In no event shall an election to supplement workers' compensation benefits from accrued sick leave or vacation leave result in an employee receiving more than his/her their normal daily, weekly or monthly pay.

Subd. 4. Documentation and Eligibility Requirements for Supplementation: Employees must provide the documentation needed to determine the supplemental amount payable from accrued sick leave or vacation leave. Elections pursuant to this section are valid only during periods during in which the employee is receiving workers' compensation benefits.

Section 3. Vacation Leave: Up to ~~sixteen (16) hours (2 days)~~ ~~twenty-four (24) hours (3 days)~~ of vacation leave shall be granted to members of the professional staff each year prorated based on the teachers work assignment. The proration shall be calculated as follows:

$(\text{Teachers assigned daily work hours} \div 8 \text{ hours}) \times (\text{Teachers annual days worked} \div 185) \times 16-24 \text{ Hours.}$

A teacher planning to use a vacation leave shall notify his/her their principal as early as possible, but in any event at least one (1) day in advance, except in cases of emergencies. The number of leave requests approved under this section shall not exceed six percent (6%) of the total licensed staff in any one (1) day unless this restriction is waived at the discretion of the building principal. Vacation leave may accrue to a total of 56 hours (7 days). Vacation days exceeding a total of 56 hours (7 days) at the end of the school year will automatically roll over into the employee's sick leave. Vacation leave may be taken in a minimum of 1 hour increments.

Subd. 1. Vacation Leave Sell Back: Vacation days not taken shall be paid by the District at the current substitute rate of pay divided by 8 per hour provided notice of intent to claim such pay is received by the District by May 1 or ten days after notification of non-renewal. For the purposes of

this subdivision 'substitute rate of pay' shall be defined as of July 1 of the contract year and will include the total cost of the substitute pay (including the mark-up paid to the substitute agency).

Section 4. Personal Leave: Teachers shall be eligible for personal leave to be used for personal business and emergencies. Up to eight (8) hours (prorated based on the assignment FTE) can be taken by the teacher and not chargeable against sick or vacation leave.

Additionally, teachers will have the option of converting up to eight (8) hours (one day) of sick leave (prorated based on the assignment FTE) per year to a personal leave day. This converted personal leave day will be deducted from the teacher's sick leave.

Section 5. Sabbatical Leave: One year or part of a year may be granted at the discretion of the School Board to members of the professional staff for the purpose of professional advancement, subject to the conditions established by the School Board.

Subd. 1. Eligibility: To be eligible for sabbatical leave, an individual must have been a licensed employee seven (7) full years in the Fridley Public Schools. The proposed program of study or travel must have the approval of the Superintendent.

Subd. 2. Educational Leave: Sabbatical leave for study shall be limited to individuals centering their study in their area of major concentration and should not be used for re-training in a new area unless at the request of the administration.

- a) The recipient of a leave is expected to carry a normal course load as determined by the college attended except with approval of the Superintendent, work on a thesis may be substituted by PhD or Specialist candidates.

Subd. 3. Timeline and Application:

- a) The application must be submitted in writing to the Superintendent prior to January 15 of the school year preceding the school year in which the leave is sought.
- b) The application shall contain a detailed description of the intended activity, including but not limited to, the institution where study will take place, courses and number of credits to be carried, and all other details surrounding the program.

Subd. 4. Staffing Limitations: The number of teachers on sabbatical leave shall be limited in number to 1% of the teaching staff, if a fraction, to the next highest number. If the number of requests exceeds the limitation, priority shall be given on the basis of length of service, contribution to the school system, and the equitable distribution of leaves among the various departments of school service.

Subd. 5. Compensation and Benefits: The allowance granted to a teacher on sabbatical leave shall be \$10,000 or one third (1/3) of previous year's total eligible TRA salary, ~~whichever~~ ~~which~~ is larger. The teacher shall remain eligible to participate in medical insurance, dental and life insurance. Single coverage will be paid by the District.

Subd. 6. Agreement to Return: A teacher who is granted a sabbatical leave must pledge ~~himself/herself~~ to teach in the Fridley Public Schools for one (1) full year following the termination of the leave. If the teacher's service is discontinued for any reason other than the individual's incapacity to teach before the expiration of one (1) year, ~~he/she they~~ shall pay back to the School Board pro-rata part of the sabbatical allowance. The teacher will sign a note for the salary ~~he/she receives they receive~~ during ~~his their~~ sabbatical leave. This note will be canceled one (1) year after ~~his~~ their return to the Fridley system.

Subd. 7. Expiration of Leave: Upon expiration of the sabbatical leave, the individual shall have the privilege of returning to the position ~~he/she they~~ occupied prior to the leave, with increment added to ~~his/her their~~ salary.

Section 6. Jury Duty: If an employee is absent from regular duty due to jury duty, the employee shall receive normal payment as if ~~s/he they~~ were working. For any paid duties beyond the normal duty day, the District shall maintain payment to the employee for up to the initial two weeks of jury duty, provided no extra cost is incurred to the District for substitute teachers or coaches. The employee on jury duty will arrange for another coach or teacher to cover those extracurricular duties in ~~his/her their~~ absence. During a period of jury duty, an employee must pay the district the full amount earned for the jury duty. The employee must submit documentation of the jury duty and record of the accompanying payment for jury duty.

Section 7. Subpoena: A teacher who is subpoenaed for a school-related issue will be granted the necessary leave required without any salary deduction or loss of basic leave allowance. Additional days may be granted at the Superintendent's discretion.

Section 8. Child Care Leave:

Subd. 1. Purpose: An unpaid child care leave shall be granted by the School District subject to the provisions of this section and the Family Medical Leave Act. Child care leave shall be granted because of the need to prepare and provide for parental care for a child or children of the teacher for an extended period of time.

Subd. 2. Notice: A teacher electing child care leave shall inform the Superintendent, ~~or their designee~~, in writing of intention to take leave at least (3) calendar months before commencement of the intended leave. ~~The teacher shall indicate on the written notification the teachers' anticipated last working day and a return to work date.~~ The commencement of leave shall be advanced ~~in the case of medical necessity. to such time as may be necessary to accommodate premature birth.~~

Subd. 3. Use of Sick Leave: If the reason for the child care leave is illness or disability related to pregnancy or childbirth, a teacher must utilize all of their available sick leave balance, pursuant to the sick leave provisions of this Agreement and the Family Medical Leave Act. A teacher will provide at the time of the leave application, a statement from the physician certifying expected day of delivery and/or period of incapacity, and basis for the requested leave.

If bonding leave is taken under this section, available sick leave must be consecutively used within the first 12 weeks of the birth of the child as paid leave, providing the employee has accumulated adequate sick leave. The paid leave shall come from the employee's accumulated sick leave.

Subd. 4. Adjustment of Child Care Leave to Align with Natural Breaks: The School District may adjust the proposed beginning or ending date of a child care leave so that the dates of the leave are coincident with some natural break in the school year, i.e., winter vacation, spring vacation, quarter break, ending of a grading period, end of the school year, or the like. If it is determined that winter vacation is the natural break, credit for one-half year's service shall be given.

Subd. 5. Limits on Leave: In making a determination concerning commencement and duration of a child care leave, the School Board shall not, in any event, be required to:

- a) Grant any leave more than twelve (12) months in duration.
- b) Permit the teacher to return to his or her employment prior to the date designated in the request for child care leave.

Subd. 6. Returning from Leave: A teacher returning from child care leave shall be re-employed in a position for which ~~he or she is~~ they are licensed at the time of the leave unless previously discharged or placed on requested leave.

Subd. 7. Failure to Return: Failure of the teacher to return pursuant to the date determined under this section shall constitute grounds for termination unless the School District and the teacher mutually agree to an extension in the leave.

Subd. 8. Probationary Period: The parties agree that the applicable periods of probation for teachers as set forth in Minnesota Statutes are intended to be periods of actual service enabling the School District to have opportunity to evaluate a teacher's performance. The parties agree, therefore, that periods of time for which the teacher is on child care leave shall not be counted in determining the completion of the probationary period.

Subd. 9. Accumulation of Experience and Leave: A teacher who returns from child care leave within the provisions of this section shall retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this Agreement at the commencement of the beginning of the leave. The teacher shall not accrue additional experience credit for pay purposes or leave time during the period of absence for child care leave.

Subd. 10. Adoption Leave: If bonding leave is taken under this section, available sick leave must be used, consecutively within the first 12 weeks of placement of the child, provided the employee has accumulated adequate sick leave. Any required acclimation time prior to placement may be taken from the 12 weeks and need not be consecutive. The paid leave shall come from the employee's accumulated sick leave.

Employees must submit a request for adoption leave at the earliest opportunity, along with documentation regarding the adoption. Additionally, employees must submit intended commencement and return dates at the earliest opportunity.

Unpaid Leave: Provisions of unpaid adoption leave shall follow those of unpaid child care leave.

Section 9. Aging Parent Leave:

Subd. 1. Purpose: An unpaid aging parent leave shall be granted by the School District subject to the provisions of this section. Aging parent leave shall be granted because of the need to prepare and provide care for an aging parent of the teacher for an extended period of time.

Subd. 2. Written Notice: A teacher electing aging parent leave shall inform the Superintendent in writing of intention to take this leave as soon as known. The leave shall be approved at the discretion of the Superintendent.

Section 10. Paid Family Medical Leave (PFML): Beginning on January 1st, 2026, employees are eligible to participate in Paid Family Medical Leave (PFML). The guidelines for this are as follows:

Subd. 1. Statutory Authority: Employees are eligible to participate in Paid Family Medical Leave (PFML) pursuant to MN Statutes 268B et seq., Family and Medical Benefits.

Subd. 2. Costs of PFML: The employer shall pay 100 percent of the total premium for Paid Family Medical Leave set by the Minnesota Department of Employment and Economic Development (DEED).

Subd. 3. Notification to the Employer: Pursuant to Minnesota Statute Section 268B.085, employees taking Paid Family Medical Leave shall provide the employer with thirty (30) days' notice prior to the start of leave when possible. If 30 days' notice is not practicable because of a lack of knowledge of approximately when leave will be required to begin, a change in circumstances or a medical emergency, notice must be given as soon as practicable.

Subd. 4. Coordination of PFML and ESST/Sick Leave: At the request of an employee on Paid Family Medical Leave, the employer shall allow the employee to use individual accrued leave at their discretion to supplement the PFML program benefit. At no time will the employee receive more than 100 percent of their usual salary [wages] between the PFML benefit and contractual leave. Individual accrued leave shall be paid out on the normal payroll cycle pursuant to Article VI (Basic Schedules and Rates of Pay) and Article IX (Leaves of Absence).

In the event that an employee is approved for Paid Family Medical Leave for a period of time that was initially covered by ESST/Sick Leave, the employer shall provide the employee with the opportunity to pay back the value of some or all ESST/sick leave. The employer shall re-credit the leave back to the employee's individual leave account.

Subd. 5. Changes to State Law: In the event that relevant state laws change, the District and the teachers' Exclusive Representative agree to form a work group to investigate and work collaboratively on changes to the language in this section.

Section 11. Emergency School Closing: In the event of an emergency school closing, applicable short-term leaves previously approved for this day under Article IX shall not be debited from the employee's leave balances, provided students are not in attendance on the closing day and the day is not scheduled for staff development or other district required duties.

Section 10-12. Bereavement Leave:

Subd. 1. Immediate Family: Up to forty (40) hours (5 days) of sick leave per year shall be granted for the purpose of enabling a teacher to make arrangements for and/or attend the funeral in the event of a death in the immediate family. The immediate family shall include the spouse, child, foster child, brother, sister, parent, guardian, grandparents, grandchildren, parents-in-law, brothers in-law, sisters in-law, aunts or uncles. In extenuating circumstances, a teacher can request approval from Human Resources for use of this benefit for an individual who is not listed above but who stands in the same relationship with the teacher. Additional days may be granted at the discretion of the Superintendent with the cost of the substitute rate of pay to be deducted from the teacher's salary.

Subd. 2. Non-Immediate Family: Absence due to the death of a person not listed in Subd. 1. will be limited to one (1) day per occurrence. Such absence will be deducted from accrued sick leave. If the teacher does not have sufficient accrued sick leave, the cost of a substitute rate of pay will be deducted from the teacher's salary for each occurrence.

Section 13. Workload Relief Days: The purpose of workload relief days is to provide teachers time during the duty day to complete job-related responsibilities. Possible uses include, but are not limited to: lesson planning, team planning, assessing student work, curriculum planning and data analysis.

1. Each teacher will receive one (1) workload relief day each year.
2. Workload relief days may only be used between October 1 and May 15.
3. A teacher must schedule to use a workload relief day at least five (5) days prior to the date(s) requested. The District will provide confirmation that a building substitute is available at least three (3) days prior to the requested date.
4. Workload relief days will not be approved if a "building substitute" is not available to fill the job.
5. Workload relief days are not meant to replace professional leave that traditionally has been granted for specific activities (e.g., curriculum review cycle).
6. Teachers will have no basic leave deduction for using workload relief days.
7. Teams of teachers are encouraged to schedule their workload relief days jointly, though this is not a requirement.
8. No documentation will be required for teachers to demonstrate how they used the workload relief days.
9. Workload relief days do not carry over from one year to the next.
10. Workload relief days may not be used on a Monday or Friday, immediately before or after a holiday, school break, or personal leave day without prior approval of their site administrator.

Section 11-14. Unpaid Leaves of Absence:

Subd. 1. Request for Unpaid Leave: Short term leaves of absence (defined as less than two (2) consecutive weeks) and long term leaves of absence (defined as one (1) year or less) for any

reasons other than those set forth in this Article shall be at the discretion of the Superintendent and upon such terms as may be mutually agreed between the teacher and the Superintendent. The request shall be submitted in writing, state the proposed dates and the reason for the proposed leave. If the request is denied the Superintendent shall at the request of the teacher state ~~his~~ **their** reason in writing.

Subd. 2. Limits on Advancement: Time on unpaid leave of absence shall not be counted toward advancement on the salary schedule except that if a teacher has completed one-half or more of a school year, that year shall be counted for purposes of advancement.

Subd. 3. Original Hire Date: Teachers on unpaid leave of absence shall retain their original date of hire as defined in ~~Article XV, Section 11~~ **Article XVI, Section 10**, of this Agreement.

Section 12-15. Extended Leave of Absence: In accordance with M.S. 122A.46 the Board may grant extended leaves of absence to any qualifying teacher who makes a request known in writing to the Director of Personnel before February 1 in the school year preceding the school year in which the leave is to commence.

Subd. 21. Purpose: As the intention of M.S. 122A.46 is to minimize the number of layoffs caused by declining enrollments, the District may grant extended leaves of absence primarily for qualified staff members to explore alternative careers.

Subd. 42. Qualifications: The District shall grant an extended leave of absence of at least three years but no more than five years to any teacher who qualifies for such leave pursuant to the provisions of M.S. 122A.46. To qualify for an extended leave of absence, a teacher must have been employed by the District for at least five years and must have at least ten years of allowable service credit in TRA.

Subd. 3. Time Limits: Extended leaves of absence shall not exceed five (5) years in duration and may be granted only once.

Subd. 4. Reinstatement: A teacher on an extended leave of absence pursuant to this section shall have the right to be reinstated to a position for which the teacher is licensed at the time of the leave at the beginning of any of the first five (5) school years after the teacher's extended leave of absence begins, unless the teacher is discharged or placed on unrequested leave of absence or the teacher's contract is terminated (pursuant to M.S. 122A.40) while the teacher is on the extended leave. If a teacher seeks and obtains a different license, ~~his/her~~ **their** rights to fill a position in the area of new licensure apply only if that position is open. An "open position" means the position is not being held by a qualified teacher with a continuing contract or not. The Board shall not be obligated to reinstate any teacher who is on an extended leave of absence unless the teacher advises the Board of the teacher's intention to return before February 1 in the school year preceding the school year in which the teacher wishes to return.

Subd. 5. Seniority and Continuing Contract Rights: Any teacher who is reinstated to a teaching position after an extended leave of absence pursuant to this section shall retain seniority and continuing contract rights in the employing district as though the teacher had been teaching in

the District during the period when the teacher was on the extended leave. Seniority rights are retained only in the area of licensure the teacher had when the leave commenced.

Subd. 6. Effect of Leave on Salary: The years spent by a teacher on an extended leave of absence pursuant to this section shall not be included in the determination of the teacher's salary upon the teacher's return to teaching in the District for a period equal to the time of the extended leave of absence.

Section ~~13-16~~. General Provisions:

Subd. 1. Return from Leave: Teachers on any unpaid leave of absence shall be returned to a position for which the teacher was licensed upon termination of the leave. The Board shall not be obligated to reinstate any teacher who is on an unpaid leave of absence unless the teacher advises the Board of the teacher's intention to return before February 1 in the school year preceding the school year in which the teacher wishes to return.

Subd. 2. Insurance Eligibility: A teacher on any unpaid leave of absence is eligible to participate in group insurance programs if permitted under the insurance policy provisions but shall pay the entire premium for such programs as the teacher wishes to retain commencing with the beginning of the leave. The right to continue participation in such group insurance programs, however, will terminate if the teacher does not return to the District pursuant to this Article.

Section ~~14-17~~. Resignation: If an employee no call/no shows for three consecutive days, that employee will be considered to have voluntarily resigned their position and will not have rights to vacation payout.

Article X: Personal Injury and Property Benefits

Section 1. Absence Due to Physical Injury as a Result of Assault: A teacher's absence due to physical injury as a result of assault by a student, parent, or other individual while performing school business in professional manner according to District Policies, shall not be charged against the teacher's sick leave days for the first three days of absence caused by such assault. If the teacher's absence under this section is covered by workers' compensation benefits, the teacher shall only be paid by the School District to the extent the workers' compensation does not fully compensate the teacher. To be eligible under this section, the teacher must complete procedures for Workers' Compensation Insurance.

For purposes of this article, assault shall mean bodily harm as defined by Minn. Stat. 609.2, Subd. 7.

Section 2. Reimbursement for Damage to Property: The District shall reimburse teachers for the cost of replacement or repair of personal wearable property (such as clothing, glasses, electronic devices, etc.) that are worn at the time of the incident and are damaged or destroyed as a result of student, parent, or other individual action while the teacher is engaging in the performance of their duties.

Article XI: Transfers

Section 1. Voluntary Transfers:

Subd. 1. Posting of and Application for Vacancies: Prior to May 15 of each year the District shall post all known vacant teaching positions for the following school year. Within one week after posting any teacher who desires a change in grade and/or subject assignment or who wishes a transfer to another school, shall file an application with the School District.

Subd. 2. Mid Year Vacancies When a position becomes vacant during the year or a retirement is known prior to the end of the year, internal transfer applicants who apply will be given due consideration for the position and, whenever reasonably possible, advised prior to the end of the school year about the transfer. In the event the Superintendent is unable to accommodate any such request for transfer, the Superintendent will, upon request of the teacher, give the reason for the denial.

Section 2. Involuntary Transfers:

Subd. 1. Notice: In the event the Superintendent shall determine to involuntarily transfer a teacher, notice in writing to that teacher shall be provided by May 15 prior to the school year in which the transfer shall be effective, unless the transfer shall be occasioned by developments subsequent to May 15, which could not have been reasonably foreseen including delays caused by unrequested leave procedures. In the event of transfers seniority shall be given consideration in effecting such transfers.

Subd. 2. Justification: The Superintendent will, upon request from the teacher, give the reason for the transfer.

Section 3. Job Posting: All jobs will be posted for a minimum period of five days except during August and September. During August and September positions will be posted as long as required to fill the position. All teachers will receive notification of the postings. All jobs will be posted and any qualified staff can apply.

Article XII: Hours of Service

Section 1. Basic Day: The basic teacher's day, including one-half (1/2) hour duty free lunch period, shall be eight (8) hours.

Section 2. Building Hours: The specific hours at any individual building may vary according to the needs of the educational program of the School District. The specific hours for each building will be designated by the school principal.

Section 3. Remote Work During Evaluation and Planning Days: Teachers may work remotely on Evaluation and Planning Days. Remote work must be done in accordance with professional expectations and all provisions of the Master Agreement.

Section 3.4. Preparation Time: Within the student day, for every 25 minutes of instructional time, a minimum of five additional minutes of preparation time shall be provided to each licensed teacher. Preparation time shall be provided in one or two uninterrupted blocks during the school days. Exceptions to this may be made by mutual agreement between the District and the exclusive representative of the teachers.

Section 4.5. Additional Activities: The normal duties for teachers may include a reasonable share of extra-curricular and supervisory activities as determined by the principal. As far as possible, these duties will be equalized. This shall mean no more than one major assignment per teacher unless additional assignments are mutually agreed upon by the teacher and principal.

Subd. 1. Notice to Drop Extracurricular Assignments: Extra-curricular assignments shall be voluntary. Any such teacher desiring to be relieved of an assignment must give notice on or before March 1.

Subd. 2. Posting of Vacant Assignments: Vacancies for additional paid assignments shall be posted if possible in each building in the District at least two weeks before they are filled so that interested and qualified teachers may apply.

Subd. 3. Extracurricular Dismissal Hearing: All bargaining unit coaches, head or assistant, who are relieved of their coaching assignments shall be entitled to a hearing concerning their dismissal.

Subd. 4. Lunchroom Duty: Compensation for lunchroom duty only applies if the teacher gives up ~~his/her~~ their own (prep) time.

Section 5.6. Notice of Assignment: Ten days prior to the last day of school each year, the assignments that have been made for the following school year shall be communicated to the affected teachers with clear instruction on where to find their notice of assignment.

Article XIII: Length of the School Year

Section 1. Teacher Duty Days: Pursuant to M.S. 120A.40 the School Board shall, prior to April 1 of each school year establish the number of school days and teacher duty days for the next school year, and the teacher shall perform services on those days as determined by the School Board, including those legal holidays on which the School Board is authorized to conduct school, and pursuant to such authority as determined to conduct school. Duty days will be 185 days, of which **at least** six (6) shall be workshop, grading, and staff development days. ~~and 179 student contact days (that includes parent teacher conference days)~~ Student contact days shall be scheduled to meet the requirements outlined in M.S. 120A.41.

Section 2. School Calendar: The school calendar will start in later August and end in first part of June.

Section 3. Evaluation and Planning Days: One day at the end of each quarter shall be available to teachers for evaluation, grading and planning (total of 4 days per year).

Section 4. Emergency Modifications in Calendar and Length of School Day:

Subd. 1. Modification of School Calendar Due to Emergency Closures: In the event of energy shortage, severe weather, or other exigency, the School District reserves the right to modify the school calendar and, if school is closed on a normal duty day(s), the teacher shall perform duties on such other day(s) in lieu thereof as the School Board or its designated representative shall determine, if any.

Subd. 2. Adjustment of School Day During Emergencies: In the event of energy shortage, severe weather, or other exigency, the School District further reserves the right to modify the length of the school day, as the School District Shall determine, but with the understanding that the total number of hours shall not be increased, i.e., a four (4) day week with increased hours per day but the total weekly hours not more than the regular five (5) day week.

Subd. 3. Meet and Confer Requirement Prior to Schedule Modifications: Prior to modifying the scheduled length of the school day pursuant to Subd. 2. Hereof, or scheduling make-up days pursuant to Subd. 1. hereof, the School District shall afford to the Association the opportunity to meet and confer on such matters.

Article XIV: Teacher Discipline

Section 1. Progressive Discipline: Disciplinary action may include the following:

1. Oral reprimand
2. Written reprimand
3. Suspension without pay
4. Discharge

The district reserves the right to enter at any level of the discipline procedure depending on the severity of the disciplinary matter.

Section 2. Just Cause: A disciplinary action will be taken against a teacher only for just cause. Any disciplinary action shall comply with the law and regulation, shall be fair and equitable, and shall be consistent with the principle progressive discipline.

Section 3. Pre-Disciplinary Consultation and Corrective Guidance: Whenever possible, the District shall discuss with the teacher any concern which may lead to a disciplinary action and shall offer constructive suggestions for correction before any disciplinary action is initiated.

Section 4. Association Representation: The teacher shall be entitled to have a representative of the Association present in the event that ~~he/she is~~ they are being reprimanded, warned, or disciplined for any major infraction of rules and delinquency in professional performance. If the teacher requests representation, no action shall be taken with respect to the matter until a representative of the Association is present, provided that the representative is available in a timely manner as to not delay the action.

Section 5. Reimbursement for Substitute Costs Following Disciplinary Suspension: Any teacher paid on disciplinary suspension will be required to reimburse the District for the cost of any substitute teacher employed as the result of the suspension only if the determination of the investigation results in an unpaid leave or discharge.

Article XV: Grievance Procedure

Section 1. Grievance Definition: A grievance means a dispute or a disagreement as to the interpretation or application of any term of this master agreement.

Section 2. Grievance Representation: A teacher, or group of teachers, administrator or the School Board may be represented during any step of the grievance procedure by any person or agent designated by such party to act on their behalf.

Section 3. Timeline Definitions:

Subd. 1. Business Days: Reference to days regarding time period in this procedure shall refer to the days Monday through Friday through the calendar year unless they are designated as holidays by State law and school is not in session on such holidays.

Subd. 2. Calculation of Time Periods: In computing any period of time prescribed herein, the date of the act or the event for which the designated period of time begins to run shall not be included. The last day of the period shall be counted.

Subd. 3. Timely Notification: The filing or service of any notice or document herein shall be timely if it bears a postmark of the United States Mail Service within the time period.

Subd. 4. Extending Time Limits: Time limits specified in this Agreement may be extended by written agreement between the parties.

Section 4. Failure to Meet Timelines:

Subd. 1. Failure to File or Appeal: Failure to file a grievance or failure to appeal a grievance from one level to another within the times specified shall be deemed a waiver thereof.

Subd. 2. Failure to Issue Decision: Failure by the School Board or its representatives to issue a decision within the time periods provided shall constitute a denial of the grievance and the teacher may appeal it to the next level.

Section 5. Grievance Resolution Procedure: In the event that a teacher believes there is a basis for a grievance it shall be resolved in the following manner:

Subd. 1. Level 1: The teacher shall discuss the grievance with the building principal. If this informal discussion does not resolve the grievance the teacher may invoke the formal grievance procedure by filing a written statement with the principal setting forth the facts and the specific provisions of the Agreement allegedly violated and the particular relief sought. The filing of this statement shall be completed within twenty (20) days of the occurrence of the grievance. The principal shall give a written decision within ten (10) days of his receipt of the written grievance.

Subd. 2. Level 2: In the event it is not resolved at Level 1, the teacher may appeal to the Superintendent of Schools provided such appeal is made in writing within ten (10) days after receipt of the appeal and shall render a decision in writing to the parties within ten (10) days after the meeting.

Section 6. Right to Review: The School Board reserves the right to review any decision issued under Level 1 or Level 2 of this procedure provided the School Board or its representative notify the parties of its intention to review within ten (10) days after the decision has been rendered. In the event the School Board reviews a grievance under this section, the School Board reserves the right to reverse or modify such decision.

Section 7. Submitting Grievance to Arbitration: In the event that the teacher and the School Board are unable to resolve any grievance, the grievance may be submitted to binding arbitration as defined herein:

Subd. 1. Request for Arbitration: A request to submit a grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed in the Office of the Superintendent within ten (10) days following the decision in Level 2 of the grievance procedure.

Subd. 2. Exception: No grievance shall be considered by the arbitrator which has not been first duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 3. Arbitration Submission and Timeline: Upon the proper submission of a grievance under the terms of this procedure, the parties shall, within ten (10) days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the Bureau of Mediation Services to appoint an arbitrator, pursuant to M.S. 179A, providing such request is made within twenty (20) days after for arbitration. The request shall ask that the appointment be made within thirty (30) days after the receipt of said request. Failure to agree upon an arbitrator and the failure to request an arbitrator from the Bureau of Mediation Services within the time period provided herein shall constitute a waiver of the grievance.

Subd. 4. Representation and Proceedings: The grievance shall be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing ~~denovo de~~ *denovo de novo*.

Subd. 5. Decision: The decision by the arbitrator shall be rendered within thirty (30) days after the close of the hearing. Decisions by the arbitrator in cases properly before ~~him~~ *them* shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided by in the ~~P.E.L.R.A.~~ *PELRA* as amended.

Subd. 6. Expenses: Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case to arbitration. A transcript or recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitrator, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. The cost of a transcript will be borne by the requesting party.

Subd. 7. Filing of Documents: All documents, communications and records dealing with the processing of a grievance will be filed separately from the personnel file of the teacher filing the grievance.

Article XVI: Unrequested Leave

Section 1. Purpose: The purpose of this Article is to implement the provisions of M.S. 122A.40, Subd. 10, and represents the agreed upon plan for the School Board placing personnel on unrequested leave of absence because of discontinuance of position, lack of pupils, financial limitations, or merger of classes caused by the consolidation of school districts. Such placement of personnel on unrequested leave of absence shall take place in accordance with the provisions of this Article.

Section 2. Written Notice: Teachers to be placed on unrequested leave shall be given written notice to this effect during the school year prior to the commencement of such leave with reasons ~~therefor~~ *therefore*. Any teacher receiving such notice may, within fourteen (14) days after receipt of notice, request a hearing as provided in M.S. 122A.40, Subd. 7. Any teacher requesting a hearing shall be granted oneness provided in M.S. 122A.40 and shall no later than July 1 be notified of the Board's decision with reasons ~~therefor~~ *therefore*. Such leave shall be effective no later than the close of the school year or at such earlier time as mutually agreed between the teacher and the School Board.

Section 3. Non-Violation of the District's Affirmative Action Program: The provisions herein shall apply if it will not result in any violation of the District's affirmative action program which shall include ethnic race, color or sex; and any person employed in an affirmative action program may be retained in the same field or subject matter of a teacher with greater seniority if it is necessary to effectuate the purposes of such affirmative action program.

Section 4. Teacher Employment While on Leave: Any teacher placed on such leave may engage in teaching or any other occupation during such period and may be eligible for unemployment compensation if otherwise eligible under that law for such compensation and such leave will not result in a loss of credit of years of service in the District earned prior to the commencement of such leave.

Section 5. Seniority: The placement of teachers on unrequested leave shall be in inverse order of seniority in the areas of certification. No teacher shall be placed on unrequested leave if there is any other qualified teacher(s) with less seniority in the same areas of certification. In placing teachers on unrequested leave, the Board shall be governed by the following provisions:

Subd. 1. Seniority List: Seniority shall be determined by the official seniority list.

Subd. 2. Identical Seniority: In the event of identical seniority, the most senior teacher shall be determined by:

- a) Most advanced degree;
- b) Less than an advanced degree, total graduate credit accepted by the district for advancement on the salary schedule if above equal;
- c) Total teaching experience if all above equal;
- d) Administrative recommendation if all above equal.

Subd. 3. Opportunity for Employment: At the time of discontinuance, if another position is available for which the teacher is fully certified, such teacher shall have the opportunity for employment in that position on the basis of the official seniority list.

Subd. 4. Movement of Senior Teachers: Senior teachers shall not be moved into different subject areas to save the position of less senior teachers if:

- a) The senior teacher has not taught in the new area within the past **fifteen** (15) years or
- b) The senior teacher has not had at least nine college credits or three college courses in the new field within the past **five** (5) years.

The senior teacher may be transferred at the Superintendent's discretion regardless of the above criteria.

Section 6. Teacher Rights to Employment While on Unrequested Leave: No new teacher shall be employed by the School District while any qualified teacher is on unrequested leave of absence in the same areas of certification. Teachers placed on unrequested leave of absence shall be reinstated to the position from which they have been given leave, or any other available position in the School District in the fields in which they were qualified at the time of the leave as such positions become available. The order of reinstatement shall be in inverse order in which teachers were placed on unrequested leave. A teacher who obtains new licensure while on unrequested leave has full rights only to return to the area of original licensure. However, if there is an "open" position in the area of new licensure, the teacher has rights to return to that position.

Section 7. Filing Name and Address: When placed on unrequested leave, a teacher shall file a name and address with the School District personnel office to which any notice of reinstatement or availability of

position shall be mailed. Proof of service by the person in the School District depositing such notice by certified mail shall be sufficient and it shall be the responsibility of any teacher on unrequested leave to provide for forwarding of mail or for address changes. Failure of a notice to reach a teacher shall not be the responsibility of the School District if any notice has been mailed as provided herein.

Section 8. Position Opening: If a position becomes available for a qualified teacher on unrequested leave, the School District shall mail the notice to such teacher and the President of the FEA. The teacher shall have ten (10) days from the date of receipt of such notice to accept the reinstatement. Each time a position opens in the District for which a teacher on unrequested leave is certified, ~~he/she~~ they shall be notified of this process. If the teacher receives notice prior to August 1 for the following school year of a position equal or greater in hours to that from which the teacher was laid off said teacher fails to accept the position, it shall constitute a waiver on the part of the teacher of any further rights of employment or reinstatement and shall forfeit any future reinstatement or employment rights under this policy. Notice received after August 1 may be refused by the teacher without causing any prejudice to that teacher's future recall rights. If a teacher accepts reinstatement to a part-time position of a lesser employment status than previously held and subsequently a position of greater employment status becomes available, the teacher shall be offered such position.

Section 9. Reinstatement Rights: Reinstatement rights shall automatically cease five (5) years from the date unrequested leave was commenced and no further rights to reinstatement shall exist unless extended by mutual consent with each qualified teacher.

Section 10. Definition of Teacher Seniority: Definitions: For purposes of this Article, the terms defined shall have the meanings respectively ascribed to them.

Subd. 1. Teacher: Shall mean any employee who has been issued at least a 50% continuing contract for a position which requires the employee to be licensed by the State Department of Education, except the Superintendent ~~and Director of Educational Services~~.

Subd. 2. Seniority: Shall be based upon continuous and unbroken employment with the School District from the first day of actual service after signing a teacher contract. Upon attaining a continuing contract, probationary teachers or long term substitute teachers employed under individual written contract will be assigned a seniority date retroactive to their first day of continuous unbroken service with the District. Services performed outside the basic school year, such as during summer school, or additional work days, or pursuant to the extra pay schedules, shall not be considered in the establishment of a teacher's seniority date. The original seniority date shall be retained by any teacher whose employment has been legally terminated by resignation or termination pursuant to M.S. 122A.40, but whose employment was subsequently reinstated by the School Board without actual interruption of regular service.

Section 11. Posting of Seniority List: On October 1 of each year, the School Board shall post a seniority list of all teachers as herein defined by name, date of employment and certification. Any person whose name appears on such list shall have thirty (30) days from the date of posting to supply written documentation, proof, and request for change in seniority. Failure to make a timely request for change shall constitute a waiver of the right to challenge the posted list. The School Board shall evaluate any and all such communications and may make changes in the list as it deems warranted by December 1. The

teacher shall be notified of its action in writing within ten (10) days. By October 1 of each year thereafter the School Board shall update the list to reflect any additions or deletions of personnel or area of certification. Teacher on unrequested leave shall remain on the seniority list. Credits and certifications submitted to the District prior to February 1 shall be recognized for purposes of unrequested leave placements at the end of that school year, provided satisfactory documentation is submitted in a timely manner. The District will provide an updated seniority list as soon as available.

Section 13 12. Teachers Accepting Other District Work: Teachers on unrequested leave may accept substitute teaching positions or other non-teaching employment within the District without prejudice to their recall rights under this Article.

Section 14 13. Consultation: The administration and the association will consult prior to the implementation of this section and review the proper use of the seniority list when determining potential/impending cuts.

Article XVII: I.R.C. § 403(b)

Section 1. Matching Annuity: ~~Effective July 1, 2006,~~ An eligible teacher ~~hired after July 1, 1990~~ may participate in the District’s matching annuity program as provided in M.S. 356.244, subd. 1(5)ii, subject to the provisions of this Article. ~~Until June 30, 2006,~~ Eligibility requirements are based on the criteria stated in Section ~~2 3, Subdivision 1.~~

Section 2. Eligibility: In order for a teacher to be eligible to participate in the matching annuity plan, the following criteria must be met.

Subd. 1. Continuing Contract Status: ~~Nonprobationary~~ ~~non-probationary~~ status must be attained. Teacher must be tenured in Fridley. Teacher must have continuing contract status in order to participate.

Subd. 2. Full Time Employment and Proration: The work schedule must equal or exceed fifty (50) percent or more of a full time ~~employee~~. Contributions under this Article for a part time teacher working from 50 to 79 percent of a full time schedule shall be ~~pre-rated~~ ~~prorated~~ in the same manner as the teacher’s contract bears to a full time contract. Teachers working 80 percent or more of a full time schedule shall receive the full contribution.

Section 3. District Contribution:

~~Subd. 1: The following rate tables will be used to calculate matching amount only for teachers hired after July 1, 1990:~~

Subd. 1.2. Annual Contribution: The maximum annual District contribution shall be based on matching a teacher’s contribution per the following:

Step on Salary Schedule	District Contribution	District Contribution
------------------------------------	----------------------------------	----------------------------------

	2023-2024	2024-2025
Zero (0) through Three (3)	\$0	\$0
Four (4) through Nine (9)	\$2325.00	\$2625.00
Ten (10) through Fourteen (14)	\$2450.00	\$2750.00
Fifteen (15) through Seventeen (17)	\$2575.00	\$2875.00
Seventeen plus (17+)	\$2700.00	\$3000.00

Step on Salary Schedule	District Contribution 2025-2026	District Contribution 2026-2027
Zero (0) through Three (3)	\$0	\$0
Four (4) through Nine (9)	\$2625.00	\$3025.00
Ten (10) through Fourteen (14)	\$2750.00	\$3150.00
Fifteen (15) through Seventeen (17)	\$2875.00	\$3275.00
Seventeen plus (17+)	\$3000.00	\$3400.00

Subd. 2-3. District Matching: The District will contribute an amount equal to the teacher’s annual contribution up to the maximum amount listed in this section. Teacher’s annual contribution will be limited to the maximum statutory amount. It is the teacher’s responsibility to make sure that they are contributing the selected amount that they need to qualify for the District matching contribution listed in this section by May 31 of the prior school year. The amount of the District’s contribution will not exceed the benefit schedule set out in Subd. 1. ~~and Subd. 2 above.~~

Subd. 3-4. Initiation of Match: The District contribution will begin when the employee initiates an eligible investment program. The amount of the District’s contribution will not exceed the benefit schedule set out in Subd. 1. Above.

Subd. 4-5. Employee Contribution: An employee may elect to contribute to the selected programs more than the district match. This Article only defines the limits of the district’s participation in the selected program.

Subd. 5 6. No Year-to-Year Accumulation: The district match cannot be accumulated on a year-to-year basis if an employee elects to begin participation after the first year of eligibility.

Subd. 6 7. Automatic Contribution: When an employee has an eligible plan in effect, the district’s contribution shall be automatic unless the employee requests otherwise.

Subd. 7-8. Compliance with Relevant Statute: All provisions of this Article are subject to applicable code provisions of Minnesota Statutes, Internal Revenue Code Section 403(b), but not subject to the Grievance Procedure in Article ~~XIV~~ XV.

Subd. 8-9. Qualifying Investment Companies: All qualified investment companies authorized by the Minnesota State Board of Investment will be eligible to receive the employer match.

Subd. 9 10. No Retroactivity: Contributions cannot be retroactive to the previous calendar year.

Subd. 10 11. District's Maximum Lifetime Contribution: the District's maximum lifetime contribution shall be no more than \$75,000 ~~in 2024-2025~~.

Subd. 11-12. Sick Leave Sell Back: ~~Those teachers hired after July 1, 1990 and after they~~ Teachers who have accumulated 240 hours of sick leave, may make an irrevocable election for the school district to contribute to the employee's 403(b) account up to the maximum of the teacher's upcoming annual allocation of sick leave at the rate of \$25.00 per hour. Teachers must make this irrevocable election prior to June 1st affecting the following years' accrual.

Section 4. Student Loan Payment Matching: For the purposes of this section, a Qualified Student Loan Payment shall be considered a teacher's contribution and be eligible for employer 403(b) matching under the provisions of this article.

The district will ensure that any approved vendor managing 403(b) plans includes a process to manage the certification of qualifying student loan payments in lieu of employee contributions pursuant to Section 110 of the IRS code.

Section 5. 403(b) Match Auto Enrollment: All employees eligible for district matching funds will be automatically enrolled in a voluntary 403(b) match plan with increases automatically applied for all employees pursuant to the 403(b) match levels. Matching fund levels will be deducted from each paycheck and contributed to whichever fund the employee designates.

An employee can opt out of payroll deductions within 90 days of enrollment. Withdrawals will be added back into the employee's paycheck and matching funds will be returned to the school district. Employees who opt out of salary deductions but wish to receive the employer match based on their qualifying student loan payments shall include notice of this decision to the district within 90 days of enrollment. District contributions for employees providing this notice shall remain in the employee's account.

Section 6. Constitutionality: If there is any judicial or administrative decision, which deems any part of this article illegal or unconstitutional, this article becomes null and void and becomes subject to re-negotiation.

Article XVIII: Q Comp

Fridley School District and the Fridley Education Association have a state approved Q comp plan. The approved plan between Fridley Schools and the Fridley Education Association shall remain in force for the duration of this contract between July 1, 2023 and June 30, 2025. If the State of Minnesota discontinues

the funding of this program, neither party shall be required to continue the additional compensation plan as agreed upon.

Article XIX: Retroactivity

Section 1. Terms and Conditions: Terms and conditions of this contract shall be retroactive to July 1 2023, unless otherwise stipulated. Retroactivity will be effective for those staff who are actively employed at the time of ratification.

Article XX: Duration

Section 1. Terms and Reopening Negotiations: This Agreement shall remain in full force and effect for a period commencing on July 1, 2023 through June 30, 2025, and thereafter until modifications are made pursuant to the ~~P.E.L.R.A.~~ PELRA as amended. If either party desires to modify or amend this Agreement commencing on July 1, 2023, it shall give written notice of such intent no later than May 1, 2023. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 120 days prior to the expiration of this Agreement.

Section 2. Finality: Any matters relating to the current contract term, whether or not referred to in this Agreement, shall not be open for negotiation during the term of this Agreement.

Section 3. Severability: The provisions of this Agreement shall be severable and if any provision thereof or the application of any such provision under any circumstances is held invalid, it shall not affect any other provisions of this Agreement or the application of any provision thereof. In such event the parties shall, upon the written request of either party, enter into negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision.

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

FOR FRIDLEY EDUCATION ASSOCIATION

FOR INDEPENDENT SCHOOL DISTRICT 14

President

Chair

Teacher Negotiator

Superintendent of Schools

Teacher Negotiator

Board Negotiator

Board Negotiator

Date: _____

Date: _____

Salary Schedules A and B

Teacher Salary Schedule

Year 1: ~~2023~~–2024–2025–2026

Step	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+20	MA+30	MA+40	PHD
1	49142	50470	51575	53764	54556	56217	58089	59964	61838	63709	65791
2	49840	51162	52269	54456	55250	56912	58783	60660	62534	64403	66487
3	50690	52236	53344	55531	56659	58647	60521	62394	64269	66144	68224
4	52236	54004	55111	57301	58757	61080	62953	64825	66699	68573	70657
5	53785	55775	56880	59067	60856	63512	65380	67257	69131	71005	73084
6	56440	58647	59752	62161	64172	67046	68921	70795	72665	74542	76621
7	58899	61328	62875	65276	67293	70390	72264	74135	76011	77884	79966
8	63310	65744	67511	69922	71932	75023	76898	78769	80643	82520	84596
9	67691	70123	72264	74562	76562	79656	81531	83385	85258	87133	89211
10	76237	78889	81762	84613	87507	91264	93141	95013	96889	98759	100844
11	76237	78889	81762	84613	87507	91264	93141	95013	96889	98759	100844
12	76237	78889	81762	84613	87507	91264	93141	95013	96889	98759	100844
13	76237	78889	81762	84613	87507	91264	93141	95013	96889	98759	100844
14	76237	78889	81762	84613	87507	91264	93141	95013	96889	98759	100844
15	76237	78889	81762	84613	87507	91264	93141	95013	96889	98759	100844
16	76237	78889	81762	84613	87507	91264	93141	95013	96889	98759	100844
17	81407	84059	86930	89781	92675	96433	98308	100181	102056	103927	106012

Year 2: ~~2024~~–2025–2026–2027

Step	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+20	MA+30	MA+40	PHD
1	51599	52994	54154	56452	57284	59028	60994	62963	64930	66894	69080
2	52332	53720	54882	57179	58012	59758	61722	63693	65660	67623	69811
3	53224	54848	56011	58308	59492	61579	63547	65514	67483	69451	71635
4	54848	56704	57867	60166	61695	64134	66100	68066	70034	72002	74189
5	56474	58564	59724	62020	63899	66688	68649	70620	72587	74555	76738
6	59262	61579	62740	65269	67380	70398	72367	74335	76299	78269	80452
7	61844	64395	66019	68540	70658	73909	75877	77842	79811	81778	83964
8	66475	69031	70886	73418	75529	78774	80743	82707	84675	86645	88826
9	71076	73629	75877	78290	80390	83639	85608	87554	89521	91490	93672
10	80049	82833	85851	88844	91882	95827	97798	99764	101733	103697	105886
11	80049	82833	85851	88844	91882	95827	97798	99764	101733	103697	105886
12	80049	82833	85851	88844	91882	95827	97798	99764	101733	103697	105886
13	80049	82833	85851	88844	91882	95827	97798	99764	101733	103697	105886
14	80049	82833	85851	88844	91882	95827	97798	99764	101733	103697	105886
15	80049	82833	85851	88844	91882	95827	97798	99764	101733	103697	105886
16	80049	82833	85851	88844	91882	95827	97798	99764	101733	103697	105886
17	85477	88262	91276	94270	97309	101255	103224	105190	107159	109123	111313

Schedule C - High School

Extra Curricular/Co-Curricular Salaries						
	2025-26	Starting the 5th Year	Starting the 10th Year	2026-27	Starting the 5th Year	Starting the 10th Year
Adapted Athletics						
Bowling (11 weeks)	\$2,611.78	\$2,794.61	\$3,003.55	\$2,742.37	\$2,934.34	\$3,153.72
Floor Hockey (17 weeks)	\$2,656.29	\$2,842.23	\$3,054.73	\$2,789.10	\$2,984.35	\$3,207.47
Softball (13 weeks)	\$2,656.29	\$2,842.23	\$3,054.73	\$2,789.10	\$2,984.35	\$3,207.47
Soccer (12 weeks)	\$2,656.29	\$2,842.23	\$3,054.73	\$2,789.10	\$2,984.35	\$3,207.47
Baseball						
Head Coach*	\$5,145.83	\$5,506.04	\$5,917.71	\$5,403.12	\$5,781.34	\$6,213.59
Assistant Coach	\$3,705.53	\$3,964.93	\$4,261.36	\$3,890.81	\$4,163.17	\$4,474.43
9th Grade Coach	\$2,625.30	\$2,809.08	\$3,019.10	\$2,756.57	\$2,949.53	\$3,170.05
Basketball†						
Head Coach*	\$6,754.38	\$7,227.18	\$7,767.53	\$7,092.10	\$7,588.54	\$8,155.91
Assistant Coach	\$4,862.49	\$5,202.87	\$5,591.86	\$5,105.61	\$5,463.01	\$5,871.45
9th Grade Coach	\$4,862.49	\$5,202.87	\$5,591.86	\$5,105.61	\$5,463.01	\$5,871.45
Cross Country Running						
Head Coach*	\$4,052.32	\$4,335.98	\$4,660.16	\$4,254.93	\$4,552.77	\$4,893.17
Assistant Coach	\$2,918.98	\$3,123.31	\$3,356.83	\$3,064.93	\$3,279.47	\$3,524.67
Debate						
Head Coach	\$2,989.21	\$3,198.46	\$3,437.60	\$3,138.67	\$3,358.38	\$3,609.47
Assistant Coach	\$1,707.08	\$1,826.58	\$1,963.14	\$1,792.43	\$1,917.91	\$2,061.30
Dance Team						
Head Coach*	\$5,145.90	\$5,506.12	\$5,917.79	\$5,403.20	\$5,781.42	\$6,213.68
Assistant Coach	\$3,706.17	\$3,965.61	\$4,262.10	\$3,891.48	\$4,163.89	\$4,475.20
Football						
Head Coach*	\$6,754.38	\$7,227.18	\$7,767.53	\$7,092.10	\$7,588.54	\$8,155.91
Assistant Coach	\$4,862.49	\$5,202.87	\$5,591.86	\$5,105.61	\$5,463.01	\$5,871.45
9th Grade Coach	\$4,862.49	\$5,202.87	\$5,591.86	\$5,105.61	\$5,463.01	\$5,871.45
Golf						
Head Coach*	\$4,052.32	\$4,335.98	\$4,660.16	\$4,254.93	\$4,552.77	\$4,893.17
Assistant Coach	\$2,918.98	\$3,123.31	\$3,356.83	\$3,064.93	\$3,279.47	\$3,524.67
Gymnastics						
Head Coach*	\$6,754.38	\$7,227.18	\$7,767.53	\$7,092.10	\$7,588.54	\$8,155.91
Assistant Coach	\$4,862.49	\$5,202.87	\$5,591.86	\$5,105.61	\$5,463.01	\$5,871.45
Spotter	\$4,862.49	\$5,202.87	\$5,591.86	\$5,105.61	\$5,463.01	\$5,871.45
Hockey						
Head Coach*	\$6,754.38	\$7,227.18	\$7,767.53	\$7,092.10	\$7,588.54	\$8,155.91
Assistant Coach	\$4,862.49	\$5,202.87	\$5,591.86	\$5,105.61	\$5,463.01	\$5,871.45
Soccer†						
Head Coach*	\$5,731.69	\$6,132.90	\$6,591.44	\$6,018.27	\$6,439.55	\$6,921.01
Assistant Coach	\$4,126.12	\$4,414.95	\$4,745.04	\$4,332.43	\$4,635.69	\$4,982.30
9th Grade Coach	\$2,923.38	\$3,128.01	\$3,361.89	\$3,069.55	\$3,284.41	\$3,529.98
Softball						
Head Coach*	\$5,145.83	\$5,506.04	\$5,917.71	\$5,403.12	\$5,781.34	\$6,213.59
Assistant Coach	\$3,705.53	\$3,964.93	\$4,261.36	\$3,890.81	\$4,163.17	\$4,474.43
9th Grade Coach	\$2,923.38	\$3,128.01	\$3,361.89	\$3,069.55	\$3,284.41	\$3,529.98

Schedule C - High School

Extra Curricular/Co-Curricular Salaries						
	2025-26	Starting the 5th Year	Starting the 10th Year	2026-27	Starting the 5th Year	Starting the 10th Year
Speech						
Head Coach	\$4,169.94	\$4,461.84	\$4,795.43	\$4,378.44	\$4,684.93	\$5,035.21
Assistant Coach	\$3,021.30	\$3,232.79	\$3,474.49	\$3,172.37	\$3,394.43	\$3,648.22
Swimming†						
Head Coach*	\$5,731.69	\$6,132.90	\$6,591.44	\$6,018.27	\$6,439.55	\$6,921.01
Assistant Coach	\$4,126.12	\$4,414.95	\$4,745.04	\$4,332.43	\$4,635.69	\$4,982.30
Diving Coach	\$3,705.53	\$3,964.93	\$4,261.36	\$3,890.81	\$4,163.17	\$4,474.43
Tennis						
Head Coach*	\$4,052.32	\$4,335.98	\$4,660.16	\$4,254.93	\$4,552.77	\$4,893.17
Assistant Coach	\$2,918.98	\$3,123.31	\$3,356.83	\$3,064.93	\$3,279.47	\$3,524.67
C-Team Coach	\$2,070.43	\$2,215.36	\$2,381.00	\$2,173.95	\$2,326.13	\$2,500.05
Track						
Head Coach*	\$5,525.10	\$5,911.86	\$6,353.87	\$5,801.36	\$6,207.45	\$6,671.56
Assistant Coach	\$3,980.00	\$4,258.60	\$4,577.00	\$4,179.00	\$4,471.53	\$4,805.85
9th Grade Coach	\$2,815.69	\$3,012.79	\$3,238.04	\$2,956.48	\$3,163.43	\$3,399.94
Volleyball†						
Head Coach*	\$5,731.69	\$6,132.90	\$6,591.44	\$6,018.27	\$6,439.55	\$6,921.01
Assistant Coach	\$4,126.12	\$4,414.95	\$4,745.04	\$4,332.43	\$4,635.69	\$4,982.30
9th Grade Coach	\$2,923.38	\$3,128.01	\$3,361.89	\$3,069.55	\$3,284.41	\$3,529.98
Wrestling						
Head Coach*	\$6,754.38	\$7,227.18	\$7,767.53	\$7,092.10	\$7,588.54	\$8,155.91
Assistant Coach	\$4,862.49	\$5,202.87	\$5,591.86	\$5,105.61	\$5,463.01	\$5,871.45
Cheerleading						
Head Coach (per season)	\$2,408.37	\$2,576.96	\$2,769.63	\$2,528.79	\$2,705.81	\$2,908.11
Assistant Coach (per season)	\$1,334.05	\$1,427.43	\$1,534.16	\$1,400.75	\$1,498.80	\$1,610.86
Dance Line						
Coordinator	\$2,408.37	\$2,576.96	\$2,769.63	\$2,528.79	\$2,705.81	\$2,908.11
Athletics, Extended Season						
Head Coaches (per week)	\$200.51	\$214.55	\$230.58	\$210.53	\$225.27	\$242.11
Assistant Coach (per week)	\$200.51	\$214.55	\$230.58	\$210.53	\$225.27	\$242.11
Tier 1 Clubs						
General Club	\$1,997.13	\$2,136.93	\$2,296.70	\$2,096.99	\$2,243.77	\$2,411.53
Key Club*	\$4,004.84	\$4,285.18	\$4,605.56	\$4,205.08	\$4,499.43	\$4,835.84
National Honor Society*	\$2,714.06	\$2,904.05	\$3,121.17	\$2,849.76	\$3,049.25	\$3,277.23
Student Council*	\$4,004.84	\$4,285.18	\$4,605.56	\$4,205.08	\$4,499.43	\$4,835.84
Youth In Government*	\$4,844.69	\$5,183.82	\$5,571.39	\$5,086.92	\$5,443.01	\$5,849.96
Youth In Government Assistant	\$1,484.37	\$1,588.28	\$1,707.03	\$1,558.59	\$1,667.70	\$1,792.38
Robotics*	\$4,522.61	\$4,839.20	\$5,201.01	\$4,748.74	\$5,081.16	\$5,461.06
Robotics Assistant	\$2261.31	\$2419.60	\$2600.50	\$2374.38	\$2540.58	\$2730.53
Math Team*	\$2,290.16	\$2,450.47	\$2,633.68	\$2,404.66	\$2,572.99	\$2,765.37
Tier 2 Clubs						
General Club	\$1,067.46	\$1,142.18	\$1,227.58	\$1,120.83	\$1,199.29	\$1,288.95
History Day	\$1,067.46	\$1,142.18	\$1,227.58	\$1,120.83	\$1,199.29	\$1,288.95
Unified Club	\$1,067.46	\$1,142.18	\$1,227.58	\$1,120.83	\$1,199.29	\$1,288.95
Multicultural Club	\$1,155.35	\$1,236.22	\$1,328.65	\$1,213.11	\$1,298.03	\$1,395.08
Language B Club	\$1,155.35	\$1,236.22	\$1,328.65	\$1,213.11	\$1,298.03	\$1,395.08

Schedule C - High School

Extra Curricular/Co-Curricular Salaries						
	2025-26	Starting the 5th Year	Starting the 10th Year	2026-27	Starting the 5th Year	Starting the 10th Year
Tier 3 Clubs						
General Club	\$456.66	\$488.62	\$525.16	\$479.49	\$513.05	\$551.42
Music - Instrumental						
Instrumental	\$2,329.22	\$2,492.26	\$2,678.60	\$2,445.68	\$2,616.87	\$2,812.53
Pep Band, Head	\$2,329.22	\$2,492.26	\$2,678.60	\$2,445.68	\$2,616.87	\$2,812.53
Jazz Band, Head	\$791.32	\$846.68	\$910.02	\$830.89	\$889.01	\$955.53
Marching Band, Head	\$3,884.98	\$4,156.93	\$4,467.73	\$4,079.23	\$4,364.78	\$4,691.12
Marching Band, Assistant	\$2,016.42	\$2,157.57	\$2,318.88	\$2,117.24	\$2,265.45	\$2,434.83
Music - Vocal						
Show/Chamber	\$2,329.22	\$2,492.26	\$2,678.60	\$2,445.68	\$2,616.87	\$2,812.53
Vocal	\$1,337.57	\$1,431.20	\$1,538.21	\$1,404.45	\$1,502.76	\$1,615.12
Yearbook	\$3,797.39	\$4,063.21	\$4,366.99	\$3,987.26	\$4,266.37	\$4,585.34
Assistant, Extracurricular	\$2,309.25	\$2,470.90	\$2,655.64	\$2,424.72	\$2,594.45	\$2,788.42
Assistant, Co-Curricular	\$2,309.25	\$2,470.90	\$2,655.64	\$2,424.72	\$2,594.45	\$2,788.42
Musical						
Director	\$5,346.94	\$5,721.22	\$6,148.98	\$5,614.28	\$6,007.28	\$6,456.43
Technical Director	\$3,341.84	\$3,575.76	\$3,843.12	\$3,508.93	\$3,754.55	\$4,035.27
Choreographer (1)	\$2,450.68	\$2,622.23	\$2,818.28	\$2,573.21	\$2,753.34	\$2,959.20
Vocal Director (1)	\$2,339.28	\$2,503.03	\$2,690.17	\$2,456.25	\$2,628.18	\$2,824.68
Orchestra Director (1)	\$2,339.28	\$2,503.03	\$2,690.17	\$2,456.25	\$2,628.18	\$2,824.68
Costumes and Makeup (2)	\$1,782.31	\$1,907.07	\$2,049.66	\$1,871.43	\$2,002.43	\$2,152.15
—Scene Design and Set Construction (2)						
—Lighting and Sound (2)						
Assistant Technician	\$891.16	\$953.54	\$1,024.83	\$935.71	\$1,001.21	\$1,076.07
Producer	\$779.76	\$834.34	\$896.72	\$818.75	\$876.06	\$941.56
Drama						
Director	\$5,012.75	\$5,363.64	\$5,764.67	\$5,263.39	\$5,631.82	\$6,052.90
Coordinator	\$3,953.39	\$4,230.12	\$4,546.40	\$4,151.06	\$4,441.63	\$4,773.71
Technical Director	\$2,784.86	\$2,979.81	\$3,202.59	\$2,924.11	\$3,128.80	\$3,362.72
Costumes and Makeup (2)	\$1,670.92	\$1,787.88	\$1,921.55	\$1,754.46	\$1,877.27	\$2,017.63
—Scene Design and Set Construction (2)						
—Lighting and Sound (2)						
Assistant Technician	\$445.58	\$476.77	\$512.41	\$467.86	\$500.61	\$538.03
Producer	\$556.97	\$595.96	\$640.52	\$584.82	\$625.76	\$672.55
(1) Artist stipend, allocation amount distributed based on nature of production						
(2) Technical stipend distributed based on nature of production.						
One Act Play	\$2,849.47	\$3,048.93	\$3,276.89	\$2,991.94	\$3,201.37	\$3,440.74
Homeroom Activities Coordinator	\$1,835.30	\$1,963.76	\$2,110.59	\$1,927.06	\$2,061.95	\$2,216.12
Prom	\$1,028.57	\$1,100.57	\$1,182.86	\$1,080.00	\$1,155.60	\$1,242.00
Variety Show	\$485.48	\$519.47	\$558.30	\$509.75	\$545.44	\$586.21
Weight Room Coordinator (per week)	\$312.86	\$334.76	\$359.78	\$328.50	\$351.50	\$377.77
* One day of professional leave allowed per year.						
† Activities paid multiple times due to separate seasons.						

Schedule C - Middle School

Extra Curricular/Co-Curricular Salaries						
	2025-26	Starting the 5th Year	Starting the 10th Year	2026-27	Starting the 5th Year	Starting the 10th Year
MS Athletics Coordinator	\$10,000			\$10,500		
Athletics (Grades 7 and/or 8)						
Head Coach (per week)	\$3,000.00	\$3,210.00	\$3,450.00	\$3,150.00	\$3,370.50	\$3,622.50
Assistant Coach Coach's Assistant (per week)	\$2,250.00	\$2,407.50	\$2,587.50	\$2,362.50	\$2,527.88	\$2,716.88
List of MS Athletics: Girls Soccer, Boys Soccer, Girls Volleyball, Boys Basketball, Wrestling, Baseball, Softball, Track						
Athletics, Extended Season						
Head Coach (per week)	\$200.51	\$214.55	\$230.58	\$210.53	\$225.27	\$242.11
Assistant Coach (per week)	\$167.10	\$178.79	\$192.16	\$175.45	\$187.73	\$201.77
Music						
Bank Vocal Band/Vocal Concert (per event)	\$139.73	\$149.52	\$160.69	\$146.72	\$157.00	\$168.73
Jazz Band	\$1,223.06	\$1,308.68	\$1,406.52	\$1,284.21	\$1,374.11	\$1,476.84
After School Choir	\$763.50	\$816.94	\$878.02	\$801.67	\$857.79	\$921.92
Musical (Grades 7 & 8)						
Artistic Director	\$4,455.78	\$4,767.68	\$5,124.15	\$4,678.57	\$5,006.07	\$5,380.35
Musical Director	\$3,202.59	\$3,426.78	\$3,682.98	\$3,362.72	\$3,598.12	\$3,867.13
Technical Director	\$2,005.10	\$2,113.95	\$2,305.86	\$2,105.36	\$2,219.65	\$2,421.16
Costumes-Make Up	\$1,670.92	\$1,787.88	\$1,942.55	\$1,754.46	\$1,877.27	\$2,039.68
Choreography	\$1,782.31	\$1,907.07	\$2,049.66	\$1,871.43	\$2,002.43	\$2,152.15
Musical (Grades 5 & 6)						
Director	\$1,330.97	\$1,424.14	\$1,530.62	\$1,397.52	\$1,495.34	\$1,607.15
Script Writer	\$665.48	\$712.07	\$765.30	\$698.75	\$747.67	\$803.57
Music Director	\$665.48	\$712.07	\$765.30	\$698.75	\$747.67	\$803.57
Technical Director	\$665.48	\$712.07	\$765.30	\$698.75	\$747.67	\$803.57
Tier 1 Clubs						
General Club	\$1,514.06	\$1,620.05	\$1,741.16	\$1,589.76	\$1,701.05	\$1,828.22
Youth in Government	\$1,514.06	\$1,620.05	\$1,741.16	\$1,589.76	\$1,701.05	\$1,828.22
History Day	\$1,514.06	\$1,620.05	\$1,741.16	\$1,589.76	\$1,701.05	\$1,828.22
Lego League	\$1,514.06	\$1,620.05	\$1,741.16	\$1,589.76	\$1,701.05	\$1,828.22
Tier 2 Clubs						
General Club	\$1,067.46	\$1,142.18	\$1,227.58	\$1,120.83	\$1,199.29	\$1,288.95
Math Team	\$916.22	\$980.35	\$1,053.65	\$962.03	\$1,029.37	\$1,106.34
Tier 3 Clubs						
General Club	\$456.66	\$488.62	\$525.16	\$479.49	\$513.05	\$551.42
Unified Club	\$456.66	\$488.62	\$525.16	\$479.49	\$513.05	\$551.42
Homeroom Activities Coordinator	\$1,835.30	\$1,963.76	\$2,110.59	\$1,927.06	\$2,061.95	\$2,216.12
Intramural Coordinator						
Student Advisory Board	\$2,819.22	\$3,016.57	\$3,242.11	\$2,960.18	\$3,167.39	\$3,404.21
Yearbook						
Assistant, Extracurricular	\$1,849.69	\$1,979.17	\$2,127.14	\$1,942.18	\$2,078.12	\$2,233.50

Assistant, Co-Curricular	\$924.85	\$989.59	\$1,063.58	\$971.09	\$1,039.07	\$1,116.76
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Schedule C - Elementary

Extra Curricular/Co-Curricular Salaries						
	2025-26	Starting the 5th Year	Starting the 10th Year	2026-27	Starting the 5th Year	Starting the 10th Year
Music						
Director (per event)	\$137.98	\$147.64	\$158.68	\$144.88	\$155.02	\$166.61
Concert Supervisor (per event)	\$28.85	\$30.87	\$33.18	\$30.30	\$32.41	\$34.84
Tier 1 Clubs						
General Club	\$1,997.13	\$2,136.93	\$2,296.70	\$2,096.99	\$2,243.77	\$2,411.53
Tier 2 Clubs						
General Club	\$1,067.46	\$1,142.18	\$1,227.58	\$1,120.83	\$1,199.29	\$1,288.95
Tier 3 Clubs						
General Club	\$456.66	\$488.62	\$525.16	\$479.49	\$513.05	\$551.42

Schedule C - District

Hourly Rates/Position Stipends		
	2025-26	2026-27
Contract Extension	Prorata	Prorata
Special Education Due Process		
Special Education teachers will be allowed to timesheet up to 2 hours per month to meet the Due Process requirements. Due Process work may be completed on or off site, maintaining appropriate professional standards and data privacy. Additional time may be granted with approval from the Director of Special Education or designee.	Prorata	Prorata
Lunchroom Supervision		
Due consideration will be given to seniority, traveling teachers, and part-time employees. Prorated for additional time only. Compensation for lunchroom duty only applies if the teacher gives up his/her their own (prep) time.	Prorata	Prorata
Miscellaneous Time		
Teachers will be paid the following rate for the performance of duties or tasks outside of regular contract hours. Payment for hours is subject to prior supervisor approval. Examples include but are not limited to: interviews (if requested by administrator), IEP meetings, after school events, athletic event work , extra conference time, Kindergarten Round-Up, targeted services, curriculum writing, extended day/credit recovery, homebound assignments, pre-approved planning and project work over the summer, etc.	\$39.38	\$41.34
New Teacher Workshop (per day)	\$199.65	\$209.63
Building Leadership Stipend		
Building Leadership teams are expected to work with administration on key building leadership initiatives, including but not limited to student achievement goals, the International Baccalaureate program, and other building level initiatives. Minimal expectations for meetings will be three per month. It is the District's right to determine the number positions needed on an annual basis. Total positions are listed below: HS - up to 14 MS - up to 15 ALC - up to 4 Elementary - 9 at each Elementary School FCC - up to 1 Vista - up to 2	\$2,393.63	\$2,513.31
Mileage	IRS Rate	IRS Rate
Athletic Event Workers (MS/JV/HS Events)		
Scorer, Timer, Announcer, Ticket Sales, Crowd Supervisor, Field Supervisor		
Single Game		
Double Header		
Football Varsity		
Intramural		
Site Manager		
All set up/take down/communication		
Single Game	\$67.21	\$70.57
Double Header	\$94.09	\$98.80
Triple Header	\$120.99	\$127.04
Football	\$94.09	\$98.80
PBIS Team Lead		
7 HS, 7 MS, 7 RLS, 7 Hayes, 4 FCC (Pyramid) (per year)	\$835.46	\$877.24
Link Crew Leader		
2 HS (per year)	\$835.45	\$877.23

Important Dates

Date	Page Number	Information
15 - Aug	Page 10	Deadline for teacher's request for summer lump payment for extra curricular assignments.
1 - Oct	Page 7	Lane Change Form and Transcripts for lane changes due.
31 - Dec	Page 8	State deadline for teachers dropping an area of licensure. Note: this may affect your salary.
1 - Feb	Page 6	Teachers that voluntarily took a part time position must notify district in writing of their intent to return to full time.
1 - Feb	Page 20	Teachers must request extended leave of absence in writing by this date.
1 - Feb	Page 20	Teacher must submit written request for reinstatement after a leave.
1 - Feb	Page 13	Teachers who wish to retire and qualify for the Retirement Insurance Benefit in Article VIII must submit notice of their intent to retire at the end of the school year by this date.
1 - Mar	Page 7	Second half of year Lane Change Form and Transcripts for lane changes due.
1 - Mar	Page 23	Teachers must give notice by this date if they are giving up an extra curricular assignment for the next year.
1 - May	Page 10	By this date, teachers must notify district to request summer lump payment.
1 - May	Page 11	Annual deadline for specialists to submit documentation of their national certification or LICSW certification in order to receive a stipend paid out in the June 15 paycheck. As provided in Article VII Extra Compensation.
1 - May	Page 15	Teachers who want to sell back vacation days must notify the Payroll Department.
15 - May	Page 22	District must post all internal jobs known at this point.
15 - May	Page 22	District must notify teachers of all involuntary transfers to be made in-district (circumstances may make changes necessary beyond this date).
31 - May	Page 31	Post-90 Teachers should contact the Payroll Department to verify the new contribution amount for the 403(b) Matching Annuity Program if they are entering year Four (4), Ten (10), Fifteen (15), or Nineteen (19) the following school year.
31 - May	Page 32	Deadline for post-90 teachers to request sick leave sellback to their 403(b). Those teachers who have accumulated 240 or more hours of sick leave may make an irrevocable election for the school district to contribute to the employee's 403(b) account up to the maximum of the teacher's upcoming annual allocation of sick leave. Members must make this irrevocable election prior to June 1st affecting the following fiscal years' accrual.
31 - May	Page 32	Post-90 Teachers must be sure they are contributing at least an equal amount of money to their 403(b) in order to qualify for the District matching contribution the following year.
30 - Jun		End of Fiscal Year
30 - Jun	Page 23	Ten days before the close of the school year, the district will give notice of extra curricular assignments to affected teachers in writing.
30 - Jun	Pages 25-27	Dates and timelines for grievance procedure are listed here.

Memorandum of Understanding:

Memorandum of Understanding Tax Deferral of Severance Pay

Whereas, the 2002 Legislature has adopted a revision to Minnesota Statutes that allows for the tax deferral of severance pay; and

Whereas, the exclusive representative and the school district recognize the tax advantages of this new option for both the employer and the employees.

Be it therefore resolved that the parties agree to the following:

1. This agreement language is tied to Article XXV Internal Revenue Code 403(b) in the current master agreement and is limited to changing ONLY TO WHOM the district makes payment of any earned severance as follows:
heretofore, any earned severance amount will no longer be paid directly to the retiree, but rather will be paid to the retiree's designated 403(b) account. Under the terms of this agreement, the district will be required to make payment to the designated 403(b) account for all retirees. It shall be the responsibility of the individual retiree to designate in advance the selected 403(b) account and to make that selection according to the district's signed permission forms. Because 403(b) accounts differ with respect to the timing of withdrawals and any assessment of early withdrawal amounts, the employee shall be responsible to check this information in advance.
2. Subject to the limitations listed below, the school district will contribute an amount equal to the value of the employee's severance pay directly into the retiree's 403(b) account. The employee will not receive any direct payment from the school district for severance pay.
3. The school district's annual contribution into the retiree's 403(b) account must not exceed the IRS contribution limit. If the retiree has any severance remaining after the limit is reached in the year of separation, the school district will make a contribution up to the IRS maximum into the retiree's 403(b) account in the following year(s).
4. The school district contribution(s) (into the retiree's 403(b) account) will be made according to the same timeline as was provided for the direct payment of severance pay.
5. This is the full and complete agreement of the parties on this issue. There are no other oral or implied agreements.
6. This agreement does not set any precedent for any future issue.

For the School District:

John P. Johnson 7/20/02

Carol L. Buehler 7/20/02

Date: *July 20, 2002*

For the Exclusive Representative:

James C. Andrews

Iron City Education Assoc.

July 20, 2002 President

Addendum: Long-Term Substitute Teacher Contract for Retired Teachers

Fridley Independent School District 14 Long-Term Substitute Teacher Contract for Retired Teachers

The School Board of Independent School District 14 of the State of Minnesota, Fridley, Minnesota, enters into this Agreement with **name**, a legally qualified and certificated teacher who agrees to teach in the public schools of said District as a substitute teacher according to the following provisions which shall apply and are a part of this contract:

1. **Basic Services:** Said teacher shall faithfully perform the services prescribed by the School Board or its designated representative, whether or not such services are specifically described in this contract, abide by the rules and regulations as established by the School Board and State Board of Education, and any additions or amendments thereto, for the salary indicated below, and agrees to teach in the schools of said District as assigned.
2. **Duration:** (Remove inapplicable paragraph)
 - a. It is understood that the teacher is contracting to serve in a position as a substitute teacher pursuant to M.S. 122A.44, Subd. 2, in a vacancy occurring as the result of an emergency (i.e. surgery, illness, resignation, death, etc.) of the regular teacher and for a period of less than one full school year. It is understood, therefore, that this contract shall not be subject to the continuing contract law. The substitute teacher knowingly and voluntarily waives rights to a continuing position with the school district and any right to exercise seniority for any position pursuant to M.S. 122A.40. The substitute teacher herein agrees to serve as a substitute teacher pursuant to the terms of this agreement from **date to date** or until the return of the incumbent. Incumbent referred to herein is **name**.
 - b. It is understood that the teacher herein is contracting to serve in a position for a period of less than one full school year, as a substitute teacher for a teacher on leave of absence with continuing contract rights to said position and the right to return to said position upon the expiration of said leave of absence. It is understood, therefore, that this contract shall not be subject to the continuing contract law, since the incumbent on leave of absence already has continuing contract rights to said position. The substitute teacher knowingly and voluntarily waives rights to a continuing position with the school district and any right to exercise seniority for any position pursuant to M.S. 122A.40. The substitute teacher herein agrees to serve as a substitute teacher pursuant to the terms of this agreement from **date to date** or until the return of the incumbent whichever occurs first. Incumbent referred to herein is **name**.
3. **Calendar:** School year and vacation days shall be those named on the school calendar as adopted by the School Board, and the teacher agrees to teach on those legal holidays on which the School Board is authorized to conduct school if the School Board so determines. In the event a duty day is lost due to school closing for any emergency, the teacher agrees to perform duties on such days in lieu thereof as the School Board shall determine.
4. In consideration thereof, the School Board agrees to pay said teacher the following salary: daily rate of **x**. Such salary shall be paid as authorized and in such installments as may be determined by appropriate School Board regulation. This contract shall be effective only upon signature by the officers of the School Board after authorization for such signatures has been taken by the School Board in appropriate action, recorded in its minutes.
5. Teacher further acknowledges by executing this Agreement that he/she has had an opportunity to discuss the terms of this Agreement with his/her attorney, that he/she has been fully advised of his/her legal rights pursuant to M.S.122A.40, and any and all rights he/she may have regarding his/her employment by the School District and that there were no inducements or representations leading to the execution of this Agreement except as contained herein.

IN WITNESS THEREOF, I have subscribed my signature this x day of month year.

Teacher _____

IN WITNESS THEREOF, we have subscribed our signatures this x day of month year.

Independent School District 14

Chair _____
Step x Lane x

Clerk _____

Fridley Public Schools Retired Teacher Agreement

WHEREAS, First-Last-Name (hereinafter referred to as “**teacher**”) was employed as a full time Subject or Grade level teacher by Independent School District No. 14, Fridley, Minnesota (hereinafter referred to as the “School District”); and

WHEREAS, **teacher** submitted his/her resignation and retired from his/her employment with the School District effective the end of a previous school year; and

WHEREAS, at the time of retirement **teacher** possessed continuing contract rights with the School District; and

WHEREAS, subsequent to **teacher’s** resignation, the Minnesota Legislature amended the Teachers Retirement Act (“TRA”) to allow a retired teacher to resume teaching service without forfeiting TRA annuity payment offsets for earnings in excess of the annual limitation; and

WHEREAS, the School District is in need of filling a % FTE and subject or grade level position for the 20xx-20xx school year; and

WHEREAS, **teacher** has expressed willingness to fill the open % FTE and subject or grade level position for the 20xx-20xx school year; and

WHEREAS, the School District is willing to employ **teacher** for the 20xx-20xx school year provided **teacher** expressly waives any and all continuing contract rights arising out of his/her employment with School District, certain rights under the teachers collective bargaining agreement and any right to any other position in the School District.

NOW, THEREFORE, IT IS HEREBY AGREED by and between the School District and **teacher** as follows:

1. The School District hereby employs **teacher** as a % FTE and subject or grade level teacher for the 20xx-20xx school year only. **Teacher** salary of (\$XXXX) will be based on Lane XX Step XX of the Teachers Salary Schedule for the 20xx-20xx school year.
2. As of the end of the 20xx-20xx school year, **teacher** shall have no right to further employment with the School District in the position of. % FTE and subject or grade level teacher or any other position. **Teacher** knowingly and voluntarily waives rights to a continuing position with the school district and any right to exercise seniority for any position pursuant to Minn. Stat. 122A.40. **Teacher** expressly retains all other rights under Minn. Stat. 122A.40 including the right to a hearing prior to discharge during the school year pursuant to Article XV, the right to maintain the position during the year unless the parties mutually agree to alter it, the right to be suspended with pay pending any discharge, and the right to challenge any documentation in the personnel file through the grievance procedure.
3. Because of the limited period of **teacher’s** employment, **teacher** understands he/she is not eligible for the following provisions contained in the most current teachers’ collective bargaining agreement: Sabbatical Leave, Article IX (Section 3) and Extended Leave, Article IX (Section 9). **Teacher** understands **he/she** shall have no further rights to receive any additional benefits under, Article XVI I.R.C 403b. In addition, **teacher** will be eligible for those Article VIII Group Insurance Benefits as are agreed to between the School District and Fridley Education Association.
4. **Teacher** acknowledges by executing this Agreement that there are no covenants, promises, undertakings or understandings outside of this Agreement other than those specifically set forth herein.

5. **Teacher** further acknowledges by executing this Agreement that **he/she** has had an opportunity to discuss the terms of this Agreement with his attorney, that he/she has been fully advised of his legal rights pursuant to Minn. Sta. 122A.40, and any and all rights **he/she** may have regarding his employment by the School District and that there were no inducements or representations leading to the execution of this Agreement except as contained herein.
6. Nothing contained in this Agreement shall constitute nor be implied to constitute a past practice.

I have read the foregoing Agreement and by signing hereby confirm that I fully understand and agree to its terms and application.

Dated: _____

(Teacher)

Dated: _____

Representative, Fridley Education Association

INDEPENDENT SCHOOL DISTRICT NO. 14,
FRIDLEY, MINNESOTA

Dated: _____
By: _____
Its: Chair of the School Board

Dated: _____
By: _____
Its: Clerk of the School Board



A World-Class Community of Learners

FRIDLEY PUBLIC SCHOOLS
6000 West Moore Lake Drive | Fridley, MN 55432
Phone: 763-502-50 | Fax: 763-502-5050

EXTENSION AGREEMENT

This is a notice to extend the ~~2024-2025~~ ~~20XX-20XX~~ teacher contract of _____ in accordance with Article VI, section 8 of the current teacher working agreement.

- a) _____ will serve on a teaching contract for 1.0 FTE during the ~~2024-2025~~ ~~20XX-20XX~~ school year.
- b) This contract is hereby extended for .027 FTE to be served as follows: five (5) days or 40 hours effective August 1, ~~2024~~ ~~20XX~~ through June 30, ~~2025~~ ~~20XX~~.
- c) Payment for service in accordance with this contract extension will be at this teacher’s salary schedule rate on the current teacher’s salary schedule. Hours worked will be time sheeted and paid as earned. The teacher agrees to work with their administrator to agree on a schedule and obtain approval for the hours worked.
- d) It is further understood that the extension to this contract is for the ~~2024-2025~~ ~~20XX-20XX~~ school year only and is not part of the teacher’s entitlement or continuing contract.

This agreement becomes effective upon signature of the parties as designated below.

Teacher: _____

Date: _____

FPS: _____
Director of Human Resources

Date: _____

Memorandum of Understanding: READ Act
BETWEEN
Independent School District #14 (hereinafter referred to as “District”)
AND
Fridley Education Association, Local #14 (hereinafter referred to as “Union”)

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2024, through June 30, 2026; and,

WHEREAS the District and Union desire to address the time commitment, compensation, schedule, location of training, and deadlines for teachers required to complete the state of Minnesota mandated READ Act training; and,

WHEREAS the District and Union have agreed that teachers will participate in Lexia LETRS training and,

WHEREAS the total anticipated number of hours of training required for LETRs is 137.

NOW THEREFORE, be it resolved that the parties agree to the following:

1. Eligibility

The Union and District will establish a list of eligible teachers, who must:

- a. Hold a license issued by the Professional Educator Licensing and Standards Board; and,
- b. Be employed by the District between July 1, 2024 and June 30, 2026; and,
- c. Be required by the District to complete approved training described under Minn. Stat. § 120B.123, subdivision 5.

2. Compensation earned for READ Act training

Stipend of \$600 paid out in 2 installments:

- a) Payment of \$300 after completion Year 1 training, and
- b) Payment of \$300 after successful completion of the full training.

3. Credit Recognition

In addition to the stipend listed above, ~~upon completion of the full training~~, teachers are eligible for one of the following options:

- a) to apply 12 graduate credits toward a salary lane advancement. Credits may be purchased at the expense of the teacher after completion of Units 1&2 (3 credits), Units 3&4 (3 credits), Units 5&6 (3 credits), and Units 7&8 (3 credits). The parties agree these credits do not need pre-approval by the school district. A teacher who is on the list as agreed upon by the Union and the District in “1. Eligibility” shall receive credits upon completion of each 3 credit section of training. A lane change earned as a result of the credits shall be effective during the first lane change window (per the CBA) after completion of the units of training.
OR
- b) A one time payment equal to the value of the change to the next greatest lane, (e.g. MA+40 Step 10 to PhD Step 10 = \$1,986). On completion of LETRs training, Individuals already in the Ph.D. lane shall receive a one time payment equal to the value of the change from MA+40 to Ph.D., at their current step (e.g. in SY 2024-25, Ph.D. step 10 would receive \$1,986).

4. Proof of completion and payment timeline

In all cases, teachers shall submit proof of training completion to ~~Kirsten Wickman~~, District Curriculum Coordinator.

5. Contingencies for additional time

If the training exceeds 137 hours for teachers completing all modules, the District and Union will reconvene to discuss additional compensation in the form of pay, comp time, or other arrangements.

6. Length of the school year

The District and Union agree that pursuant to Minn. Stat. § 120B.123, subdivision 5(e), the 2024-2025 school year will be shortened by a total of five and one-half (5.5) hours to accommodate LETRs training. The parties will jointly determine which calendar days will be changed to accommodate training time.

7. Failure to comply with the READ Act

Compliance with the Minnesota READ Act (Minn. Stat. § 120B.123) is mandatory for both the District and eligible teachers. Failure by the District to comply with these requirements may result in action taken by the Minnesota Department of Education. Failure by an eligible teacher to comply with the training requirements may result in a teacher being out of compliance with READ Act requirements related to reading instruction in accordance with state statute and could result in discipline pursuant to Article XIV of the CBA.

8. Effective Date and Duration

This MOU shall continue in effect until June 30, 2026.

NOW THEREFORE, be it further resolved that the parties agree to the following:

Impact on Precedent. Nothing in this MOU may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. Neither the District nor the Union may refer to this MOU or submit it in any proceeding or case as evidence of a precedent or practice.

Entire Agreement. This MOU constitutes the entire agreement between the parties related to compensation for teachers for completing READ Act training. Neither party has relied on any statements, promises, or representations that are not stated in this MOU. The terms of this MOU constitute the entire agreement between the parties and supersede any prior written or oral, or other agreement, statement, or practice between the parties relating to the subject matter of this MOU. No changes to this MOU will be valid unless they are in writing and signed by both parties. A copy of this MOU will have the same legal effect as the original.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOU on the dates shown by their signatures. This MOU will not become effective unless and until it is approved by the District's School Board and is signed by both parties.

For the District:

For the Union:

Dated:

Dated:

MASTER AGREEMENT

Between

**Fridley School District 14
School Board
Fridley, Minnesota**

And

Fridley Association of School Administrators

July 1, 2025 through June 30, 2027

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MASTER AGREEMENT

ARTICLE I PARTIES AND EFFECT

Section 1. Parties:

This Agreement, entered into between the School Board of Independent School District 14, Fridley, Minnesota, hereinafter referred to as the School Board, and the Fridley Association of School Administrators, hereinafter referred to as exclusive representative, pursuant to and in compliance with the Public Employment Relations Act as amended, hereinafter referred to as the P.E.L.R.A. as amended, to provide the terms and conditions of employment for administrators during the duration of this Agreement.

Section 2. Effect:

This Agreement constitutes the full and complete agreement between the School Board and the exclusive representative representing the administrators of the District. The provisions herein relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, school district policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

Any statement in this Agreement found to be in violation of any valid rule, regulations or order of State and Federal agencies shall be considered null and void.

ARTICLE II RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition:

In accordance with the P.E.L.R.A. as amended, the School Board recognizes Fridley Association of School Administrators as the exclusive representative of Principals and Assistant Principals employed by the School Board of Independent School District 14, which exclusive representative shall have those rights and duties as prescribed by the P.E.L.R.A. as amended and as described in the provisions of this Agreement.

ARTICLE III DEFINITIONS

Section 1. Administrator:

In this group master agreement, the term “administrator” shall include any employee who is currently under assignment to work in Fridley School District 14 in the capacity of a Principal or Assistant Principal, who also possesses any Minnesota required administrative licensure for this administrative assignment, whose employment service is more than 50 percent of their time to administrative duties in the capacity of a Principal or Assistant Principal.

Section 2. Terms and Conditions of Employment:

Terms and conditions of employment means the hours of employment, the compensation therefore, including fringe benefits, except retirement contributions or benefits and the employer's personnel policies affecting the working conditions of the employees. In the case of professional employees, the term does not mean educational policies of the School District. The terms in both cases are subject to the provisions of M.S. 179.66 regarding the rights of public employees in the scope of negotiations.

ARTICLE IV SCHOOL BOARD RIGHTS

Section 1. Inherent Managerial Rights:

The exclusive representative recognizes that the School Board is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure and selection and direction and number of personnel.

Section 2. Management Responsibilities:

The exclusive representative recognizes the right and obligation of the School Board to efficiently manage and conduct the operation of the School District within its legal limitations and with its primary obligations to provide educational opportunity for the students of the School District.

Section 3. Effect of Laws, Rules and Regulations:

The exclusive representative recognizes that all employees covered by this Agreement shall perform the administrative services prescribed by the State of Minnesota, and by the School Board rules, regulations, directives and orders, issued from time to time by

properly designated officials of the School District. Any provision of this Agreement found to be in violation of any such laws shall be null and void and without force and effect.

ARTICLE V ADMINISTRATOR AND ASSOCIATION RIGHTS

Section 1. Right to Views:

Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any administrator or his/her representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designated to and does not interfere with the full faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative if there be one; nor shall it be construed to require any administrator to perform labor or services against his/her will.

Section 2. Right to Join:

Administrators shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations. Administrators in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such administrators with the School Board of such unit.

Section 3. Request for Dues Check-off:

Administrators shall have the right to request and be allowed dues check-off for the administrator organization of their selection provided that the administrator organization has not lost its right to dues check-off pursuant to 179.64 to 179.75 of the P.E.L.R.A. as amended.

Subd. 1. Upon receipt of a properly executed authorization card of the administrator involved, the School District will deduct from the administrator's paycheck the dues that the administrator has agreed to pay to the administrator organization during the period provided in said authorization.

Subd. 2. All administrators who have applied for dues check-off in the Association will automatically have their membership dues deducted in ten monthly installments. Deductions for members employed after the beginning of the school year shall immediately begin and be prorated so as to complete payments in conjunction with other members of the Association.

Subd. 3. The District will promptly remit to the Association treasurer the amount of money deducted each month. With each installment the District will provide to the Association membership chairperson a list of people currently having dues deducted.

Subd. 4. Upon request of the exclusive representative, the Board shall deduct a fair share fee, as determined by the exclusive representative, from the pay of any administrator who is not a member of the exclusive representative in good standing or who does not make application for membership within thirty (30) days from the day of commencement of administrative duties.

Subd. 5. The payroll deduction and submission of dues (full and fair share) pursuant to this Section 3 and its subdivisions are subject to any and all limitations and restrictions under state or federal law.

Section 4. Facilities:

The exclusive representative may use School District facilities for the transaction of Association business provided that this does not interfere with the normal school operation and an application for use of facilities has been submitted through proper channels.

Section 5. Nondiscrimination Against Members:

The School Board will not discriminate against any administrator with respect to hours, wages, or any terms or conditions of employment by reason of membership in the Association or collective professional negotiations with the Board or institution of any grievance, complaint or proceeding under this contract. All rights granted to administrators in this Agreement are in addition to those granted elsewhere.

Section 6. Personnel Files:

All monitoring or observation of the work performance of District personnel shall be conducted openly and with full knowledge of that person.

Subd. 1. No written material derogatory of an administrator's conduct, service or character shall be placed in his/her personnel file unless the administrator is given prompt notice.

Subd. 2. As provided by law, M.S. 125.12, Subd. 14, an administrator shall be entitled to submit a written response to any material placed in the administrator's personnel file or to seek expungement of any material through the grievance procedure.

Subd. 3. Administrators shall have the right upon request to review the contents of their personnel file and to receive at their own expense a copy of any documents contained therein.

Section 7. Notification:

Information on new administrator starting salary and number of steps will be communicated to the president of FASA.

**ARTICLE VI
NO STRIKE**

It is agreed that there shall be no strike, lockout or discontinuance of work during the life of this Agreement. In the event of a strike or picketing by any employee organization, administrators shall continue to be available for work notwithstanding any such activity.

**ARTICLE VII
BASIC SCHEDULES AND RATES OF PAY**

Section 1. Work Year/Duty Days:

The work year for each administrator shall be 260/261 days. In computing the value of a duty day for purposes of this Agreement, the total annual compensation shall be divided by the number of work days, less contract holidays and contract vacations.

Section 2. Wages and Salaries:

Personnel newly assigned to the positions covered by this Agreement subsequent to the date hereof shall be compensated by the District at a level commensurate with training and experience. Current personnel shall receive the salaries listed on attached Appendix A for the period of July 1, 2013 to June 30, 2025.

**ARTICLE VIII
INSURANCE PROGRAM**

Section 1. Group Insurance:

The District's contribution toward health insurance shall be the same as the teacher contract.

The District will seek input from the exclusive representative whenever a change in the carrier is necessary.

Section 2. Life Insurance:

The District will provide a group term life insurance policy on the life of all administrators employed by the District in the amount of ~~\$200,000~~^{+50,000}. Administrators who qualify may purchase up to \$100,000 additional insurance.

Section 3. Dental Plan:

The District shall provide the School District single dental plan at full cost for each administrator.

Section 4. Long Term Disability:

The District will provide a long term disability plan for administrators. This plan will provide a benefit of 70% of basic salary to a maximum of \$5,000.00 per month in the event of disability caused by sickness or accident. The waiting period for this benefit shall be sixty (60) calendar days. The premium for the plan will be paid by the administrator through payroll deduction. All administrators must purchase the LTD plan provided by the district.

Section 5. IRS 125B Plan:

The District shall offer a 125B Plan.

**ARTICLE IX
LEAVES OF ABSENCE**

Section 1. Sick Leave:

- A. Administrators shall accrue 120 hours (15 days) of sick leave per contract year. Such leave will be credited on July 1 of the contract year. Earned sick leave may be used for illness or injury of relatives pursuant to Minn. Stat. § 181.9413, but must at least include the following individual's brother, sister, mother, father, spouse, child, in-laws, grandparents and grandchildren. Additional hours may be granted at the discretion of the Superintendent.

- B. Administrators may accrue unlimited sick leave during the term of this Contract. Administrators shall not be paid for any unused, accrued sick leave upon separation from employment with the School District.

- C. If, upon separation of employment from the School District, the administrator has been paid sick leave in an amount that exceeds the pro-rata hours for the contract year, such amount shall be deducted from the Administrators' final paycheck.
- D. The administrator shall comply with all School District policies and procedures regarding the use of sick leave, and may be required to submit a certification from a physician and/or health care provider if a sick leave absence of 3 days or more consecutive hours occurs.

Section 2. Supplementation to Workers' Compensation Benefits

- A. An administrator who is absent from work due to a work-related injury and is receiving workers' compensation benefits may elect, in writing, to supplement workers' compensation benefits by using his/her accrued sick leave and/or vacation leave in order to receive the full amount of his/her normal pay.
- B. If an administrator elects to supplement workers' compensation benefits under Section 2 A, the amount of the administrator's accrued sick leave or vacation leave shall be proportionately reduced in the amount of the supplemental pay. Elections will automatically cease when the administrator's accrued sick leave and vacation leave have been exhausted.
- C. In no event shall an election to supplement workers' compensation benefits from accrued sick leave or vacation leave result in an administrator receiving more than his/her normal daily, weekly or monthly pay.
- D. Administrators must provide the documentation needed to determine the supplemental amount payable from accrued sick leave or vacation leave. Elections pursuant to this Section are valid only during periods in which the administrator is receiving workers' compensation benefits.

Section 3. Vacations:

Each administrator shall accrue one hundred ~~ninety two-eighty-four (19284)~~ **ninety two and eight (2080)** hours of vacation annually. After completing five (5) years of public service in the Fridley Schools, the administrator shall accrue two hundred ~~and eight (2080)~~ **and eight (2080)** hours of vacation annually.

Upon cessation of employment the administrator shall be paid for up to three hundred sixty (360) hours of unused vacation. The rate of pay shall be based on the administrator's daily basic salary rate during the last year of service. (See Article VII, Section 1).

Vacation hours, whether taken during the summer or during the school year are subject to the approval of the administrator's immediate superior and the Superintendent of Schools.

Section 4. Sabbatical Leave:

One year or part of a year may be granted at the discretion of the School Board to members of the professional staff for the purpose of professional advancement, subject to the conditions established by the School Board.

Subd. 1. To be eligible for sabbatical leave, an individual must have been a licensed employee seven (7) full years in the Fridley Public Schools. The proposed program of study or travel must have the approval of the Superintendent.

Subd. 2. Sabbatical leave for study shall be limited to individuals centering their study in their area of major concentration and should not be used for re-training in a new area unless at the request of the Superintendent.

- A.** The recipient of a leave is expected to carry a normal course load as determined by the college attended except with approval of the Superintendent, work on a thesis may be substituted by Ph.D. or Specialist candidates.

Subd. 3. Application:

- A.** The application must be submitted in writing to the Superintendent prior to January 15 of the school year preceding the school year in which the leave is sought.
- B.** The application shall contain a detailed description of the intended activity, including but not limited to, the institution where study will take place, courses and number of credits to be carried, and all other details surrounding the program.

Subd. 4. The number of administrators on sabbatical leave shall be limited in number to one per year of the administrative staff. If the number of requests exceeds the limitation, priority shall be given on the basis of length of service, contribution to the school system, and the equitable distribution of leaves among the various departments of school service.

Subd. 5. The allowance granted to an administrator on sabbatical leave shall be based on 50% of the contract salary of the individual for the school term during which the leave takes place with no maximum limitation. The administrator shall remain eligible to participate in group insurance plans provided by the District.

Subd. 6. An administrator who is granted a sabbatical leave must pledge himself/herself to work in the Fridley Public Schools for one (1) full year following the termination of the leave. If the administrator's service is discontinued for any reason other than the individual's incapacity to work before the expiration of one (1) year, she/he shall pay back to the School Board prorata part of the sabbatical allowance. The administrator will sign a note for the salary she/he receives during his sabbatical leave. This note will be canceled one (1) year after his/her return to the Fridley System.

Subd. 7. Upon expiration of the sabbatical leave, the individual shall have the privilege of returning to the position she/he occupied prior to the leave, with increment added to the salary.

Section 5. Jury Duty:

Subd. 1. All employees shall be granted the additional amount to make up full pay if required to serve on jury duty. The employee must submit the jury duty notification document to human resources prior to entering time off for jury duty. An employee must reimburse the district the full amount earned for the jury duty, less mileage, and provide documentation of the accompanying payment for jury duty.

Section 6. Personal Leave:

Up to sixteen (16) hours may be granted to members of the administrative staff each year when approved by the Superintendent for the purpose of personal leave.

Personal leave will be granted only for the following purposes:

1. Business that cannot be conducted outside of school hours.
2. Court cases or similar legal appearances.
3. Approved religious holidays.
4. Emergency hardship situations.

Section 7. Child Care Leave:

Subd. 1. An unpaid childcare leave shall be granted by the School District subject to the provisions of this Section. Childcare leave shall be granted because of the need

to prepare and provide parental care for a child or children of the administrator for an extended period of time.

Subd. 2. An administrator electing childcare leave shall inform the Superintendent in writing of intention to take leave at least three (3) calendar months before commencement of the intended leave. The commencement of leave shall be advanced to such time as may be necessary to accommodate premature birth.

Subd. 3. If the reason for the childcare leave is occasioned by pregnancy, an administrator may elect to utilize sick leave pursuant to the sick leave provisions of this Agreement. A pregnant administrator will also provide at the time of the leave application, a statement from her physician indicating the expected day of delivery. The duration of such sick leave shall not exceed the period of actual physical inability to work. The definition of disability shall be as reasonably determined by a licensed physician. As a condition of receiving sick leave payments, the administrator may be required to subject to an examination by a physician designated by the District at the District's expense.

Subd. 4. The School District may adjust the proposed beginning or ending date of a child care leave so that the dates of the leave are coincident with some natural break in the school year, i.e., winter vacation, spring vacation, semester break or quarter break, ending of a grading period, end of the school year, or the like. If it is determined that winter vacation is the natural break, credit for one-half year's service shall be given.

Subd. 5. In making a determination concerning the commencement and duration of a childcare leave, the School Board shall not, in any event, be required to:

- A. Grant any leave more than twelve (12) months in duration.

- B. Permit the administrator to return to his or her employment prior to the date designated in the request for childcare leave.

Subd. 6. An administrator returning from childcare leave shall be re-employed in a position which she/he is licensed unless previously discharged or placed on requested leave.

Subd. 7. Failure of the administrator to return pursuant to the date determined under this Section shall constitute grounds for termination unless the School District and the administrator mutually agree to an extension in the leave.

Subd. 8. The parties agree that the applicable periods of probation for administrators as set forth in Minnesota Statutes are intended to be periods of actual service enabling the School District to have opportunity to evaluate an administrator's performance. The parties agree, therefore, that periods of time for which the administrator is on child care leave shall not be counted in determining the completion of the probationary period.

Subd. 9. An administrator who returns from child care leave within the provisions of this Section shall retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this Agreement at the commencement of the beginning of the leave. The administrator shall not accrue additional experience credit for pay purposes or leave time during the period of absence for childcare leave.

Subd. 10. Provisions of this policy which apply after the birth of a child also apply following the adoption of a child.

Section 8. Aging Parent Leave:

Subd. 1. An unpaid aging parent leave shall be granted by the School District subject to the provisions of this section. Aging parent leave shall be granted because of the need to prepare and provide care for an aging parent of the administrator for a period of time as approved by the Superintendent.

Subd. 2. An administrator electing aging parent leave shall inform the Superintendent in writing of his/her intention to take this leave as soon as known. The leave shall be approved at the discretion of the Superintendent.

Section 9. Bereavement Leave:

An employee shall be granted up to five (5) days bereavement leave per occurrence on the determination of the employee due to the death of a member of the family. The family includes spouse, child, parent, sibling, grandchild, niece, nephew, aunt, uncle, grandparent, in-laws of the same degree, other parent of child and regular members of the immediate household. In extenuating circumstances, an employee can request approval from Human Resources for use of this benefit for an individual who is not listed above but who stands in the same relationship with the employee. This leave shall be deducted from sick leave

benefits. Additional bereavement leave may be granted at the discretion of the Superintendent or designee.

Section 10. Leadership Days:

Leadership days – Principal can trade off up to 5 days identified as leadership days to compensate for responsibilities associated with providing leadership for evening and additional leadership times outside of the contract. These days can only be taken during any non-student contact days (Outside of scheduled training or District activity days). ~~Documentation must be provided by the Principal to the Superintendent, accounting for the leadership days of compensatory time.~~

**ARTICLE X
GRIEVANCE PROCEDURE**

Section 1.

A grievance means a dispute or disagreement as to the interpretation or application of any term of this master agreement.

Section 2.

An administrator, a group of administrators, or the School Board may be represented during any step of the grievance procedure by any person or agent designated by such party to act in his/her behalf.

Section 3:

Subd. 1. Reference to days regarding time period in this procedure shall refer to the days Monday through Friday through the calendar year unless they are designated as holidays by State law and school is not in session on such holidays.

Subd. 2. In computing any period of time prescribed herein, the date of the act or event for which the designated period of time begins to run shall not be included. The last day of the period shall be counted.

Subd. 3. The filing or service of any notice or document herein shall be timely if it bears a postmark of the United States Mail Service within the time period.

Subd. 4. Time limits specified in this Agreement may be extended by written agreement between the parties.

Section 4.

Subd. 1. Failure to file a grievance or failure to appeal a grievance from one level to another within the times specified shall be deemed a waiver thereof.

Subd. 2. Failure by the School Board or its representatives to issue a decision within the time periods provided shall constitute a denial of the grievance and the administrator may appeal it to the next level.

Section 5.

In the event that an administrator believes there is a basis for a grievance it shall be resolved in the following manner:

Subd. 1. The administrator shall discuss the alleged grievance with the Superintendent. If this informal discussion does not resolve the grievance the administrator may invoke the formal grievance procedure by filing a written statement with the Superintendent setting forth the facts and the specific provisions of the Agreement allegedly violated and the particular relief sought. The filing of this statement shall be completed within twenty (20) days of the occurrence of the grievance. The Superintendent shall give a written decision within ten (10) days of his receipt of the written grievance.

Section 6.

The School Board reserves the right to review any decision issued under this procedure provided the School Board or its representative notify the parties of its intention to review within ten (10) days after the decision has been rendered. In the event the School Board reviews a grievance under this Section, the School Board reserves the right to reverse or modify such decision.

Section 7.

In the event that the administrator and the School Board are unable to resolve any grievance, the grievance may be submitted to binding arbitration as defined herein:

Subd. 1. A request to submit a grievance to arbitration must be in writing signed by the aggrieved party, and such request must be filed in the office of the Superintendent within ten (10) days following the decision.

Subd. 2. No grievance shall be considered by the arbitrator which has not been first duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 3. Upon the proper submission of a grievance under the terms of this procedure, the parties shall, within ten (10) days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the P.E.R.B. to appoint an arbitrator, pursuant to M.S. 179.70, Subd. 4, providing such request is made within twenty (20) days after for arbitration. The request shall ask that the appointment be made within thirty (30) days after the receipt of said request. Failure to agree upon an arbitrator and the failure to request an arbitrator from the P.E.R.B. within the time period provided herein shall constitute a waiver of the grievance.

Subd. 4. The grievance shall be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing denovo.

Subd. 5. The decision by the arbitrator shall be rendered within thirty (30) days after the close of the hearing. Decisions by the arbitrator in cases properly before him shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided by in the P.E.L.R.A. as amended.

Subd. 6. Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses and any other expenses which the party incurs in connection with presenting its case to arbitration. A transcript or recording shall be made of the hearing at the request of either party. The parties shall share equally fees and expenses of the arbitrator, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. The cost of a transcript will be borne by the requesting party.

Subd. 7. All documents, communications and records dealing with the processing of a grievance will be filed separately from the personnel file of the administrator filing the grievance.

**ARTICLE XI
POSITION CHANGES**

Section 1. Transfer:

A transfer of personnel from one administrative position to another administrative position in the District shall be considered on the basis of meeting the educational needs or objectives of the School District as interpreted by the Superintendent. In all cases where transfers are effected, the administrator involved may meet with the Superintendent to reach a full understanding of why the transfer is being made.

An administrator may request a transfer from an administrative position to a teaching position and if approved, will assume salary schedule placement for such a teaching position which recognizes total district and entrance level experience and training. Seniority as a teacher will be based on total District experience. Accumulated sick leave will be retained by the individual. Other contractual rights as an administrator will be forfeited.

Section 2. Discontinuance of Position:

In the event an administrative position is eliminated or reduced, full-time administrators affected by such may be reassigned to other administrative positions at the same or lower level for which they are qualified. In the event an administrative position is eliminated, and if the administrator does not qualify for any existing administrative position, she/he shall be assigned to a teaching position for which he/she is qualified by seniority and training. Seniority as a teacher will be based on total district experience. Other contractual rights as an administrator will be forfeited.

Section 3. Seniority:

Shall be based upon continuous and unbroken employment in the FASA bargaining unit from the first day of actual service after signing an administrator contract.

**ARTICLE XII
MISCELLANEOUS**

Section 1. Holidays:

Administrators shall receive twelve (12) holidays for each year as follows:

Labor Day	New Years Day
Thanksgiving Day	Martin Luther King, Jr. Day
Friday after Thanksgiving	Presidents' Day

Christmas Eve Day
Christmas Day
New Years Eve Day

Good Friday
Memorial Day
Fourth of July

The above holidays, when falling on Sunday, shall be observed on the following Monday, and those falling on Saturday, the preceding Friday.

Section 2. Professional Dues:

The School District will pay professional dues (local, state and national) for each administrator up to a limit of \$1,000.00 per year.

Section 3. Professional Development:

Allow building administrators to allocate \$800 per year to a building fund with a maximum of \$1,600 for the purpose of allowing the administrator to attend a national professional conference or a local professional conference.

Section 4. Expenses:

Actual expenses incurred on District business will be reimbursed as approved by the Superintendent, with automobile mileage reimbursed at a rate to be paid at IRS standard allowance.

Section 5. Other Salary Options for Mileage within the Seven County Metropolitan Area:

Administrators shall receive, as designated below, a flat yearly fee for mileage in the seven county metropolitan area.

Administrators shall be given the following option:

1. To receive the contracted amount below, or
2. To be reimbursed for actual mileage in the 7 county metropolitan area, through submission of expense vouchers on not more than a quarterly basis, for expenses up to, but not exceeding, the contract amount. Vouchers shall contain documentation meeting IRS regulation guidelines.

No combination of options is available. The selection of option shall be made prior to July 1 of each year on a form to be provided.

Position	Mileage
----------	---------

Elementary Principal Middle School Principal ALC Principal Asst. Middle School Principal	\$ 800/year
High School Principal Asst. High School Principal	\$1000/year

Section 6. Other Salary Options for Cell Phone:

Administrators shall be given the following options:

1. Administrator may choose to receive the contracted amount of \$75/Month (\$900/Year) for the purpose of a cell phone. If this option is chosen, the administrator must provide the district with a cell phone number, or
2. District will provide a cell phone for the administrator.

No combination of options is available. The administrator may change their selection for the subsequent year by submitting their request for a change in election in writing to the Human Resources Coordinator prior ~~between July 1 and August 15~~ ~~to May 1~~ for subsequent years.

Section 7. Work From Home:

Administrators shall receive ten (10) work from home days for each year to be taken on non-student and non-certified staff days.

Section 8. Protected Non-Meeting Dates:

To support uninterrupted summer planning and personal time, the District agrees that no required meetings will be scheduled for administrators during the final two weeks of July (July 15–31). Exceptions may be made only in emergency situations or with mutual agreement between the principal and their supervisor.

Section 9. Planning Evaluation Days

Administrators will be provided a minimum of four (4) protected hours on each designated planning evaluation day. These hours will be free from required meetings or other scheduled obligations to allow for uninterrupted preparation and evaluation work. Same exceptions as Section 8?

ARTICLE XIII
I.R.C. § 403(b)

Section 1. Matching Annuity:

An eligible administrator may participate in the District's matching annuity program as provided in M.S. 356.24, Subd. 1(5) ii, subject to the provisions contained in this Article.

Section 2. Eligibility:

In order for an administrator to be eligible to participate in the matching annuity plan, the following criteria must be met.

Subd. 1. The work schedule must equal or exceed fifty (50) percent or more of a full time schedule. Contributions under this Article for a part time administrator working from 50-79% of a full time schedule shall be pro-rated in the same ration as the administrator's contract bears to a full time contract. Administrators working 80 percent or more of a full time schedule shall receive the full contribution.

Section 3. District Contribution:

The maximum annual District contribution shall be based on matching an administrator's contribution per the following:

Subd. 1. The District will match the employee's contribution up to ~~four~~ ~~three and a half~~ percent (43.5%) of their basic salary.

Subd. 2. The District contribution will begin when the employee initiates an eligible investment program.

Subd. 3. An employee may elect to contribute to the selected program more than the district match does. This Article only defines the limits of the district's participation in the selected program.

Subd. 4. The district match cannot be accumulated on a year-to-year basis if an employee elects to begin participation after the first year of eligibility.

Subd. 5. When an employee has an eligible plan in effect, the district's contribution shall be automatic unless the employee requests otherwise.

Subd. 6. All provisions of this Article are subject to applicable code provisions of Minnesota Statutes, Internal Revenue Code Section 403(b). This article will not be subject to the Grievance Procedure.

Subd. 7. Employee may choose from a list of approved vendors to receive the employer match.

Subd. 8. Contributions cannot be retroactive to the previous calendar year.

Subd. 9. Administrators may, after they have accumulated three hundred twenty (320) hours of sick leave, make an irrevocable election to convert up to 80 hours annually at the rate of ~~\$37.50~~ \$40.00 per hour to their 403(b) account. Notification must be made prior to June 1st affecting the next year's allocation. The administrator must have an active 403(b) in place.

Administrators may, after accumulating ~~150240~~ hours of vacation leave, make an irrevocable election to convert up to 80 hours annually at the rate of ~~\$40.00~~~~\$37.50~~ per hour to their 403(b) account. Notification must be made prior to June 1st affecting the next year's allocation. The administrator must have an active 403(b) account in place.

ARTICLE XIV MEDICAL INSURANCE OPTIONS AFTER RETIREMENT

After a written resignation is accepted by the School District for an administrator who has; ten (10) years or more of service in the Fridley Public Schools, and is at least 55 years of age, the administrator shall be eligible for the benefits in this section as described below.

Subd 1. An administrator who retires pursuant to this Article shall be eligible to continue participation in the District's group medical hospitalization insurance plan. Retirement is defined as drawing state pension benefits or being at an age with sufficient service requirements to qualify for the pension benefits.

Subd 2. The District will pay the full cost of single or employee plus one (whichever plan the employee was enrolled in at the time of retirement) coverage for such insurance up to a limit of \$6,480 per year.

Subd 3. The administrator's right to continue participation in such group insurance, however, will be discontinued upon the administrator reaching eligibility age of FICA/Medicare. In the event that the retired administrator dies prior to the age of Medicare, it shall be the option of the administrator's spouse to continue single medical coverage under the district group plan. It is the responsibility of the spouse to make arrangements with the school business office to pay to the School District the monthly premium amounts in advance, on such dates as determined by the School District.

Subd 4. The administrator may participate in all other insurance programs (such as life insurance, dental insurance, etc.) of the District on a self-pay basis subject in each case to the approval and terms of the insurance carrier. The District shall not pay any part of the premium costs for these plans. It is the responsibility of such an administrator to make arrangements with the school business office to pay to the School District the monthly premium amounts in advance and on such dates as determined by the School District.

ARTICLE XV RETROACTIVITY AND CONSTITUTIONALITY

Section 1. Terms and Conditions:

Terms and conditions of this contract shall be retroactive to the date each employee began work on the 2023-2025 school year contract.

Section 2. Constitutionality:

If there is any judicial or administrative decision, which deems any part of ANY article illegal or unconstitutional, that article becomes null and void and becomes subject to re-negotiation.

ARTICLE XVI DURATION

Section 1. Terms and Reopening Negotiations:

This Agreement shall remain in full force and effect for a period commencing on July 1, 2023, through June 30, 2025, and thereafter until modifications are made pursuant to the P.E.L.R.A. as amended. If either party desires to modify or amend this Agreement

commencing on July 1, 2025 it shall give written notice of such intent no later than May 1, 2025. Unless otherwise mutually agreed, the parties shall not commence negotiations more than one hundred twenty (120) days prior to the expiration of this Agreement.

Section 2. Finality:

Any matters relating to the current contract term, whether or not referred to in this Agreement, shall not be open for negotiation during the term of this Agreement.

Section 3. Severability:

The provisions of this Agreement shall be severable and if any provision thereof or the application of any such provision under any circumstances is held invalid, it shall not affect any other provisions of this Agreement or the application of any provision thereof. In such event the parties shall, upon the written request of either party, enter into negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision.

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

FOR FRIDLEY SCHOOL ADMINISTRATORS

**FOR INDEPENDENT SCHOOL
DISTRICT 14**

Administrator Negotiator

Sr. Officer of Human Resources ~~School~~
~~Board Chair~~

Administrator Negotiator

Superintendent ~~School Board Clerk~~

APPENDIX A
BASIC SCHEDULES AND RATES OF PAY
~~2025-2026, 2026-2027~~ ~~2023-2024, 2024-2025~~

2023-2024	HS- Principal	MS- Principal	Elementary- Principal	ALC- Principal	HS- Assistant- Principal	MS- Assistant- Principal
Step 1	\$142,655	\$138,057	\$133,453	\$127,479	\$121,620	\$120,478
Step 2	\$146,256	\$141,581	\$136,852	\$130,738	\$124,717	\$123,543
Step 3	\$149,956	\$145,103	\$140,245	\$134,013	\$127,813	\$126,610
Step 4	\$153,610	\$148,627	\$143,642	\$137,259	\$130,912	\$129,676
Step 5	\$157,263	\$152,150	\$147,039	\$140,520	\$134,013	\$132,745
Step 6	\$157,263	\$152,150	\$147,039	\$140,520	\$134,013	\$132,745
Step 7	\$157,263	\$152,150	\$147,039	\$140,520	\$134,013	\$132,745
Step 8	\$157,263	\$152,150	\$147,039	\$140,520	\$134,013	\$132,745
Step 9	\$160,398	\$155,285	\$150,174	\$143,655	\$137,148	\$135,880

~~*Step 9 is figured by taking Step 5 and adding \$3,000~~

2024-2025	HS- Principal	MS- Principal	Elementary- Principal	ALC- Principal	HS- Assistant- Principal	MS- Assistant- Principal
Step 1	\$148,361	\$143,579	\$138,791	\$132,578	\$126,485	\$125,297
Step 2	\$152,106	\$147,244	\$142,326	\$135,967	\$129,705	\$128,485
Step 3	\$155,955	\$150,908	\$145,855	\$139,373	\$132,925	\$131,675
Step 4	\$159,754	\$154,572	\$149,387	\$142,749	\$136,149	\$134,863
Step 5	\$163,554	\$158,236	\$152,920	\$146,141	\$139,373	\$138,055
Step 6	\$163,554	\$158,236	\$152,920	\$146,141	\$139,373	\$138,055
Step 7	\$163,554	\$158,236	\$152,920	\$146,141	\$139,373	\$138,055
Step 8	\$163,554	\$158,236	\$152,920	\$146,141	\$139,373	\$138,055
Step 9	\$166,814	\$161,496	\$156,181	\$149,401	\$142,634	\$141,316

~~*Step 9 is figured by taking Step 5 and adding \$3,000~~

2025-2026	K-12 Assistant Principal	Elementary Principal	Middle School Principal	High School Principal
Level 1	\$139,650	\$154,350	\$159,600	\$164,850
Level 2	\$150,150	\$164,850	\$170,100	\$175,350

2026-2027	K-12 Assistant Principal	Elementary Principal	Middle School Principal	High School Principal
Level 1	\$146,632.50	\$162,067.50	\$167,580	\$173,092.50
Level 2	\$157,657.50	\$173,092.50	\$178,605	\$184,117.50



A World-Class Community of Learners

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

TO: Members of the School Board and Superintendent Lewis
FROM: Jason Mutzenberger, Director of Finance
DATE: June 17, 2025
RE: Approval of the School Year 2025-2026 Adopted Budget

Recommendation

For the Board of Education to approve the School Year 2025-2026 adopted budget as summarized below:

Fund	Revenues	Expenditures
General	\$56,412,804	\$56,708,453
Food Service	\$2,550,500	\$2,993,672
Community Service	\$2,585,791	\$2,611,693
Building Construction	\$1,017,827	\$1,017,827
Debt Service	\$5,954,139	\$5,040,085
Internal Service	\$7,423,803	\$7,811,934
OPEB Trust	\$340,000	\$561,250
Total	\$76,284,864	\$76,744,914

Note:

Additional budget information is included in the FY25-26 Budget Summary presentation.



INTERNATIONAL BACCALAUREATE (IB) PROGRAMME

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

OUR SCHOOLS

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



Fridley Public Schools

Adopted Budget Fiscal Year 2025-26

June 17, 2025



IB CONTINUUM
CONTINUUM DE L'IB
CONTINUO DEL IB

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INTRODUCTORY SECTION

Organizational Overview

Fridley School Board

Board Member	Position
Jake Karnopp	Chair
Nikki Auna	Vice Chair
Sara Jones	Treasurer
Avonna Starck	Clerk
Erik Keeler	Director
Ross Meisner	Director

Fridley Administrative Team

Position	Name
Superintendent	Dr. Brenda Lewis
Assistant Superintendent	Rochelle Cox
Senior Officer of Academics and Innovation	Harold Scott
Senior Officer of Human Resources	Bouakham Moua
Senior Information Officer	Justin Hennes
Director of Special Services	Laura Seifert
Assistant Director of Special Services	Dr. Danielle Thompson
Director of Administrative Services	Lori Andler
Director of Nutritional Services	Renee Arbogast
Director of Community Education	Stephen Keeler
Director of Finance	Center for Effective School Operations (CESO)
Transportation Coordinator	Johnny Robertson
High School Principal	Kelly McConville
High School Assistant Principal	Lamii Zarlee
High School Activities Director	Justin Reese
Middle School Principal	Dr. Amy Cochran
Middle School Assistant Principal	Matthew Engelhardt
Principal of Alternative Services & PreK	Kari Varichak
Hayes Elementary Principal	Angaelika Iverson
Hayes Elementary Assistant Principal	Greg Beeck
Stevenson Elementary Principal	Veronica Mathison
Stevenson Elementary Assistant Principal	Abby Jensen

Budget Executive Section

Classroom Staffing:

Based on estimated enrollment and Fridley Maximum Class Size:

Grade	Class Size
Pre-Kindergarten	20
Kindergarten	24
Grades 1-2	25
Grade 3-4	28
Grades 5	25
Grades 6-8	34
Grades 9-12	34

Financial Overview

Overview of Funds

To understand this budget document, it is helpful to know that there are significant legal restrictions on how school districts must spend and account for the public funds that are received. It is important to be aware of the fund structure discussed below because, **with very few exceptions, money cannot be transferred from one fund to another.** There are also revenue streams within the funds that are restrictive; Integration Aid, for example, can only be spent for items as noted in the District Integration plan, and may not be used for general classroom expenses. The district’s 2026 fiscal year coincides with the school year, spanning from July 1, 2025 through June 30, 2026.

General Fund:

The General Fund contains all revenue and expenses for the general, day-to-day operations of the district. This includes salaries and benefits for teachers, paraprofessionals, administrators, custodians, and clerical; instructional supplies, technology, transportation, textbooks, and money spent to operate and repair District buildings. The district breaks out portions of this activity for internal tracking and budgeting purposes. Internal funds include General Fund (01), Transportation (03), Student Activities (51), and Capital Outlay (05).

The Transportation Fund contains all revenue and expenses for regular “to and from” school day transportation; it does not include special education costs or extracurricular trips.

The Student Activity Fund is used to account for those activity groups that are for the students and run by the students. These groups have adult advisors, but the nature of activities is dictated by the students. Revenues usually consist of fundraisers and donations, while expenses are most often food, clothing, and travel.

The Capital Outlay Fund is used to track the restricted revenue sources of Operating Capital and Long-Term Facilities Maintenance, which are a combination of state aid and local property taxes. Operating Capital is allocated to each building based on enrollment and is used for building-level long term program goals (textbooks, furniture, software, and hardware purchases). The remaining amounts are allocated between curriculum, technology, and grounds. Long-Term Facilities Maintenance revenue is dedicated to finance long term building repair projects, including but not limited to roofing, parking lots, HVAC systems and fire suppression systems.

Food Service Fund:

The Food Service Fund (02) contains all revenue and expenses for the school breakfast, lunch, and summer feeding programs. The funding for these programs includes local fees, state aid and federal aid. The Minnesota Department of Education (MDE) requires all funding to follow federal guidelines and therefore is extremely restrictive on allowable expenses. For example, the fund could be used to purchase an oven for the kitchen but may not be used to purchase cafeteria tables.

Community Service Fund:

The Community Service Fund (04) is used to track revenue and expenses for community education programs such as Early Childhood Family Education, School Readiness (preschool), Adult Basic Education, Key Club and Tiny Tigers Kid Care (childcare programs), and youth and adult enrichment and recreation. The fund is also used to track nonpublic school state aid flow through for textbooks, health, and counseling. Revenues primarily come from fees charged for programs, supplemented by local property taxes and state aid.

Building Construction Fund:

The Building Construction Fund (06) is used to track expenses for major building projects and for Long-Term Facility Maintenance projects exceeding \$2,000,000. Proceeds from debt issuances are placed in this fund and then spent down.

Debt Service Fund:

The district has two debt service funds: Debt Service Fund (07) and OPEB Debt Service Fund (47). The ‘regular’ debt service fund is used to pay the debt service on bonds sold to finance construction or maintenance projects. The OPEB debt service fund is used to pay the debt service on bonds that were sold to finance the district’s severance and other post-employment benefits such as health insurance for retirees.

OPEB Revocable Trust Fund:

The OPEB Revocable Trust Fund (25) contains the proceeds from the bond that was issued to finance retiree benefits related to health insurance. Each year the district transfers a portion of the investments to the General Fund to pay for retiree benefits.

Other Information**State Basic General Education Aid**

The largest single funding source for the district is basic General Education Aid. The State Legislature sets the basic formula allowance for each year; total basic general education revenue is then calculated by multiplying the formula allowance by the number of pupil units. Pupil units are calculated using a weighting system applied to the average daily membership. For example, a 1st grader that is enrolled all year is assigned a weight of 1.0, and so generates \$7,681 in basic formula revenue. A 9th grader that is enrolled all year is assigned a weight of 1.2 and would generate \$9,137 in basic formula revenue.

Historical General Education Aid Formula Allowance		
Year	Amount	Percent Increase
2017	\$6,067	2.0%
2018	6,188	2.0%
2019	6,312	2.0%
2020	6,438	2.0%
2021	6,567	2.0%
2022	6,728	2.5%
2023	6,863	2.0%
2024	7,138	4.0%
2025	7,281	2.0%
2026	7,614	2.74%

Historical Enrollment and Estimated Enrollment for 2025-2026 (Average Daily Membership):

Grade	20-21	21-22	22-23	23-24	24-25*	25-26 Budget
K	200	182	189	196	183	188
1	198	203	182	180	189	189
2	186	186	186	173	188	188
3	181	185	190	173	170	171
4	194	169	185	181	184	184
5	189	190	151	163	175	179
6	228	183	192	164	187	187
7	234	221	184	181	177	179
8	208	233	231	175	189	187
9	237	236	230	230	217	217
10	262	247	252	234	240	234
11	240	225	221	238	207	212
12	198	215	193	194	206	202
TOTAL ADM	2,755	2,676	2,586	2,482	2,512	2,527

Grades	20-21	21-22	22-23	23-24	24-25	25-26* Budget
K-5	1,148	1,115	1,084	1,066	1,089	1,099
6-8	670	638	607	520	553	553
9-12	937	923	895	896	870	865
Total	2,755	2,676	2,586	2,482	2,512	2,527

FINANCIAL SECTION

Fund Balance

The level of spending is set with several considerations in mind, but one of the chief items is to maintain an adequate level of reserves for unanticipated events. The district's goal is to achieve an unassigned fund balance in operating funds between 7 and 10 percent of the annual operating budget. The balance can be considered the district's savings account and maintaining a prudent fund balance is important for the stability of the district. The projected unassigned general fund balance (01) for June 30, 2026 is (\$1,323,765). This represents -2.86% of the operating expenditures.

Unanticipated events that could require the district to use unassigned fund balance include:

- Property tax delinquencies and abatements
- Enrollment fluctuations
- Unanticipated price increases for essential purchases (e.g. utilities, health insurance)
- State revenue reductions or aid "pro-rations"
- Federal sequestration
- Pandemics

General Fund

Budget amounts are shown first at summary level for the General Fund, and then broken out by building level. The expenditures include all operations, including staff wages and benefits, supplies, and services. Overall, expenditures would be expected to increase with anticipated contract settlements as staff wages and benefits represent 80% of the overall budget. Also considered are rising utility costs, rising transportation costs, and new staff positions. The majority of new staff positions are related to special education services. Fridley Public schools will be opening a secondary Federal Setting IV program which will be staffed similarly to our VISTA Educational Program. There will also be an increased FTE of building substitutes to cover absences and which will mitigate expenses for loss prep time (teachers having to cover an absent teacher's class, resulting in the loss of their own prep time). These building substitutes will also ensure that our students receiving special education services receive those services.

FINANCIAL SECTION

Fund Balance Summary				
Fund	FY25 Projected Fund Balance	FY26 Revenues	FY26 Expenditures	FY26 Projected Fund Balance
General Fund	\$592,449	\$56,412,804	\$56,708,453	\$296,800
Food Service Fund	\$604,154	\$2,550,500	\$2,993,672	\$160,982
Community Ed Fund	(\$537,441)	\$2,585,791	\$2,611,693	(\$563,343)
Building Fund	\$10,593	\$1,017,827	\$1,017,827	\$10,593
Debt Service Fund	\$1,168,345	\$5,954,139	\$5,040,085	\$2,082,399
Internal Service Fund	\$5,554,300	\$7,423,803	\$7,811,934	\$5,166,169
OPEB Revocable Trust Fund	\$3,225,953	\$340,000	\$561,250	\$3,004,703
Total All Funds	\$10,618,353	\$76,284,864	\$76,744,914	\$10,158,303

Fund Balance Detail - General Fund				
Fund	FY25 Projected Fund Balance	FY26 Revenue	FY26 Expenditures	FY26 Projected Fund Balance
General Fund				
Unassigned General Fund	(\$607,231)	\$42,712,735	\$43,429,269	(\$1,323,765)
Non-Spendable	\$214,945	-	-	\$214,945
Restricted				
Student Activities	\$85,301	\$50,000	\$47,500	\$87,801
Staff Development	\$187,241	412,512	558,816	140,937
Capital Project Levy	(\$59,668)	1,346,895	1,194,910	164,377
Operating Capital	262,861	1,074,903	1,186,218	501,546
Learning and Development	(208,062)	563,407	355,345	-
Area Learning Center	328,980	236,495	236,495	328,980
Gifted and Talented	-	36,553	36,553	-
Basic Skills	-	7,452,431	7,452,431	-
Achievement & Integration	(65,276)	781,314	716,038	-
Student Support Personnel	35,801	134,351	150,000	20,152
Safe Schools	12,889	97,248	110,137	-
Long-Term Facilities Maintenance	(132,454)	727,349	550,000	44,895
Medical Assistance	877,396	400,000	604,081	673,315
Career & Technical Education	(513,955)	171,960	-	(341,995)
Total Restricted	\$811,054	\$13,485,418	\$13,064,173	\$1,097,948
Assigned				
Students	\$173,321	\$80,300	\$80,660	\$173,321
Total Assigned	\$173,321	\$80,300	\$80,660	\$173,321
Total General Fund	\$592,449	\$56,412,804	\$56,708,453	\$296,800

Summary

	Description	2024-2025 Revised	2025-2026 Adopted	Increase / (Decrease)
Revenues:				
	Levy	\$8,735,289	\$9,317,788	\$582,499
	Education Aids	29,808,576	30,810,076	1,001,500
	Categorical State Aids	11,560,581	12,680,513	1,119,932
	Local Revenues	1,245,163	1,263,451	18,288
	Federal Programs	2,818,514	2,206,625	(611,889)
	Total Revenues	\$54,168,123	\$56,278,453	\$2,110,330
Expenditures:				
	Salaries and Wages	\$30,853,812	\$31,658,447	\$804,635
	Employee Benefits	10,818,237	11,562,093	743,856
	Purchased Services	10,043,390	9,681,291	(362,099)
	Supplies and Materials	1,844,596	1,837,246	(7,350)
	Capital Expenditures	1,716,572	805,888	(910,684)
	Other Expenditures	289,260	288,260	(1,000)
	Other Financing Uses	1,025,228	875,228	(150,000)
	Total Expenditures	\$56,591,095	\$56,708,453	\$117,358
	Change in Fund Balance	(\$2,422,972)	(\$430,000)	\$1,992,972

Revenues:

Overall revenues are increasing by 3.90%, due in part to increasing enrollment and state aid and increased tax levy. Increases for levy and state education aid are due to the 2.74% increase in the basic per pupil formula for General Education Aid and continued increases in property value. The largest categorical state aid is Special Education funding of which the legislature approved additional Special Education Aid in 2023 to help cover the difference between expenses incurred for these services and the previous funding level of about 60%. Local revenues continue to remain stable.

Expenditures:

Overall expenditures are increasing by 0.21%, largely due to cost containment of the budget. Salaries and wages, along with employee benefits, are increasing by \$1.5 million, or 3.72%. Part of the cost containment strategy is to shift deferred maintenance building items to the bond, which is noticed in the capital expenditure reduction of \$910,684. The improved budget for FY25-26 is a great step in the right direction, and work will continue to reduce budget items and right size the district expenses in order to build back fund balance.

INFORMATIONAL SECTION

Levy Summary

A portion of the district’s funding comes from local property taxes, for the General Fund this revenue makes up approximately 16% of funding. The district receives general education revenue from both state aid payments and local property taxes; the mix of aid and levy is designed to equalize local tax burdens between wealthier and less wealthy districts. In the debt service fund, amounts are levied to repay bonds that were used to finance building projects. There are also specific levies to support community education programming. For the 2026 budget, the School Board approved final levy amounts in December 2024, tax payments are collected throughout the 2025 calendar year, and amounts are recognized as revenue for fiscal year 2026. The following page shows the breakdown of the levy categories by fund.

Levy Summary				
Description	2022 Pay 23 Levy	2023 Pay 24 Levy	2024 Pay 25 Levy	Change
General	\$7,915,765	\$8,353,434	\$8,912,577	\$559,143
Community Service	349,660	354,005	337,958	(16,047)
General Debt Service	3,695,681	4,395,827	5,490,511	1,094,684
OPEB Debt Service	539,304	-	-	-
Total Levy	\$12,500,410	\$13,103,266	\$14,741,046	\$1,637,780
Percent Increase				12.50%

Levy Summary					
Fund Level Category	2022 Pay 23 Levy	2023 Pay 24 Levy	2024 Pay 25 Levy	\$ Change	% Change
General Fund					
Voter Approved Operating Referendum	\$1,678,485	\$1,695,969	\$2,887,630	\$1,191,661	
Local Optional Revenue	1,883,553	1,926,031	1,924,783	(1,248)	
Equity	410,358	396,450	341,227	(55,223)	
Voter Approved Capital Project Levy	1,080,189	1,272,850	1,346,895	74,045	
Operating Capital	231,363	275,215	285,900	10,685	
Alternative Teacher Compensation	267,958	250,065	242,533	(7,532)	
Achievement & Integration	231,175	225,198	226,379	1,181	

Levy Summary

Fund Level Category	2022 Pay 23 Levy	2023 Pay 24 Levy	2024 Pay 25 Levy	\$ Change	% Change
Long Term Facilities Maintenance	1,113,525	1,284,078	617,869	(666,209)	
Instructional Lease	613,804	609,592	601,709	(7,883)	
Other	387,541	403,646	466,076	62,430	
Prior Year Adjustments	17,813	14,339	(28,425)	(42,764)	
Total General Fund	\$7,915,765	\$8,353,434	\$8,912,577	\$559,143	6.69%
Community Service					
Basic Community Education	\$132,835	\$98,898	\$90,118	(\$8,780)	
Early Childhood Family Education	54,739	52,817	54,625	1,808	
School Age Care	160,000	160,000	175,000	15,000	
Other	1,477	3,363	3,301	(62)	
Prior Year Adjustments	610	38,927	14,914	(24,013)	
Total Community Service	\$349,661	\$354,005	\$337,958	(\$16,047)	(4.53%)
Debt Service					
Debt Service-Voter Approved	\$2,278,080	\$2,863,981	3,042,593	\$178,612	
Other	260,295	263,865	435,120	171,255	
Long-Term Facilities Maintenance	1,457,144	1,496,815	2,143,918	647,103	
OPEB Bond	569,993	-	-	-	
Reduction for Debt Excess	(342,499)	(245,304)	(195,487)	49,817	
Prior Year Adjustments	11,973	16,471	64,368	47,897	
Total Debt Service	\$4,234,986	\$4,395,827	\$5,490,511	\$1,094,684	24.90%
Total Levy, All Funds	\$12,500,410	\$13,103,266	\$14,741,046	\$1,637,780	12.50%
Subtotal by Truth in Taxation Categories:					
Voter Approved	\$5,040,591	\$5,758,786	\$7,217,278	\$1,458,492	
Other	7,459,820	7,344,480	7,523,768	179,288	
Total	\$12,500,410	\$13,103,266	\$14,741,046	\$1,637,780	12.50%

FIVE-YEAR FINANCIAL FORECAST

GENERAL FUND



Assumes Passage of \$424/PU Operating Referendum

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

FIVE-YEAR FINANCIAL FORECAST

GENERAL FUND



	School Year 24-25	School Year 25-26	School Year 26-27	School Year 27-28	School Year 28-29	School Year 29-30
Revenues	\$54,168,123	\$56,278,453	\$56,769,9411	\$56,907,237	\$57,216,108	\$57,632,744
Expenses	\$55,591,095	\$56,708,453	\$58,340,411	\$60,289,948	\$62,212,070	\$64,215,001
Variance	(\$2,422,972)	(\$0)	(\$1,570,470)	(\$3,382,710)	(\$4,995,963)	(\$6,582,256)
Unassigned Fund Balance (\$)	(\$607,231)	(\$1,323,765)	(\$3,574,449)	(\$7,597,517)	(\$13,207,534)	(\$20,382,782)
Unassigned Fund Balance (%)	-1.44%	-2.86%	-6.13%	-12.60%	-21.23%	-31.74%
S.O.D. Fund Balance (%)	1.05%	0.29%	-6.08%	-15.04%	-26.94%	-41.43%

RESOLUTION Accepting Gifts

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

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

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

- The following persons donated to **Hayes Elementary School**:
 - Fridley United Methodist Church - \$1,362.00 for the family resource room and outreach

Minutes
School Board Business Meeting
Fridley Independent School District 14
May 20, 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, May 20, 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, Avonna Starck, Student representative Aiyanna Shobe and Student representative: Deqa Ahmed. Absent: None

Approval of the Agenda with Suggested Motions and Resolutions

Motion by Meisner, seconded by Jones, to approve the agenda for May 20, 2025. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

Superintendent and Staff Reports

A. Superintendent Report

Superintendent Lewis welcomed Mike Maher to present on an update for the Commons Park project; Principal Matheson, Assistant Principal Zarlee, and Assistant Principal Engelhardt presented on the cell phone expectations and how they worked for the 2024-25 school year; Matthew Hammer from Ehlers presented on the Bond Sale Day Report; Jason Mutzenberger presented on the Revised 2024-25 Budget; Student Representatives Aiyanna Shobe and Deqa Ahmed presented on their time on the School Board and future plans; Director of Community Education, Stephen Keeler, presented on updates to the Fridley Community Center and Community Education Organizational Chart; Superintendent Lewis presented on Carlos Villagomez being named an Employee of Excellence; Superintendent Lewis thanked both Deqa Ahmed and Mr. Erik Keeler for their time on the Fridley School Board; Superintendent Lewis spoke about Staff Appreciation Ice Cream Days, Reductions for 2025, and Safe Routes to School; Board Member Jones gave updates on NE Metro 916.

Business Action Items

A. RESOLUTION: Awarding Sale of Bonds

Motion by Jones, seconded by Keeler to award the sale of GENERAL OBLIGATION SCHOOL BUILDING BONDS, SERIES 2025A, IN THE ORIGINAL AGGREGATE PRINCIPAL AMOUNT OF \$14,500,000; FIXING THEIR FORM AND SPECIFICATIONS; DIRECTING THEIR EXECUTION AND DELIVERY; AND PROVIDING FOR THEIR PAYMENT. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

B. Motion: Approve the bid on Hayes Flooring Abatement Project

Motion by Starck, seconded by Auna to approve the bid and award the Hayes Flooring

Abatement Project to Environmental Plant Services, Inc. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

C. Motion: Approve the bid for the new Combi Oven at Fridley Middle School

Motion by Meisner, seconded by Starck to approve the bid from Culinext for the new Combi oven at Fridley Middle School. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

D. Motion: Approve the Revised Budget for FY 2024-2025

Motion by Meisner, seconded by Auna to approve the revised budget for FY 2024-2025. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

E. RESOLUTION: MSHSL Resolution for Membership for 2025-26

Motion by Jones, seconded by Starck to approve the Membership for 2025-26 in MSHSL. Upon roll call vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

F. 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:

- i. The following persons donated to **Fridley Community Center**:
Friends of the Fridley Senior Program - \$25,000

Motion by Meisner, seconded by Keeler 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 6-0.

Consent Agenda

Motion by Meisner, seconded by Auna to approve the consent agenda including minutes of the business meeting held on April 15, 2025; Monthly Financial Reports; New Contracts, Amendments, Lane Changes, Leaves of Absence, Resignations and Terminations; Year 3 Superintendent Salary; and Adult Basic Education (ABE) Lease. Upon vote being taken all voted in favor, none against, none abstained. Motion carried 6-0.

Important Future School Board Dates

- a. FHS Band Pops Concert "Video Games"
May 21, 2025 7pm
District Auditorium

- b. FHS Band Choir Concert "Just Dance 2016"
May 22, 2025 7pm
District Auditorium

- c. FHS Jazz Band Concert "Spring Showcase"
May 25, 2025 7pm
Crooners Supper Club - get your tickets now!

- d. No School - District Holiday
May 26, 2025

- e. ALC Graduation
May 27, 2025 5pm
FHS Cafeteria

- f. FHS Commencement
May 29, 2025 6pm
Roy Wilkins Auditorium

- g. Last Day of School
June 4, 2025

- h. Fridley Public Schools School Board Meeting
June 17, 2025
Fridley Community Center
5:30 PM Work Session
7:00 PM Public Comment
7:30 PM Business Meeting

Adjournment

Motion by Keeler, seconded by Auna to adjourn the meeting at 9:26 PM. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

Jake Karnopp, Board Chair

Avonna Starck, Board Clerk

Minutes
School Board Business Meeting
Fridley Independent School District 14
May 22, 2025

Call to Order

Board Chair Karnopp called the Special Meeting of the Fridley School Board to order at 1:00 PM on Thursday, May 22, 2025, at the Fridley High School Board Room. The following Board members were present in the room: Nikki Auna, Sara Jones, Jake Karnopp, Ross Meisner and Avonna Starck. Absent: Erik Keeler, Student representatives: Deqa Ahmed and Aiyanna Shobe.

Approval of the Agenda with Suggested Motions and Resolutions

Motion by Meisner, seconded by Jones, to approve the agenda for May 22, 2025. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 5-0.

Business Action Items

A. Discuss Appointment to Fill School Board Vacancy

a. RESOLUTION: Filling School Board Vacancy by Appointment

WHEREAS, a vacancy exists in the office of School Board member with a term expiring the first Monday in January, 2028; and

WHEREAS, _____, meets the qualifications established by Minnesota law to serve as a School Board Member;

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

Pursuant to Minnesota Statutes, Section 123B.09, Subd. 5,
_____ is hereby appointed to fill the vacancy and to serve the remainder of the unexpired term ending the first Monday in January, 2028 and until a successor is elected and qualifies.

Adjournment

Motion by Starck, seconded by Auna to not fill the vacancy and adjourn the meeting at this 3:35 PM and resume at another special meeting on June 2. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 5-0.

Jake Karnopp, Board Chair

Avonna Starck, Board Clerk

Minutes
School Board Business Meeting
Fridley Independent School District 14
June 2, 2025

Call to Order

Board Chair Karnopp called the Special Meeting of the Fridley School Board to order at 3:30 PM on Monday, June 2, 2025, at the Fridley High School BoardRoom. The following Board members were present in the room: Nikki Auna, Sara Jones, Jake Karnopp, Ross Meisner and Avonna Starck. Absent: Student representatives: Deqa Ahmed and Aiyanna Shobe.

Approval of the Agenda with Suggested Motions and Resolutions

Motion by Meisner, seconded by Jones, to approve the agenda for June 2, 2025. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 5-0.

Business Action Items

A. Discuss Appointment to Fill School Board Vacancy

a. RESOLUTION: Filling School Board Vacancy by Appointment

WHEREAS, a vacancy exists in the office of School Board member with a term expiring the first Monday in January, 2028; and

WHEREAS, Sara Schreiner, meets the qualifications established by Minnesota law to serve as a School Board Member;

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

Pursuant to Minnesota Statutes, Section 123B.09, Subd. 5, Sara Schreiner is hereby appointed to fill the vacancy and to serve the remainder of the unexpired term ending the first Monday in January, 2028 and until a successor is elected and qualifies.

Motion by Starck, seconded by Auna to approve the Resolution appointing Sara Schreiner to fill the School Board Vacancy.

Roll call:

Auna: Yes

Jones: Yes

Karnopp: Yes

Meisner: No

Starck: Yes

Resolution passes: 4 to 1

Adjournment

Motion by Meisner, seconded by Jones to adjourn the meeting at 5:17 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 05/31/25**

Fund	Revised Balance 4/30/25*	Receipts	Payroll Disbursements	A/P Disbursements	Journal Entry Transfers	Balance 05/31/25
General (01)	\$ 42,676,921.15	\$ 5,687,717.98	\$ 1,830,849.66	\$ 1,405,149.10	\$ -	\$ 45,128,640.37
Food Service (02)	\$ 961,828.00	253,648.23	56,666.79	154,317.64	-	\$ 1,004,491.80
Transportation (03)	\$ (42,869,943.42)	-	8,303.38	1,749,001.47	-	\$ (44,627,248.27)
Comm. Service (04)	\$ (770,886.46)	198,740.59	105,097.14	79,444.17	-	\$ (756,687.18)
Operating Capital (05)	\$ (635,515.75)	-	-	(1,594.99)	-	\$ (633,920.76)
Construction (06)	\$ (209,062.23)	-	-	303,079.33	610,769.49	\$ 98,627.93
Debt Service (07)	\$ 599,773.82	750,578.35	-	-	-	\$ 1,350,352.17
Performance Contract (16)	\$ (4,220,892.26)	-	-	-	-	\$ (4,220,892.26)
Activity Fund (19)	\$ 201,295.01	6,484.39	-	10,698.19	-	\$ 197,081.21
Dental Self Insurance (20)	\$ 351,836.36	124.65	-	26,972.01	-	\$ 324,989.00
Medical Self Insurance (21)	\$ 6,266,546.60	4,654.60	-	748,155.48	-	\$ 5,523,045.72
OPEB Trust Fund (25)	\$ 21,000.85	9,820.97	-	-	-	\$ 30,821.82
OPEB Debt Service (47)	\$ 517,393.81	109,438.19	-	-	-	\$ 626,832.00
Student Activities Under Board Control (51)	\$ 80,386.07	7,206.93	-	5,609.32	-	\$ 81,983.68
Total	\$ 2,970,681.55	\$ 7,028,414.88	\$ 2,000,916.97	\$ 4,480,831.72	\$ 610,769.49	\$ 4,128,117.23

*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	4,225,441.69	97,324.46	-	4,128,117.23
Total	\$4,225,441.69	\$ 97,324.46	\$ -	\$4,128,117.23
		Difference	\$	(0.00)

Schedule of Investments

As of 05/31/25

Investment	Broker	Type	Purchased	Maturity	Market Value	Par	Yield
MNTrust Term Series-Flex (TECH CU)	PMA - OPP	TS	05/31/25	05/31/25	6,513.56	6,513.56	4.27%
Goldman Sachs Government Money	PMA - OPEB	MMA	05/01/25		3,183,032.20	3,183,032.20	3.96%
US Treasury N/B	PMA - OPEB	SEC	01/21/22	11/30/25	269,701.95	275,000.00	1.35%
US Treasury N/B	PMA - OPEB	SEC	02/24/22	11/30/25	235,376.25	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%
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					\$ 5,004,823.96	\$ 5,088,589.72	

Personnel Changes 2024-2025

New Contracts and Amendments per Master Agreements (2025-2026)

- MacKenzie Diessner, Social Worker, MA/Step 9, Fridley High, effective 8/25/25.
- Matthew Engelhardt, VISTA Principal, Middle School Principal/Level 1, VISTA, effective 7/1/2025.
- Ashley Gramling, Behavior Intervention Teacher, MA/Step 13, Hayes Elementary, effective 8/25/25.
- Jordan Halverson, Fridley Middle School Principal, Middle School Principal/Level 1, Fridley Middle School, effective 7/1/2025.
- Sarah Harville, Grade 5, MA/Step 1, Fridley Middle, effective 8/25/25.
- Dominique Jefferson, Social Worker, BA+30/Step 2, VISTA, effective 8/25/25.
- Trisha Johnson, Grade 2, MA+40/Step 9, Stevenson, effective 8/25/25.
- Tucker Johnson, Grade 5, BA/Step 5, Fridley Middle, effective 8/25/25.
- Stephanie Kurikka, Grade 6, MA/Step 9, Fridley Middle, effective 8/25/25.
- Bjorn Lundgren, Grade 7, PhD/Step 10, Fridley Middle, effective 8/25/25.
- Karrissa Rankin, Language and Literature, MA/Step 9, Fridley Middle, effective 8/25/25.
- Caroline Strobl, Health Assistant, B21/Step 2, Hayes, effective 8/25/25.
- Emily Young, Social Worker, BA/Step 10, Hayes, effective 8/25/25.

Individual Contracts (2025-2026)

- Renee Arbogast, Director of Nutritional Services, Indv Contract, District Office
- Karin Beckstrand, PK IB PYP Services Coordinator, Indv Contract, District Office
- Alissa Blood-Knafla, Special Education Coordinator, Indv Contract, District Office
- Cara Claggett, PYP IB Coordinator, Indv Contract, District Office
- Madelyn Douglas, Community Education Program Manager, Indv Contract, District Office
- Suzanne Gallagher, MARSS & Enrollment Coordinator, Indv Contract, District Office
- Kahnnie Gbor, Behavior Intervention and Equity & Inclusion Specialist, Indv Contract, District Office
- Febe Gonzalez, Business Services Manager, Indv Contract, District Office
- Erin Green, Athletic Trainer, Indv Contract, District Office
- Courtney Green, Senior Program Coordinator, Indv Contract, District Office
- Camille Herder, Community Education Program Manager, Indv Contract, District Office
- Elizabeth Jensen, AVID Director, Indv Contract, District Office
- Kynadi Johnson, Student Recruitment & Retention Specialist, Indv Contract, District Office
- Katie Joyce, Nutritional Services Coordinator, Indv Contract, District Office
- Stephen Keeler, Director of Community Education, Indv Contract, District Office
- Katie Kern, HR Coordinator, Indv Contract, District Office
- Sally Leone, Tiger Club Childcare Coordinator, Indv Contract, District Office

06-17-25 School Board Meeting

- Dilelia Mapp, ECFE Coordinator, Indv Contract, District Office
- Wes Nemenz, Multilingual Learning & Talent Development Coordinator, Indv Contract, District Office
- Laura Otterness, Communications Coordinator, Indv Contract, District Office
- Gail Pfluger, Human Resources Specialist, Indv Contract, District Office
- Justin Reese, Director of Activities, Indv Contract, District Office
- Johnny Robertson, Transportation Coordinator, Indv Contract, District Office
- Aloda Sims, Equity & Family Engagement Coordinator, Indv Contract, District Office
- Kate Talafous, PYP IB Coordinator, Indv Contract, District Office
- Jade Tucker, Equity & Inclusion Specialist, Indv Contract, District Office
- Carlos Villagomez, Hispanic Family Liaison, Indv Contract, District Office
- Kirsten Wickman, Curriculum Coordinator, Indv Contract, District Office
- Tadjia Willis, Payroll Specialist, Indv Contract, District Office
- Dan Wold, Auditorium & Events Coordinator, Indv Contract, District Office
- Megan Woodard, Behavior Intervention Specialist, Indv Contract, District Office
- Anita Yang, HR Generalist, Indv Contract, District Office

Status Changes (2025-2026)

- Spencer Ellis, Paraeducator, Stevenson will be moving to Special Education Teacher, BA/Step 2, effective 8/25/25.

Resignations (2024-2025)

- Alexa Fischer has resigned from their Teacher position at Hayes Elementary effective 6/6/25, *currently on leave.*
- Nicholas Fletcher has resigned from their System Administrator position at District Office effective 6/27/25.
- Sasha Herder has resigned from their Program Manager position at Fridley Community Center effective 6/6/25. *This is a correction from the previous Individual Contract Reductions reported at the 5/20/25 meeting.*
- Keri Hinnenkamp has resigned from their Academic Software Coordinator position at District Office effective 6/30/25.
- Alyssa Kelly has resigned from their Paraeducator position at Hayes Elementary effective 6/4/25.
- Elizabeth Lanning has resigned from their BCBA position at Fridley High effective 6/6/25.
- Andrea Miltenberger has resigned from their Cook position at Fridley Middle School effective 6/5/25.
- Nicole Moussette has resigned from their Science position at ALC effective 6/6/25.
- Rhonie Villahermosa has resigned from their Teacher Position at Hayes Elementary effective 6/6/25.

Non-Licensed Non-Renewals (2024-2025)

- Julianna Akonkoh, Paraeducator, Hayes, effective 6/5/25.

06-17-25 School Board Meeting

- Ifejola Olaiya, Paraeducator, Stevenson, effective 6/5/25.
- Judy Olivares Cabrera, Paraeducator, Hayes, effective 6/5/25.
- Amber Tweeter, Paraeducator, Stevenson, effective 6/5/25.

**SCHOOL RESOURCE OFFICER PROGRAM
AGREEMENT BETWEEN
THE CITY OF FRIDLEY AND INDEPENDENT SCHOOL DISTRICT #14**

This agreement is made the 23rd day of June, 2025, pursuant to M.S. 471.59 by and between the City of Fridley (City) and Independent School District #14 (School District).

1. **PURPOSE**

The City and the School District wish to participate in a School Resource Officer Program. Both the City and the School District agree that a School Resource Officer Program improves understanding and promotes mutual respect between police, school, staff, counselors, parents and students. The purpose of this Agreement is to set forth in writing the terms and conditions of the mutual duties and obligations and to fund the position of School Resource Officer (SRO).

2. **FUNDING**

The School District will fund a portion of the salary and benefits for two licensed police officers assigned as School Resource Officers.

For the **2025-2026** school term the amount shall be based on two SROs assigned for the entire term. This amount shall total **\$145,000**.

For the **2026-2027** school term the amount shall be based on two SROs assigned for the entire term. This amount shall total **\$154,000**.

The School District officials and the City of Fridley Public Safety Director shall determine the specific days and hours to be worked under this agreement. The City shall have exclusive use of the police officers assigned as the School Resource Officers from the end of the 2025-2026 school term until the first day of the 2026-2027 school term.

3. **SERVICES**

This City shall provide the services of two licensed police officers and related support services and supplies to assist the School District in establishing a School Resource Officers Program. The SROs' duties shall include those duties set forth in Minnesota Statutes Section 626.8482, subdivision 2. The City reserves the right to temporarily recall or reassign one or both SROs if extenuating circumstances exist. The officers will have primary responsibilities in serving as a resource to faculty, classroom members and school administrators in the promoting of positive youth behavior. The School District agrees to provide adequate office space, telephone and other reasonable clerical support services. Basic assignments will be to the High School and Middle School with occasional support at other facilities as needed. During the school day, the School Resource Officers will be available for and may respond to

emergency calls and other assistance required by the City, and may attend police training and special duties as assigned by the City.

The City shall provide the following coverage for school events:

- **Fridley High School home football games occurring during the school year, including playoffs**
 - Two SROs will work Fridley HS home football games as part of their SRO duties
 - For the Homecoming football game, two SROs and two additional officers will be provided, for a total of four police officers
- **Fridley High School Prom**
 - Two SROs will work Fridley HS Prom as part of their SRO duties
- **Fridley High School Graduation**
 - Two SROs will work Fridley HS graduation as part of their SRO duties
- **Additional Fridley High School and Fridley Middle School Dances**
 - Dances at FHS and FMS will be staffed by the SRO assigned to that school.
- **Additional police security**
 - For other events that require police security, a request can be made through the Fridley Police Department's Office Coordinator. Hours worked by officers will be invoiced at the current rate upon completion of the event(s).

In the event that an SRO is unavailable for a particular event, coverage will be provided by another Fridley police officer. SROs are authorized by the City to adjust their regular working hours to accommodate a school event that requires their attendance (listed above).

4. **PAYMENT**

The City shall provide billing to the School District for services provided in this Agreement, and the School District will remit payment to the City on a semi-annual basis.

5. **TERM**

This Agreement shall commence on the **31st** day of **August, 2025**, and shall end on the last day of the **2026-2027** school term. Thereafter, it may be renewed on a yearly basis by mutual agreement. Either party may cancel this Agreement with a 30 day written notice.

6. **GENERAL PROVISIONS**

It is expressly agreed that the School Resource Officers are City employees and shall **not** be considered employees of the School District for any purpose including but not limited to salaries, wages, other compensations or fringe benefits, Worker's Compensation, Unemployment Compensation, P.E.R.A., Social Security, Liability Insurance, keeping of personnel records, termination of employment, individual contracts or other contractual rights. The City shall assume all liability for the actions taken by the SROs in the performance of their duties as Peace Officers. The SROs shall report to and be directed by the City of Fridley Public Safety

Director or his designee, but will receive general and daily direction from the assigned school building administrator. Representatives of the School District and the Public Safety Director or his designee shall negotiate resolution of unforeseen problems arising in this program.

Each party is solely responsible for the act(s) and omission(s) of its own officers, employees, officials, agents, and representatives. To the extent permitted by law, each party agrees to indemnify, defend, and hold harmless the other party from any and all damages, liability, judgments, claims, expenses, attorneys' fees, and costs resulting from any act or omission caused by the indemnifying party which occurs as a result of the indemnifying party's performance of its obligations under this Agreement.

Nothing contained herein shall be deemed a waiver by the City or School District of any governmental immunity defenses, statutory or otherwise. Further, any and all claims brought by a third party shall be subject to any governmental immunity defenses of the City and School District and the maximum liability limits provided by Minnesota Statutes, Chapter 466.

7. SCHEDULING

The duty hours of the SROs are flexible and will be primarily coordinated with the school day and activities. The SROs will make daily contact with the Police Department for the purpose of keeping abreast of incident reports and other City activity. The SROs may be required to conduct juvenile investigations. During non-school periods, the City will determine the SROs duties and schedule.

8. DISCRIMINATION

The City and the School District agree not to discriminate in providing services under this Agreement on the basis of race, sex, creed, national origin, age or religion.

IN WITNESS WHEREOF, THE PARTIES HAVE EXECUTED THIS AGREEMENT ON THIS THE 23rd DAY OF June, 2025.

City of Fridley

Independent School District #14

David Ostwald, Mayor

Dr. Brenda Lewis,
Superintendent

Ryan George,
Public Safety Director

SETTING IV SPECIAL EDUCATION SCHOOL RESOURCE OFFICER PROGRAM AGREEMENT BETWEEN THE CITY OF FRIDLEY AND INDEPENDENT SCHOOL DISTRICT #14

This agreement is made the 23rd day of June, 2025, pursuant to M.S. 471.59 by and between the City of Fridley (City) and Independent School District #14 (School District).

1. PURPOSE

The City and the School District wish to participate in a Setting IV Special Education School Resource Officer Program. Both the City and the School District agree that a Setting IV Special Education School Resource Officer Program improves understanding and promotes mutual respect between police, school, staff, counselors, parents and students. The purpose of this Agreement is to set forth in writing the terms and conditions of the mutual duties and obligations and to fund the position of Setting IV Special Education School Resource Officer (Setting IV SRO).

2. FUNDING

The School District will fund the salary, benefits, and associated costs for two licensed police officers assigned as Setting IV Special Education School Resource Officers (Setting IV SROs).

For the **2025-2026** school term the amount shall be based on two Setting IV SROs assigned for the entire term. This amount shall total **\$403,000**.

For the **2026-2027** school term the amount shall be based on two Setting IV SROs assigned for the entire term. This amount shall total **\$403,000**.

The School District officials and the City of Fridley Public Safety Director shall determine the specific days and hours to be worked under this agreement. The City shall have exclusive use of the police officers assigned as the School Resource Officers from the end of the 2025-2026 Setting IV school term until the first day of the 2026-2027 Setting IV school term.

3. SERVICES

This City shall provide the services of two licensed police officers and related support services and supplies to assist the School District in establishing a Setting IV Special Education School Resource Officer Program. The SROs' duties shall include those duties set forth in Minnesota Statutes Section 626.8482, subdivision 2. The City reserves the right to temporarily recall or reassign one or both SROs if extenuating circumstances exist. The officers will have primary responsibilities in serving as a resource to faculty, classroom members and school administrators in the promoting of positive youth behavior within a Setting IV Special Education environment. The School District agrees to provide adequate office space, telephone and other

reasonable clerical support services. Basic assignments will be to the secondary Setting IV facility and the elementary Setting IV facility with occasional support at other facilities as needed. During the school day, the Setting IV School Resource Officers will be available for and may respond to emergency calls and other assistance required by the City, and may attend police training and special duties as assigned by the City.

4. **PAYMENT**

The City shall provide billing to the School District for services provided in this Agreement, and the School District will remit payment to the City on a semi-annual basis.

5. **TERM**

This Agreement shall commence on the **31st** day of **August, 2025**, and shall end on the last day of the **2026-2027** Setting IV school term. Thereafter, it may be renewed on a yearly basis by mutual agreement. Either party may cancel this Agreement with a one year written notice.

6. **GENERAL PROVISIONS**

It is expressly agreed that the School Resource Officers are City employees and shall **not** be considered employees of the School District for any purpose including but not limited to salaries, wages, other compensations or fringe benefits, Worker's Compensation, Unemployment Compensation, P.E.R.A., Social Security, Liability Insurance, keeping of personnel records, termination of employment, individual contracts or other contractual rights. The City shall assume all liability for the actions taken by the SROs in the performance of their duties as Peace Officers. The SROs shall report to and be directed by the City of Fridley Public Safety Director or his designee, but will receive general and daily direction from the assigned school building administrator. Representatives of the School District and the Public Safety Director or his designee shall negotiate resolution of unforeseen problems arising in this program.

Each party is solely responsible for the act(s) and omission(s) of its own officers, employees, officials, agents, and representatives. To the extent permitted by law, each party agrees to indemnify, defend, and hold harmless the other party from any and all damages, liability, judgments, claims, expenses, attorneys' fees, and costs resulting from any act or omission caused by the indemnifying party which occurs as a result of the indemnifying party's performance of its obligations under this Agreement.

Nothing contained herein shall be deemed a waiver by the City or School District of any governmental immunity defenses, statutory or otherwise. Further, any and all claims brought by a third party shall be subject to any governmental immunity defenses of the City and School District and the maximum liability limits provided by Minnesota Statutes, Chapter 466.

7. **SCHEDULING**

The duty hours of the Setting IV SROs are flexible and will be primarily coordinated with the school day and activities. The Setting IV SROs will make daily contact with the Police Department for the purpose of keeping abreast of incident reports and other City activity. The Setting IV SROs may be required to conduct juvenile investigations. During non-school periods, the City will determine the Setting IV SROs duties and schedule.

8. DISCRIMINATION

The City and the School District agree not to discriminate in providing services under this Agreement on the basis of race, sex, creed, national origin, age or religion.

IN WITNESS WHEREOF, THE PARTIES HAVE EXECUTED THIS AGREEMENT ON THIS THE 23rd DAY OF June, 2025.

City of Fridley

Independent School District #14

David Ostwald, Mayor

Dr. Brenda Lewis,
Superintendent

Ryan George
Public Safety Director

PROFESSIONAL SERVICES AGREEMENT FCC Basement Renovation Project

THIS AGREEMENT is made on the latest date of execution (“Effective Date”) by and between inBYLT, LLC, a Minnesota Corporation located at 3495 Northdale Blvd. NW, Suite 230, Coon Rapids, Minnesota 55448 (“Consultant”), and ISD 14 Fridley Public School District (Client), located at 6000 Moore Lake Drive NE, Fridley, Minnesota 55432.

RECITALS

- A. Consultant is engaged in the business of providing professional engineering services and construction management services.
- B. The Client desires to renovate the lower level at the Fridley Community Center as outlined in the Scope of Work section in Exhibit A
- C. Consultant represents that it has professional expertise and capabilities to provide the Client with the requested professional services.
- D. The client desires to engage Consultant to provide the services described in this Agreement and Consultant is willing to provide such services on the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the terms and conditions expressed herein, the Client and Consultant agree as follows:

AGREEMENT

1. **Services to be Provided.** Consultant agrees to provide Client with project coordination services as set forth in Consultant’s Scope of Services attached hereto as Exhibit A or any supplemental letter agreements, or both, entered into between the Client and Consultant (the “Services”). The Services referenced in the attached Exhibit A or any supplemental letter agreements shall be incorporated into this Agreement by reference. All Services shall be provided in a manner consistent with the level of care and skill ordinarily exercised by professionals currently providing similar services.
2. **Consideration.** The consideration, which the Client shall pay to Consultant and be as follows:
 - A. Fee for Design/Engineering Services as outlined in Exhibit A shall be \$48,000.
 - B. Fee for Construction Management Services as outlined in Exhibit A shall be \$33,425.
 - B. If additional services are required, for additional Services, which have been approved in writing in advance by Client, the Client shall compensate the Consultant as follows:

i.	Managing Principal	\$210.00 per hour
ii.	Senior Design Engineer	\$215.00 per hour

PROFESSIONAL SERVICES AGREEMENT FCC Basement Renovation Project

iii.	Design Engineer	\$190.00 per hour
iv.	Drafter	\$150.00 per hour
v.	Construction Project Manager	\$155.00 per hour
vi.	Project Engineer	\$135.00 per hour
vii.	Quality Control	\$130.00 per hour
viii.	Commissioning Agen	\$150.00 per hour
ix.	Administration/Accounting	\$70.00 per hour

Reimbursable Expenses. The Consultant will not be compensated separately for necessary incidental expenses. All expenses of the Consultant shall be built into the Consultant's compensation rates, unless reimbursement is provided for an expense that received the prior written approval of the Owner, which approval may be provided via electronic mail.

Payment Schedule. Invoices will be billed monthly on a work completed basis.

3. **Approvals.** The Consultant will secure the Client's written approval before making any expenditures, purchases, or commitments on the Client's behalf beyond those listed in the Services. The Client's approval may be provided via electronic mail.
4. **Termination.** Notwithstanding any other provision hereof to the contrary, this Agreement may be terminated as follows:
 - a. Consultant may terminate this Agreement in the event of a breach of the Agreement by the Client upon providing thirty (30) days' written notice to the Client.
 - b. Client may terminate this Agreement immediately upon Consultant's failure to have in force any insurance required by this Agreement.

In the event of a termination, Client shall pay Consultant for Services performed to the date of termination and for all costs or other expenses incurred prior to the date of termination.

5. **Amendments.** No amendments may be made to this Agreement except in writing signed by both parties.
6. **Remedies.** In the event of a termination of this Agreement by Client because of a breach by Consultant, Client may complete the Services either by itself or by contract with other persons or entities, or any combination thereof. The foregoing remedies provided to Client for breach of this Agreement by Consultant shall not be exclusive. Client shall be entitled to exercise any one or more other legal or equitable remedies available because of Consultant's breach.

PROFESSIONAL SERVICES AGREEMENT FCC Basement Renovation Project

7. **Records of Inspection.** Pursuant to Minnesota Statutes § 16C.05, Subdivision 5, the Consultant agrees that the books, records, documents, and accounting procedures and practices of the Consultant, that are relevant to the contract or transaction, are subject to examination by the Client and the state auditor or legislative auditor for a minimum of six years. The Consultant shall maintain such records for a minimum of six years after final payment. The parties agree that this obligation will survive the completion or termination of this Agreement.
8. **Indemnification.** To the fullest extent permitted by law, the Consultant, and the Consultant's successors or assigns, agree to protect, defend, indemnify, save, and hold harmless the Client, its officers, officials, agents, volunteers, and employees from any and all claims; lawsuits; causes of actions of any kind, nature, or character, damages; losses; or the costs, disbursements, and expenses of defending the same, including but not limited to attorneys' fees, professional services, and other technical, administrative or professional assistance resulting from or arising out of Consultant's (or its subcontractors, agents, volunteers, members, invitees, representatives, or employees) performance of the duties required by or arising from this Agreement, or caused in whole or in part by any negligent act or omission or willful misconduct, or arising out of the failure to obtain or maintain the insurance required by this Agreement. Nothing in this Agreement shall constitute a waiver or limitation of any immunity or limitation on liability to which the Client is entitled. The parties agree that these indemnification obligations will survive the completion or termination of this Agreement.
9. **Insurance.** Consultant shall maintain reasonable insurance coverage throughout this Agreement. Consultant agrees that before any work related to the approved Project can be performed, Consultant shall maintain at a minimum: Worker's Compensation Insurance as required by Minnesota Statutes, Section 176.181; Professional Liability in an amount not less than \$1,000,000.00 per occurrence; and Commercial General Liability in an amount of not less than \$1,500,000.00 per occurrence for bodily injury or death arising out of each occurrence, and \$1,500,000.00 per occurrence for property damage. To meet the Commercial General Liability requirements, the Consultant may use a combination of Excess and Umbrella coverage. The Consultant shall provide the Client with a current certificate of insurance including the following language: "Client is named as an additional insured with respect to the commercial general liability, and umbrella or excess liability, as required by the contract. The umbrella or excess liability policy follows form on all underlying coverages." Such certificate of liability insurance shall list the Client as an additional insured and contain a statement that such policies of insurance shall not be canceled or amended unless thirty (30) days' written notice is provided to the Client, or ten (10) days' written notice in the case of non-payment.
10. **Subcontracting.** Neither the Client nor the Consultant shall assign, sublet, or transfer any rights under or interest (including, but without limitation, moneys that may become due or moneys that are due) in the Agreement without the written consent of the other except to the extent

PROFESSIONAL SERVICES AGREEMENT FCC Basement Renovation Project

that the effect of this limitation may be restricted by law. Unless specifically stated to the contrary in any written consent to an assignment, no assignment will release or discharge the assignor from any duty or responsibility under this Agreement. Nothing contained in this paragraph shall prevent the Consultant from employing such independent consultants, associates, and subcontractors, as it may deem appropriate to assist it in the performance of services hereunder. Any instrument in violation of this provision is null and void.

11. **Assignment.** Neither Client nor Consultant shall assign this Agreement or any rights under or interest in this Agreement, in whole or in part, without the other party's prior written consent. Any assignment in violation of this provision is null and void.
12. **Independent Contractor.** Consultant shall be deemed an independent contractor. Consultant's duties will be performed with the understanding that Consultant has special expertise as to the services which Consultant is to perform and is customarily engaged in the independent performance of the same or similar services for others. All required equipment and personnel shall be provided or contracted for by Consultant. The manner in which the services are performed shall be controlled by Consultant; however, the nature of the services and the results to be achieved shall be specified by Client. The parties agree that this is not a joint venture, and the parties are not co-partnering. Consultant is not to be deemed an employee or agent of Client and has no authority to make any binding commitments or obligations on behalf of Client except to the extent expressly provided herein. All services provided by the Consultant pursuant to this Agreement shall be provided by the Consultant as an independent contractor and not as an employee of the Client for any purpose, including but not limited to: income tax Withholding, workers' compensation, unemployment compensation, FICA taxes, liability for torts and eligibility for employee benefits.
13. **Compliance with Laws.** Consultant shall exercise due professional care to comply with applicable federal, state and local laws, rules, ordinances and regulations in effect as of the date Consultant agrees to provide the applicable services detailed in Exhibit A or any supplemental letter agreement. Consultant's guests, invitees, members, officers, officials, agents, employees, volunteers, representatives, and subcontractors shall abide by the Client's policies prohibiting sexual harassment, firearms, and smoking, as well as all other reasonable work rules, safety rules, or policies regulating the conduct of persons on Client property, at all times while performing duties pursuant to this Agreement. Consultant agrees and understands that a violation of any of these policies or rules constitutes a breach of the Agreement and sufficient grounds for immediate termination of the Agreement by the Client.
14. **Entire Agreement.** This Agreement, any attached exhibits and any addenda or amendments signed by the parties shall constitute the entire agreement between the Client and the Consultant and supersedes any other written or oral agreements between the Client and the

PROFESSIONAL SERVICES AGREEMENT

FCC Basement Renovation Project

Consultant. This Agreement can only be modified in writing signed by the Client and the Consultant. If there is any conflict between the terms of this Agreement and referenced or attached items, the terms of this Agreement shall prevail.

15. **Third Party Rights.** The parties to this Agreement do not intend to confer on any third party any rights under this Agreement.
16. **Choice of Law and Venue.** This Agreement shall be governed by and construed in accordance with the laws of the state of Minnesota. Any disputes, controversies, or claims arising out of this Agreement shall be heard in the state or federal courts of Hennepin County, Minnesota, and all parties to this Agreement waive any objection to the jurisdiction of these courts, whether based on convenience or otherwise.
17. **Conflict of Interest.** The Consultant shall use reasonable care to avoid conflicts of interest and appearances of impropriety in representation of the Client. In the event of a conflict of interest, Consultant shall advise the Client and either secure a waiver of the conflict or advise the Client that it will be unable to provide the requested services.
18. **Work Products and Ownership of Documents.** All records, information, materials and other work products, including, but not limited to the completed reports, drawings, plans, and specifications prepared and developed in connection with the provision of services pursuant to this Agreement shall become the property of the Client, but reproductions of such records, information, materials and other work products in whole or in part may be retained by the Consultant. Regardless of when such information was provided, the Consultant agrees that it will not disclose for any purpose any information the Consultant has obtained arising out of or related to this Agreement, except as authorized by the Client or as required by law. These obligations survive the termination of this Agreement.
19. **Agreement Not Exclusive.** The Client retains the right to hire other professional engineering service providers for other matters, in the Client's sole discretion.
20. **Data Practices Act Compliance.** Any and all data provided to the Consultant, received from the Consultant, created, collected, received, stored, used, maintained, or disseminated by the Consultant pursuant to this Agreement shall be administered in accordance with, and is subject to the requirements of the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13. Consultant agrees to notify the Client within three (3) business days if it receives a data request from a third party. This paragraph does not create a duty on the part of the Consultant to provide access to public data to the public if the public data are available from the Client, except as required by the terms of this Agreement. These obligations survive the

PROFESSIONAL SERVICES AGREEMENT FCC Basement Renovation Project

termination of this Agreement.

21. **No Discrimination.** Consultant agrees not to discriminate in providing products and services under this Agreement on the basis of race, color, sex, creed, national origin, disability, age, sexual orientation, status with regard to public assistance, or religion. Violation of any part of this provision may lead to immediate termination of this Agreement. Consultant agrees to comply with Americans with Disabilities Act as amended, Section 504 of the Rehabilitation Act of 1973, and the Minnesota Human Rights Act, Minnesota Statutes, Chapter 363A. Consultant agrees to hold harmless and indemnify the Client from costs, including but not limited to damages, attorney's fees and staff time, in any action or proceeding brought alleging a violation of these laws by the Consultant or its guests, invitees, members, officers, officials, agents, employees, volunteers, representatives and subcontractors. Upon request, the Consultant shall provide accommodation to allow individuals with disabilities to participate in all services under this Agreement. Consultant agrees to utilize their own text telephone or the Minnesota Relay Service in order to comply with accessibility requirements.
22. **Authorized Agents.** The Client's authorized agent for the purposes of administration of this contract is Brenda Lewis, District Superintendent, or their designee. The Consultant's authorized agent for purposes of administration of this contract is Mark Rasmussen, and all Services shall be performed by or under his supervision.
23. **Notices.** Any notices permitted or required by this Agreement shall be deemed given when personally delivered or upon deposit in the United States mail, postage fully prepaid, certified, return receipt requested, addressed to:

Consultant:
inBYLT, LLC (Consultant), located at 3495 Northdale Blvd. NW, Suite 230, Coon Rapids, MN 55448; Attn: Mark Rasmussen, PE; markr@inbylt.com; 612-581-0219;

Client:
ISD 14 Fridley Public School District (Client), located at 6000 Moore Lake Drive NE, Fridley, Minnesota 55432, Attn: Brenda Lewis, Brenda.Lewis@Fridley.k12.mn.us, 763-502-5002.

or such other contact information as either party may provide to the other by notice given in accordance with this provision.
24. **Waiver.** No waiver of any provision or of any breach of this Agreement shall constitute a waiver of any other provisions or any other or further breach, and no such waiver shall be effective unless made in writing and signed by an authorized representative of the party to be charged

PROFESSIONAL SERVICES AGREEMENT FCC Basement Renovation Project

with such a waiver.

25. **Headings.** The headings contained in this Agreement have been inserted for convenience of reference only and shall in no way define, limit or affect the scope and intent of this Agreement.
26. **Mediation.** Both parties agree to submit all claims, disputes and other matters in question between the parties arising out of or relating to this Agreement to mediation at the Conflict Resolution Center, 2101 Hennepin Avenue, Suite 100, Minneapolis, Minnesota 55405. In the event mediation is unsuccessful, either party may exercise its legal or equitable rights.
27. **Payment of Subcontractors.** Consultant agrees that it must pay any subcontractor within ten (10) days of the prime contractor's receipt of payment from the Client for undisputed services provided by the subcontractor. Consultant agrees that it must pay interest of 1-1/2 percent per month or any part of a month to the subcontractor on any undisputed amount not paid on time to the subcontractor. The minimum monthly interest penalty payment for an unpaid balance of \$100 or more is \$10. For an unpaid balance of less than \$100, the prime contractor shall pay the actual penalty due to the subcontractor. A subcontractor who prevails in a civil action to collect interest penalties from a prime contractor must be awarded its costs and disbursements, including attorney's fees, incurred in bringing the action.
28. **Publicity.** Client and Consultant shall develop language to use when discussing the Services. Consultant agrees that any publicity regarding the Services or the subject matter of this Agreement must not be released unless it complies with the approved language. Consultant must not use the Client's logo or state that the Client endorses its services without the Client's advanced written approval.
29. **Severability.** In the event that any provision of this Agreement shall be illegal or otherwise unenforceable, such provision shall be severed, and the balance of the Agreement shall continue in full force and effect.
30. **Signatory.** Each person executing this Agreement ("Signatory") represents and warrants that he or she is duly authorized. In the event the Consultant did not authorize the Signatory to sign on its behalf, the Signatory agrees to assume responsibility for the duties and liability of the Consultant, as set forth herein, personally. This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which taken together shall constitute but one and the same instrument.
31. **Recitals.** Client and the Consultant agree that the foregoing Recitals are true and correct and are fully incorporated into this Agreement.

**PROFESSIONAL SERVICES AGREEMENT
FCC Basement Renovation Project**

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**PROFESSIONAL SERVICES AGREEMENT
FCC Basement Renovation Project**

IN WITNESS WHEREOF, the Client and the Consultant have caused this Professional Services Agreement to be executed by their duly authorized representatives in duplicate on the respective dates indicated below.

CLIENT

DATED: _____

BY: _____

ITS: SUPERINTENDENT

CONSULTANT

INBYLT, LLC

DATED: _____

BY: _____

ITS: CHIEF OPERATING OFFICER

PROFESSIONAL SERVICES AGREEMENT FCC Basement Renovation Project

inBYLT will provide a step-by-step approach to your project as described below:

Step 1— Design Services

- Create CAD or REVIT background of the existing building based on existing drawings provided by the district.
- Drawings will include plans and specifications as needed to obtain contractor pricing.
- Preliminary option layouts for review and approval.
- Construction Documents, certified by a licensed architect/engineer and suitable for public bidding.
- Construction Design services including submittal review and support of construction activities.

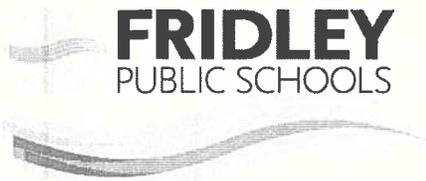
Step 2 – Construction Management

- Project Schedule
- Cost Estimates
- Contractor’s Scope of Work.
- Professional Engineered Bid Documents.
- Prepare contract(s) for implementation of work.
- Review shop drawings.
- Conduct construction administration (RFI’s, Invoicing, etc.)
- Startup oversight
- Provide closeout documents for the project.

SY Calendar 2026-2027

	MON	TUE	WED	THU	FRI	
JULY			1	2	3	Jul 3 - District Holiday (for July 4th)
	6	7	8	9	10	
	13	14	15	16	17	
	20	21	22	23	24	
	27	28	29	30	31	
AUGUST	3	4	5	6	7	
	10	11	12	13	14	
AUGUST	17	18	19	20	21	New teacher Workshop Week Aug 17-20
	24	25	26	27	28	Staff Dev Week
SEPTEMBER	31	1	2	3	4	Aug 31 - First Day of School / Sep 4 No School
	7	8	9	10	11	Sep 7 - District Holiday
	14	15	16	17	18	
	21	22	23	24	25	
OCTOBER	28	29	30	1	2	
	5	6	7	8	9	
	12	13	14	15	16	Oct 15-16 Ed MN
	19	20	21	22	23	
	26	27	28	29	30	
NOVEMBER	2	3	4	5	6	Nov 3 Staff Development
	9	10	11	12	13	Nov 13 Plan/Eval Day
	16	17	18	19	20	
	23	24	25	26	27	No 25 No School / Nov 26-27 District Holiday
DECEMBER	30	1	2	3	4	
	7	8	9	10	11	
	14	15	16	17	18	
	21	22	23	24	25	Winter Break No School Dec 23-25
JANUARY	28	29	30	31	1	Winter Break: No School Dec 28-Jan 1
	4	5	6	7	8	
	11	12	13	14	15	
	18	19	20	21	22	Jan 18 District Holiday
	25	26	27	28	29	Jan 29 Staff Development
FEBRUARY	1	2	3	4	5	Feb 1 Plan/Eval Day
	8	9	10	11	12	
	15	16	17	18	19	Feb 15 District Holiday
	22	23	24	25	26	
MARCH	1	2	3	4	5	
	8	9	10	11	12	
	15	16	17	18	19	
	22	23	24	25	26	Mar 26 District Holiday
APRIL	29	30	31	1	2	
	5	6	7	8	9	Apr 9 Plan/Eval Day

	12	13	14	15	16	
	19	20	21	22	23	
	26	27	28	29	30	
MAY	3	4	5	6	7	May 7 Staff Development
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	
JUNE	31	1	2	3	4	May 31 District Holiday
	7	8	9	10	11	Jun 9 Last Day of School / Jun 10 Plan / Jun 11 PD
	14	15	16	17	18	Jun 18 District Holiday
	21	22	23	24	25	
	28	29	30			



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School Board Approval of Overnight Field Trip

Any staff requesting an overnight field trip activity for students are required to get advance School Board approval before advertising to students and parents.

Completed by Elizabeth Mulville		Subject area Science 7	Date of request 5/16/2025
Name of school and staff member(s) planning trip Fridley Middle School- 7 th grade team: Mr. Reiter, Ms. Moses			
Name and address of outside sponsoring group NA		Name of travel agent selected NA	
List fees or expenses that will be paid by the travel agent to the staff member NA		What are the limits of liability by travel agent? (attach copy of insurance statement) NA	
Number of students on trip ~ideally 175 (all 7 th grade students 2025-2026) 24-25 had 110 students attend		Number of school days missed 3	
Educational objectives of proposed trip Classes will be held at Long Lake Conservation Center (LLCC) that tie in with 3 7 th grade science standards (Ecology and Native American interactions with environment) as well as several US Studies standards. Beyond the education standards, this trip will also teach in collaboration and team work through one of the classes at LLCC			
Location of trip (city, state, country) Long Lake Conservation Center. Palisade, MN 56469	Dates of trip 10/22/2025-10/24/2025		Events (if any)
Number of staff attending 10-15 depending on # of students	Number of parents attending as chaperones 1-2	Who pays for staff and parent expenses? Staff are free. Parents would need to pay their own expenses (\$118 per parent)	
Expenses paid by district NA	Will the district provide a substitute? No- internal coverage	How many days?	
Cost per student \$20-25	Expenses paid by fund-raising or sponsor \$NA	Expenses paid by students \$20-25	
Special travel and lodging arrangements	Will need a bus for overnight. Lodging is provided at Long Lake Conservation Center	Itinerary (including dates)	Leave school 10/22 at 9:30 to arrive at 12:00 pm. Leave LLCC at 12:00 pm to arrive back at 2:30 pm on 10/24
Will you include information that will be provided to parents/students for advertising the trip?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Attached	Will you complete parent approval for students to receive emergency needed treatment?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Attached
Will be brought to School Board for action on what School Board meeting date?			

Approved by:

Principal <i>Amy Coltrah</i>	Superintendent
Date <i>5/19/25</i>	Date



Thank you for choosing CDW. We have received your quote.

QUOTE CONFIRMATION

JUSTIN HENNES,

Thank you for considering CDW•G for your technology needs. The details of your quote are below. **If you are an eProcurement or single sign on customer, please log into your system to access the CDW site.** You can search for your quote to retrieve and transfer back into your system for processing.

For all other customers, click below to convert your quote to an order.

Convert Quote to Order

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
PLCP659	5/14/2025	UPDATED	7554765	\$484,920.00

QUOTE DETAILS				
ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
Google Chrome Education Upgrade Mfg. Part#: CROS-SW-DIS-EDU-NEW Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Chromebook (121923)	1200	5988499	\$32.00	\$38,400.00
Acer Chromebook 511 C737 - 11.6" - Intel N-series - N150 - 8 GB RAM - 64 GB Mfg. Part#: NX.J9QAA.001 Contract: Sourcewell 121923 CDWG-Chromebook (121923)	1200	8235177	\$315.00	\$378,000.00
CDWG EDU White Glove Service for Chromebooks and Chrome OS Devices T1 Mfg. Part#: CDWCHROMEOS SVC1 UNSPSC: 43232401 Contract: Sourcewell 121923-CDWG Tech Catalog (121923)	1200	3254461	\$14.00	\$16,800.00
Acer Chromebook 514 C937 - 14" - Intel N-series - N150 - 8 GB RAM - 64 GB e Mfg. Part#: NX.JJUA.001 Contract: Sourcewell 121923 CDWG-Chromebook (121923)	120	8378135	\$385.00	\$46,200.00
Google Chrome Education Upgrade Mfg. Part#: CROS-SW-DIS-EDU-NEW Electronic distribution - NO MEDIA Contract: Sourcewell 121923 CDWG-Chromebook (121923)	120	5988499	\$32.00	\$3,840.00
CDWG EDU White Glove Service for Chromebooks and Chrome OS Devices T1 Mfg. Part#: CDWCHROMEOS SVC1 UNSPSC: 43232401 Contract: Sourcewell 121923-CDWG Tech Catalog (121923)	120	3254461	\$14.00	\$1,680.00

SUBTOTAL	\$484,920.00
SHIPPING	\$0.00
SALES TAX	\$0.00
GRAND TOTAL	\$484,920.00

PURCHASER BILLING INFO	DELIVER TO
Billing Address: FRIDLEY PUBLIC SCHOOL ISD 14 ACCOUNTS PAYABL 6000 MOORE LAKE DR W FRIDLEY, MN 55432-5601 Phone: (763) 502-5000 Payment Terms: NET 30 Days-Govt/Ed	Shipping Address: FRIDLEY PUBLIC SCHOOL ISD 14 JUSTIN HENNES 6000 MOORE LAKE DR W FRIDLEY, MN 55432-5601 Phone: (763) 502-5000 Shipping Method: TForce Freight, Special Services
	Please remit payments to: CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675-1515



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Q Comp 2024-25 Annual Report

This template, which may be changed as needed, is designed to help formulate the Quality Compensation (Q Comp) Annual Report. Per [Minnesota Statutes, section 122A.414, subdivision 3\(a\)](#) the report must be submitted to the school board by June 15 of each year and include findings and recommendations for the program. We also recommend that the report include a summary of what was implemented for the year, to help provide context for the findings and recommendations.

Please address the following questions for each program component describing the implementation of the approved plan, the impact of implementation, findings from the program review and recommendations to improve program effectiveness. **All information reported should be based on the current school year.** We recommend that each question be addressed with a brief summary of 3-7 sentences.

Core Component: Career Advancement Options

Implementation

Are the teacher leader positions that were implemented this year the same as those outlined in the approved plan (approval letter and subsequent plan change approval letters)?

Yes. Our teacher leader positions this year align with those outlined in our plan.

If no, please explain what changes have occurred and why?

Impact

How did the work of teacher leaders through coaching, observing, mentoring, facilitating learning teams and performing other responsibilities impact classroom instruction?

The work of instructional leaders had a significant and positive impact on classroom instruction during the school year. Through their roles in coaching, observing, mentoring, and facilitating collaborative learning teams, they helped build instructional capacity and deepen teachers' understanding of effective teaching practices.

Instructional Leaders played a central role in facilitating professional learning, aligning their work with district priorities and supporting the implementation of Tier 1 curriculum and instructional strategies. They also

participated in building team leader meetings, ensuring alignment and consistency across grade levels and content areas.

How did the work of teacher leaders impact student achievement?

One key area of impact was in their work with individual teachers to develop robust student learning goals that were data-driven, measurable, and instructionally meaningful. These collaborative goal-setting conversations supported teachers in focusing on specific outcomes and tailoring their instruction to better meet student needs. 85.3% of our teachers met or exceeded their individual student learning goals.

In end of year reflection meetings, teachers consistently shared that Instructional Leaders were instrumental in helping them better understand their data, strengthen their curriculum implementation, and refine their instructional decision-making. This feedback highlights the value of ongoing, embedded support from teacher leaders in promoting high-quality instruction and improving student outcomes.

Review Findings

How did the training teacher leaders received impact their ability to fulfill the responsibilities of the position and meet the needs of the licensed staff members?

This year all of our Instructional Leaders participated in Jim Knight's online course, *The First 90 Days*, focused on foundational coaching practices. This training provided them with a strong framework for building trust, establishing coaching cycles, and supporting adult learners.

The initial course was followed by monthly book study discussions where Instructional Leaders reflected on the content, shared real-world experiences, and explored how to apply the strategies in their own buildings. These ongoing conversations created a collaborative learning environment that allowed leaders to continuously refine and strengthen their practice.

Instructional Leaders reported that they highly valued this training and found it extremely applicable to their day-to-day coaching responsibilities. It helped them feel more confident and equipped to support colleagues through observation, feedback, and goal setting. As a result, they were better able to build productive coaching relationships, facilitate meaningful professional learning, and meet the evolving needs of licensed staff members.

What did the results of the evaluations of the teacher leaders in their leadership roles demonstrate about the impact they had on the effectiveness of the licensed staff members?

Teachers report that the Instructional Leaders provided valuable coaching and support. Through both formal and informal interactions, instructional leaders helped teachers analyze data, set meaningful student learning goals, and reflect on their practice. Overall, evaluation results indicate that instructional leaders played a key role in enhancing the capacity and effectiveness of licensed staff members, contributing to a culture of continuous improvement across buildings.

Recommendations

How will the district use the review findings to improve the effectiveness of teacher leadership?

The district will continue to strengthen and refine the effectiveness of teacher leadership by building on what is working well and responding to the ongoing needs expressed by our Instructional Leaders.

We will continue to hold regular Instructional Leader meetings, which have proven to be a valuable space for collaboration, reflection, and shared learning. These meetings will remain a central structure for aligning work across buildings and supporting continuous improvement in coaching practices.

Feedback from Instructional Leaders indicates a strong desire for continued professional development around effective coaching, and we are committed to responding to that need. In the coming year, we will provide additional training opportunities focused on deepening instructional coaching skills, expanding strategies for adult learning, and refining their ability to support data-driven instruction.

By listening to our leaders and responding with purposeful support, we aim to maximize the impact of teacher leadership on instructional quality and student outcomes across the district.

Core Component: Job-embedded Professional Development

Implementation

Are learning teams configured and meeting as outlined in the approved plan (approval letter and subsequent plan change approval letters)?

Yes. Our learning teams and meetings align with our approved plan.

If no, please explain the changes that have occurred and why?

Impact

How did teacher learning from learning teams and other job-embedded professional development activities impact classroom instruction?

This year, all teachers participating in READ Act literacy training engaged in intensive, structured professional development focused on evidence-based literacy instruction. This learning was directly connected to coaching support and the implementation of new curricula aligned with the science of reading, helping teachers translate theory into practice in their daily instruction. Teachers reported increased confidence in using structured literacy routines and a deeper understanding of how to meet the needs of students with diverse reading profiles.

At the secondary level, teachers especially valued professional development around strategies for supporting multilingual learners and the implementation of schoolwide AVID strategies. These learning experiences gave teachers concrete tools to support academic language development, foster student engagement, and create more equitable and rigorous learning environments.

Overall, the combination of targeted professional learning, embedded coaching, and aligned curriculum resources has helped educators strengthen their instructional practice and positively impact student learning outcomes.

How did teacher learning from learning teams and other job-embedded professional development impact student achievement?

One of the most notable areas of success was the development and implementation of teacher-written individual student learning goals, which were grounded in data and focused on specific skill development. These goals allowed teachers to provide more targeted instruction and track progress toward measurable outcomes.

As a result of this focused professional learning and goal setting, we observed varied increases in student achievement data across grade levels and buildings. While outcomes differed based on student needs and context, the consistent use of instructional strategies aligned with current best practices contributed to overall growth.

These results reinforce the importance of continued investment in collaborative, data-driven professional learning that empowers teachers to directly impact student success.

Review Findings

How did the sites or learning teams identify needs and instructional strategies to increase student achievement?

Each school developed a detailed Site Improvement Plan that included both product goals (focused on measurable student outcomes) and process goals (focused on instructional practices and systems to support those outcomes).

These plans were grounded in a careful review of student performance data, including state assessments, local benchmarks, and classroom-based measures. From this analysis, teams identified priority areas, particularly in math and literacy, and selected evidence-based instructional strategies aligned with those needs.

How did learning teams use data and implement the selected instructional strategies and follow-up on implementation?

Throughout the year, learning teams regularly reviewed progress toward their goals, reflected on implementation, and adjusted strategies as needed. This ongoing cycle of inquiry and improvement helped ensure that instructional efforts remained focused, aligned, and responsive to student needs.

By involving classroom teachers, instructional coaches, and building leaders in this process, schools were able to build ownership of the work and ensure that strategies were both practical and impactful in driving student achievement.

Recommendations

How will the district use the review findings to improve the effectiveness of job-embedded professional development?

We will continue to provide literacy training aligned with the requirements of the READ Act, ensuring that all educators have access to high-quality, evidence-based professional learning that supports effective reading instruction.

In addition, the district will prioritize the development of strong collaborative structures at all levels to support teachers in engaging in meaningful planning, reflection, and data-driven decision-making. These structures will allow educators to apply new learning, share effective practices, and problem-solve together in ways that are directly connected to their classroom instruction and student needs.

By aligning professional development with instructional priorities and creating time and space for ongoing collaboration, we aim to ensure that job-embedded learning continues to be relevant, responsive, and impactful in improving teaching and learning across the district.

Core Component: Teacher Evaluation

Implementation

Are licensed staff members observed/evaluated as outlined in the approved plan (approval letter and subsequent plan change approval letters)?

Yes, all licensed staff were evaluated as outlined in our approved plan.

If no, please explain the changes that have occurred and why?

Impact

What impact did the observation/evaluation process, including coaching, have on classroom instruction?

The observation and evaluation process had a meaningful and positive impact on classroom instruction across the district. Feedback from teachers, Instructional Leaders, and principals consistently indicates that the process is viewed as a valuable tool for professional growth.

Structured observation cycles and post-observation conversations provided intentional opportunities for reflection, feedback, and dialogue about instructional practice. These reflective conversations encouraged teachers to think deeply about their instructional decisions and helped surface areas of strength and opportunities for growth.

The evaluation tool itself helped keep expectations and conversations focused, supporting alignment around instructional priorities and clearly defined goals. When paired with coaching, the process promoted high levels of teacher reflection, purposeful goal setting, and instructional refinement.

Overall, the observation and evaluation process contributed to a stronger culture of continuous improvement, with teachers feeling supported in their professional growth and instructional practice more closely aligned with best practices and student needs.

What impact did the observation/evaluation process, including coaching, have on student achievement?

The observation and evaluation process, including coaching, positively impacted student achievement by promoting clear, targeted feedback that encouraged instructional growth and risk-taking. This process fostered a culture of continuous learning and supported meaningful changes in classroom practice. The addition of clear, data-driven student learning goals helped keep the focus on student outcomes, allowing teachers to adjust instruction and better meet student needs. As a result, classroom instruction became more intentional and aligned with improving student achievement.

Review Findings

How did the feedback teachers received from each observation/evaluation assist in self-reflection and improved instructional practice?

Teachers reported that the feedback they received from both formal observations and informal walkthroughs provided valuable opportunities for self-reflection and professional growth. These multiple feedback points, paired with data conversations, helped teachers better understand their instructional strengths and identify areas for improvement. The structured reflection process encouraged thoughtful analysis of their practice and supported intentional adjustments to better meet student needs. This consistent cycle of feedback and reflection contributed to more effective and responsive instruction.

How did the training observers/evaluators received throughout the year impact inter-rater reliability and their ability to provide constructive and meaningful feedback to all licensed staff members?

This year, we recognize that training around inter-rater reliability for principals and instructional leaders was an area of need. While evaluators worked hard to provide meaningful and constructive feedback to staff, the lack of consistent training and collaboration limited our ability to ensure alignment and consistency across buildings.

Recommendations

How will the district use the review findings to improve the effectiveness of teacher evaluation?

We've identified the need for training around inter-rater reliability as a high-priority focus for the upcoming year. We plan to provide focused professional development and calibration opportunities for principals and instructional leaders to strengthen inter-rater reliability and enhance the quality and consistency of feedback provided to all licensed staff.

Core Component: Performance Pay and Alternative Salary Schedule

Implementation

Are the performance pay amounts and standards the same as outlined in the approved plan (approval letter and subsequent plan change approval letters)?

Yes, the amounts are the same as we have outlined in our plan.

If no, please explain the changes that have occurred and why?

Is salary schedule movement or base salary increase based on the same measure of performance as outlined in the approved plan (approval letter and subsequent plan change approval letters)?

NA

If no, please explain the changes that have occurred and why?

Impact

What percentage of all licensed staff met the standard to earn performance pay for the measures of student achievement? **95%**

What percentage of all licensed staff met the standard to earn performance pay for observation/evaluation results? **100%**

What percentage of tenured licensed staff met the standard to earn performance pay for observation/evaluation results? **100%**

What percentage of probationary licensed staff met the standard to earn performance pay for observation/evaluation results? **100%**

Is performance pay awarded for another area (besides schoolwide goals, measures of student achievement and observation/evaluation results)? **No**

If yes, what percentage of all licensed staff members met the standard to earn performance pay for this other area? **NA**

Recommendations

How will the district use the data to improve the effectiveness of this core component?

We will continue to develop student achievement building goals with teams focused on developing plans and activities to support student success. The observation program is strong and continues to develop as a transparent and supportive system for growing professionally. Understanding that our new staff really need to have adequate background in assessment criteria, instructional strategies, along with general support for teachers that continue to struggle with classroom issues, is key to helping them succeed in those first years in the profession.

General Program Impact and Recommendations

What overall impact on instruction has the district or charter school seen as a result of implementing the Q Comp program?

The implementation of the Q Comp program has had a positive and lasting impact on instruction across the district. Participation in Q Comp has helped foster a culture of consistent reflection and continuous improvement, where teachers regularly examine their instructional practices and student outcomes. Teams are deeply engaged in analyzing data and taking action to adjust instruction in response to student needs. This focus on collaboration, goal setting, and evidence-based decision-making has strengthened instructional effectiveness and contributed to a more cohesive, student-centered learning environment.

What overall impact on student achievement has the district or charter school seen as a result of implementing the Q Comp program?

As a result of implementing the Q Comp program, the district has seen improvements in our data-based decision-making processes. We are now examining student data in greater detail, including disaggregating results by student groups to better understand and address achievement gaps. While we recognize these steps have enhanced our ability to identify areas of need, we are not yet satisfied with overall student achievement outcomes. Moving forward, we remain committed to intensifying efforts to improve academic achievement across all areas and to reduce disparities between student groups.

How will the district use the review findings to improve the overall effectiveness of the program?

The district will work to improve the overall effectiveness of the program by increasing collaboration and alignment across buildings. Next year, we plan to hold more cross-district meetings with principals and instructional leaders to build capacity, share best practices, and create greater coherence in implementation. These collaborative opportunities will support stronger leadership and more consistent instructional support, ultimately enhancing the impact of the program on teaching and learning.

2025-2026

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

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