

Business Meeting

Tuesday, May 19, 2026 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. RESOLUTION to Terminate and Non-Renew the Teaching Contract of Certain Non-tenured, Probationary Teachers for 2025-2026	Presenter: Board Chair
D.2. 2025-2026 School Year Calendar Adjustments	Presenter: Dr. Amy Cochran
D.3. Second Reading and Adoption of Policies	
D.3.a. Policy 305 - Policy Implementation	
D.3.b. Policy 306 - School Administrator Code of Ethics	
D.4. First Reading and Adoption of Policy	
D.4.a. Policy 722 Public and Data Subject Request	
E. Consent Agenda	Presenter: Board Chair
E.1. Minutes of the School Board Business Meeting and Work Session Held on April 21, 2026 and the Training Session and Special Meeting held on May 5, 2026	
E.2. New Contracts, Amendments, Leaves of Absence, Terminations, Resignations, and Retirements	
E.3. Statement of Assurances SY 2027 Application for Special Ed Funds	
F. Important Future School Board Dates	Presenter: Board Chair
F.1. FHS Band Pops Concert May 20, 2026 at 7pm District Auditorium	
F.2. FHS Choir Pops Concert May 21, 2026 at 7pm District Auditorium	
F.3. District Holiday - No School May 25, 2026	
F.4. FHS Graduation June 5, 2026 5 pm Roy Wilkins Auditorium	
F.5. Fridley Public Schools Board Meeting June 16, 2026 Work Session, 5:30 PM	

Open Forum, 7:00 PM
Business Meeting, 7:30 PM
Fridley Community Center

G. **Adjournment**

Presenter: Board
Chair

Tuesday, May 19, 2026
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 May 19, 2026.

C. Superintendent Report

D. Business Action Items

a. RESOLUTION to Terminate and Non-Renew the Teaching Contract of Certain Non-tenured, Probationary Teachers for 2025-2026

WHEREAS, (names listed below) is a probationary teacher in Independent School District 14.

BE IT RESOLVED by the School Board of Independent School District 14 that pursuant to Minnesota Statute 122A.40, Subdivision 5, that the teaching contract of (teacher) a probationary teacher in Independent School District 14, is hereby terminated without pay or fringe benefits at the close of the current 2025-2026 school year.

BE IT FURTHER RESOLVED, that written notice be sent to said teacher regarding School Board termination and non-renewal of his/her contract as provided by law

- i. Resolution relating to the Non-Renewal of Probationary Teachers Contract for 2025-2026 as follows: Stephanie Kurrika
- ii. Resolution relating to the Non-Renewal of Probationary Teachers Contract due to Budgetary Reasons for 2025-2026 as follows: Patrick Wells
- iii. Resolution relating to Employment Ending due to the lack of required licensure of Probationary Teachers for 2025-2026 as follows: Norhan Hassan, Sarah Hayes

Suggested Motion: Motion by _____, seconded by _____ to approve the Resolution to Terminate and Non-Renew the Teaching Contract of Certain Non-tenured, Probationary Teachers for 2025-2026.

b. Motion: Approval of the 2025-2026 School Year Calendar Adjustments

Suggested Motion: Motion by _____, seconded by _____ to approve the 2025-2026 School Year Calendar Adjustments.

c. Motion: Second Reading and Adoption of Policies

- i. Policy 305 Policy Implementation
- ii. Policy 306 - School Administrator Code of Ethics

Suggested Motion: Motion by _____, seconded by _____ to accept the Second Reading and Adoption of Policies 305 and 306.

d. Motion: First Reading and Adoption of Policy

i. Policy 722 Public and Data Subject Request

Suggested Motion: Motion by _____, seconded by _____ to accept the First Reading and Adoption of Policy 722.

E. Consent Agenda

Suggested Motion: Motion by _____, seconded by _____ to approve the consent agenda including the minutes of the business meeting held on April 19, the training session and Special Meeting held on May 5, 2026; New Contracts, Amendments, Leaves of Absence, Resignations, Retirements, and Terminations; and Statement of Assurances SY 2027 Application for Special Ed Funds

F. Important Future School Board Dates

- A. FHS Band Pops Concert
May 20, 2026 at 7pm
District Auditorium
- B. FHS Choir Pops Concert
May 21, 2026 at 7pm
District Auditorium
- C. District Holiday - No School
May 25, 2026
- D. FHS Graduation
June 5, 2026 5 pm
Roy Wilkins Auditorium
- E. Last Day of School for PreK- Grade 11
June 8, 2026
- F. Fridley Public Schools School Board Meeting
June 16, 2026
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 _____.

RESOLUTION to Terminate and Non-Renew the Teaching Contract of Certain Non-tenured, Probationary Teachers for 2025-2026

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BE IT FURTHER RESOLVED, that written notice be sent to said teacher regarding School Board termination and non-renewal of his/her contract as provided by law, and that said notice shall be in substantially the following form:

NOTICE OF TERMINATION AND NON-RENEWAL

May 19, 2026

Dear _____:

You are hereby notified that at a Regular Business Meeting of the School Board of Independent School District 14 held on Tuesday, May 19, 2026, a resolution was adopted by a majority roll call vote to terminate your contract effective at the end of the current school year and not to renew your contract for the 2025-2026 school year. Said action of the Board is taken pursuant to M.S. 122A.40, Subd. 5.

You may officially request that the School Board give its reasons for the non-renewal of your teaching contract. For your information, however, this action is taken for the following reasons: school district discontinuance of positions, financial limitations, state teacher licensure requirements, or you did not meet the performance standards required of a teacher in the Fridley School District. To submit an official request, please send it to the Director of Human Resources.

Thank you for your teaching service in our School District. Best wishes in the future.

Sincerely,

Jake Karnopp, Chair
Fridley School District 14 School Board

Resolution relating to the Non-Renewal of Probationary Teachers Contract for 2025-2026 as follows: Stephanie Kurrika

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Thank you for your teaching service in our School District. Best wishes in the future.

Sincerely,

Jake Karnopp, Chair
Fridley School District 14 School Board

Resolution relating to the Non-Renewal of Probationary Teachers Contract due to Budgetary Reasons for 2025-2026 as follows: Patrick Wells

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Thank you for your teaching service in our School District. Best wishes in the future.

Sincerely,

Jake Karnopp, Chair
Fridley School District 14 School Board

Resolution relating to Employment Ending due to the lack of required licensure of Probationary Teachers for 2025-2026 as follows: Norhan Hassan, Sarah Hayes

School Year 2025 - 2026

[SY 25-26 Calendar Link Updated](#)

As the FPS Calendar Committee began developing the 2027–2028 school year calendar, an error was discovered in the teacher workday calculation formula used for the 2025–2026 calendar. The 2025–2026 school calendar was originally developed during the 2023–2024 school year. The error occurred when the additional professional development days required under the READ Act legislation passed in 2023 were added but not properly accounted for in the district’s calendar creation software.

As a result, the current 2025–2026 calendar exceeds contractual obligations for staff workdays. Given the short timeline to remedy the issue, the district is proposing to move the final student day forward by two days, making Monday, June 8, the last day of school for students. June 9 and June 10 would remain teacher workdays.

While some may wonder whether canceled school days could offset this issue, canceled days remain contractual workdays because staff are expected to remain available and prepared to support district operations and student needs when cancellations occur.

This proposal allows the district to return to compliance with contractual obligations while maintaining required instructional programming and staff responsibilities.

CURRENT CALENDAR

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 - last day for seniors / June 5 Graduation
	8	9	10	11	12	Jun 11 Staff Dev / Jun 12 Plann/Eval

PROPOSED CHANGE

- Move last day of school for PreK - 11 to Monday, June 8
- Move staff development day to Tuesday, June 9
- Move Evaluation and Planning to Wednesday, June 10
- Make Thursday, June 11 and Friday, June 12 a non-work day for licensed staff

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 - last day for seniors - June 5 Graduation
	8	9	10	11	12	Last day for students June 8, Staff Development is June 9 and Eval/Planning is June 10

Communication Plan:

Following board approval, the district will communicate the calendar adjustment to all staff and families on Wednesday, May 20. Communication will include an explanation of the change, updated calendar information, and links to both the staff letter and family letters.

[Staff Letter](#)

[Family Letter](#)

Current policy matches a past version of MSBA.

Recommended changes below to align with MSBA current model policy:

305 POLICY IMPLEMENTATION

I. Purpose

The purpose of this policy is to clarify the responsibility of the school administration for implementation of school district policy.

II. General Statement of Policy

A. It shall be the responsibility of the superintendent to implement school ~~district~~board policy and to recommend additions or modifications thereto. The administration is authorized to develop procedures, guidelines and directives to effectuate the implementation of school board policies. These procedures, guidelines and directives shall not be inconsistent with said policies. At least annually, these written procedures, guidelines, and directives shall be presented to the school ~~district-~~board for review.

B. Student handbooks shall be subject to annual review and approval by the school board.

C. School principals and other administrators who have handbook responsibilities shall present recommended changes necessary to reflect new or modified policies. Changes of substance within handbooks shall be reviewed by the superintendent to assure compliance with school ~~district~~board policy and shall be approved by the School Board.

Legal References:

Minn. Stat. 123.34, Subd. 9 (Superintendent)

School Board Action:

Adopted December 21, 1999

Revised May 17, 2022

Reviewed / No Changes September 6, 2022

Revised May 19, 2026

Current policy matches a past version of MSBA. MSBA has made changes on October 15, 2025

Recommended changes below to align with MSBA current model policy:

306 SCHOOL ADMINISTRATOR CODE OF ETHICS

I. Purpose

The purpose of this policy is to establish the expectation of the School Board that school administrators ~~adhere to the~~ ~~subscribe to the statement of~~ standards of ethics and professional conduct in this policy and Minnesota law ~~set forth in the Code of Ethics approved by the Minnesota Association of School Administrators.~~

II. General Statement of Policy

The standards of professional conduct are as follows:

- A. A school administrator must provide professional educational services in a nondiscriminatory manner.
- B. A school administrator must take reasonable action to protect students and staff from conditions harmful to health and safety.
- C. A school administrator must take reasonable action to provide an atmosphere conducive to learning.
- D. A school administrator must not use professional relationships with students, parents and caregivers, staff or colleagues to private advantage.
- E. A school administrator must disclose confidential information about individuals only when a compelling professional purpose is served in accordance with state and federal laws and school district policies.
- F. A school administrator must not knowingly falsify or misrepresent records or facts relating to the administrator's qualifications or to the qualifications of other staff or personnel.
- G. A school administrator must not knowingly make false or malicious statements about students, students' families, staff, or colleagues.
- H. A school administrator must not accept gratuities, gifts, or favors that impair professional judgment, nor offer any favor, service, or item of value to obtain special advantage.
- I. A school administrator must only accept a contract for a position when licensed for the position or when a school district is issued a variance by the Minnesota Board of School Administrators.
- J. A school administrator, in filling positions requiring licensure, must employ, recommend for employment, and assign only appropriately licensed personnel, or persons for whom the school district has been issued a variance by the appropriate state board or agency, unless, after making reasonable efforts to obtain a variance, an appropriately licensed person cannot be assigned and the position must be filled to meet a legitimate emergency educational need.

K. A school administrator must not engage in conduct involving dishonesty, fraud, or misrepresentation in the performance of professional duties

~~A. An educational administrator's professional behavior shall conform to an ethical code. The code must be idealistic and at the same time practical, so that it can apply reasonably to all educational administrators. The administrator acknowledges that the schools belong to the public they serve for the purpose of providing educational opportunities to all. However, the administrator assumes responsibility for providing professional leadership in the school and community. This responsibility requires the administrator to maintain standards of exemplary professional conduct. It must be recognized that the administrator's actions will be viewed and appraised by the community, professional associates, and students. To these ends, the administrator subscribes to the following statements of standards.¶¶~~

~~B. The educational administrator:¶¶~~

~~1. Makes the well being of students the fundamental value of all decision making and actions.¶¶~~

~~2. Fulfills professional responsibilities with honesty and integrity.¶¶~~

~~3. Supports the principle of due process and protects the civil and human rights of all individuals.¶¶~~

~~4. Obeys local, state, and national laws and does not knowingly join or support organizations that advocate, directly or indirectly, the overthrow of the government.¶¶~~

~~5. Implements the School Board's policies.¶¶~~

~~6. Pursues appropriate measures to correct those laws, policies, and regulations that are not consistent with sound educational goals.¶¶~~

~~7. Avoids using positions for personal gain through political, social, religious, economic, or other influence.¶¶~~

~~8. Accepts academic degrees or professional certification only from duly accredited institutions.¶¶~~

~~9. Maintains the standards and seeks to improve the effectiveness of the profession through research and continuing professional development.¶¶~~

~~10. Honors all contracts until fulfillment, release, or dissolution is mutually agreed upon by all parties to the contract.¶¶~~

~~11. Adheres to the Code of Ethics for School Administrators in Minnesota Rule.¶¶~~

Legal References:

Minn. Stat. § 122A.14, Subd. 4 (Duties of Board of School Administrators~~Code of Ethics~~)

Minn. Rules Part 3512.0100 (Definitions)

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

School Board Action:

Adopted December 21, 1999

Revised June 19, 2012

Reviewed / No Changes September 6, 2022

Current policy has out of date contacts

Recommended changes below to update to current contacts. No other updates were made.

722 PUBLIC AND DATA SUBJECT REQUESTS

I. Purpose

The school district recognizes its responsibility relative to the collection, maintenance, and dissemination of public data as provided in state statutes.

II. General Statement of Policy

The school district will comply with the requirements of the Minnesota Government Data Practices Act, Minnesota Statutes chapter 13 (MGDPA), and Minnesota Rules parts 1205.0100-1205.2000 in responding to requests for public data.

III. Definitions

A. Confidential Data on Individuals

Data made no public by statute or federal law applicable to the data and are inaccessible to the individual subject of those data.

B. Data on Individuals

All government data in which any individual is or can be identified as the subject of that data unless the appearance of the name or other identifying data can be clearly demonstrated to be only incidental to the data and the data are not access by the name or other identifying data of any individual.

C. Data Practices Compliance Officer

The data practices compliance official is the designated employee of the school district to whom persons may direct questions or concerns regarding problems in obtaining access to data or other data practices problems. The responsible authority may be the data practices compliance official.

D. Government Data

All data collected, created, received, maintained or disseminated by any government entity regardless of its physical form, storage media or conditions of use.

E. Individual

“Individual” means a natural person. In the case of a minor or an incapacitated person as defined in Minnesota Statutes section 524.5-102, subdivision 6, “individual” includes a parent or guardian or an individual acting as a parent or guardian in the absence of a parent or guardian, except that the responsible authority shall withhold data from parents or guardians, or individuals acting as parents or guardians in the absence of parents or guardians, upon request

by the minor if the responsible authority determines that withholding the data would be in the best interest of the minor.

F. Inspection

“Inspection” means the visual inspection of paper and similar types of government data. Inspection does not include printing copies by the school district, unless printing a copy is the only method to provide for inspection of the data. For data stored in electronic form and made available in electronic form on a remote access basis to the public by the school district, inspection includes remote access to the data by the public and the ability to print copies of or download the data on the public’s own computer equipment.

G. Not Public Data

Any government data classified by statute, federal law, or temporary classification as confidential, private, nonpublic, or protected nonpublic.

H. Nonpublic Data

Data not on individuals made by statute or federal law applicable to the data: (a) not accessible to the public; and (b) accessible to the subject, if any, of the data.

I. Private Data on Individuals

Data made by statute or federal law applicable to the data: (a) not public; and (b) accessible to the individual subject of those data.

J. Protected Nonpublic Data

Data not on individuals made by statute or federal law applicable to the data (a)not public and (b) not accessible to the subject of the data.

K. Public Data

All government data collected, created, received, maintained, or disseminated by the school district, unless classified by statute, temporary classification pursuant to statute, or federal law, as nonpublic or protected nonpublic; or, with respect to data on individuals, as private or confidential.

L. Public Data Not on Individuals

Data accessible to the public pursuant to Minnesota Statutes section 13.03.

M. Public Data on Individuals

Data accessible to the public in accordance with the provisions of section 13.03.

N. Responsible Authority

The individual designated by the school board as the individual responsible for the collection, use and dissemination of any set of data on individuals, government data, or summary data, unless otherwise provided by state law. Until an individual is designated by the school board, the responsible authority is the superintendent.

O. Summary Data

Statistical records and reports derived from data on individuals but in which individuals are not identified and from which neither their identities nor any other characteristic that could uniquely identify an individual is ascertainable. Unless classified pursuant to Minnesota Statutes section 13.06, another statute, or federal law, summary data is public.

IV. Requests for Public Data

A. All requests for public data must be made in writing directed to the responsible authority.

1. A request for public data must include the following information:

- a. Date the request is made;
- b. A clear description of the data requested;
- c. Identification of the form in which the data is to be provided (e.g., inspection, copying, both inspection and copying, etc.); and
- d. Method to contact the requestor (such as phone number, address, or email address).

2. Unless specifically authorized by statute, the school district may not require persons to identify themselves, state a reason for, or justify a request to gain access to public government data. A person may be asked to provide certain identifying or clarifying information for the sole purpose of facilitating access to the data.

3. The identity of the requestor is public, if provided, but cannot be required by the government entity.

4. The responsible authority may seek clarification from the requestor if the request is not clear before providing a response to the data request.

B. The responsible authority will respond to a data request at reasonable times and places as follows:

1. The responsible authority will notify the requestor in writing as follows:

- a. The requested data does not exist; or
- b. The requested data does exist but either all or a portion of the data is not accessible to the requestor; or

(1) If the responsible authority determines that the requested data is classified so that access to the requestor is denied, the responsible authority will inform the requestor of the determination in writing, as soon thereafter as possible, and shall cite the specific statutory section, temporary classification, or specific provision of federal law on which the determination is based.

(2) Upon the request of a requestor who is denied access to data, the responsible authority shall certify in writing that the request has been denied and cite the specific statutory section, temporary classification, or specific provision of federal law upon which the denial was based.

c. The requested data does exist and provide arrangements for inspection of the data, identify when the data will be available for pick-up, or indicate that the data will be sent by mail. If the requestor does not appear at the time and place established for inspection of the data or the data is not picked up within ten (10) business days after the requestor is notified, the school district will conclude that the data is no longer wanted and will consider the request closed.

2. The school district's response time may be affected by the size and complexity of the particular request, including necessary redactions of the data, and also by the number of requests made within a particular period of time.

3. The school district will provide an explanation of technical terminology, abbreviations, or acronyms contained in the responsive data on request.

4. The school district is not required by the MGDPA to create or collect new data in response to a data request, or to provide responsive data in a specific form or arrangement if the school district does not keep the data in that form or arrangement.

5. The school district is not required to respond to questions that are not about a particular data request or requests for data in general.

V. Request for Summary Data

A. A request for the preparation of summary data shall be made in writing directed to the responsible authority.

1. A request for the preparation of summary data must include the following information:

- a. Date the request is made;
- b. A clear description of the data requested;
- c. Identification of the form in which the data is to be provided (e.g., inspection, copying, both inspection and copying, etc.); and
- d. Method to contact the requestor (such as phone number, address, or email address).

B. The responsible authority will respond within ten (10) business days of the receipt of a request to prepare summary data and inform the requestor of the following:

1. The estimated costs of preparing the summary data, if any; and

2. The summary data requested; or

3. A written statement describing a time schedule for preparing the requested summary data, including reasons for any time delays; or

4. A written statement describing the reasons why the responsible authority has determined that the requestor's access would compromise the private or confidential data.

C. The school district may require the requestor to pre-pay all or a portion of the cost of creating the summary data before the school district begins to prepare the summary data.

VI. Data by an Individual Data Subject

A. Collection and storage of all data on individuals and the use and dissemination of private and confidential data on individuals shall be limited to that necessary for the administration and management of programs specifically authorized by the legislature or local governing body or mandated by the federal government.

B. Private or confidential data on an individual shall not be collected, stored, used, or disseminated by the school district for any purposes other than those stated to the individual at the time of collection in accordance with Minnesota Statutes section 13.04, except as provided in Minnesota Statutes section 13.05, subdivision 4.

C. Upon request to the responsible authority or designee, an individual shall be informed whether the individual is the subject of stored data on individuals, and whether it is classified as public, private or confidential. Upon further request, an individual who is the subject of stored private or public data on individuals shall be shown the data without any charge and, if desired, shall be informed of the content and meaning of that data.

D. After an individual has been shown the private data and informed of its meaning, the data need not be disclosed to that individual for six months thereafter unless a dispute or action pursuant to this section is pending or additional data on the individual has been collected or created.

E. The responsible authority or designee shall provide copies of the private or public data upon request by the individual subject of the data. The responsible authority or designee may require the requesting person to pay the actual costs of making and certifying the copies.

F. The responsible authority or designee shall comply immediately, if possible, with any request made pursuant to this subdivision, or within ten days of the date of the request, excluding Saturdays, Sundays and legal holidays, if immediate compliance is not possible.

G. An individual subject of the data may contest the accuracy or completeness of public or private data. To exercise this right, an individual shall notify in writing the responsible authority describing the nature of the disagreement. The responsible authority shall within 30 days either: (1) correct the data found to be inaccurate or incomplete and attempt to notify past recipients of inaccurate or incomplete data, including recipients named by the individual; or (2) notify the individual that the authority believes the data to be correct. Data in dispute shall be disclosed only if the individual's statement of disagreement is included with the disclosed data.

H. The determination of the responsible authority may be appealed pursuant to the provisions of the Administrative Procedure Act relating to contested cases. Upon receipt of an appeal by an individual, the commissioner shall, before issuing the order and notice of a contested case hearing required by Minnesota Statutes chapter 14, try to resolve the dispute through education, conference, conciliation, or persuasion. If the parties consent, the commissioner may refer the matter to mediation. Following these efforts, the commissioner shall dismiss the appeal or issue the order and notice of hearing.

I. Data on individuals that have been successfully challenged by an individual must be completed, corrected, or destroyed by a government entity without regard to the requirements of Minnesota Statutes section 138.17.

J. After completing, correcting, or destroying successfully challenged data, the school district may retain a copy of the commissioner of administration's order issued under Minnesota Statutes chapter 14 or, if no order were issued, a summary of the dispute between the parties that does not contain any particulars of the successfully challenged data.

VII. REQUESTS FOR DATA BY AN INDIVIDUAL SUBJECT OF THE DATA

A. All requests for individual subject data must be made in writing directed to the responsible authority.

B. A request for individual subject data must include the following information:

1. Statement that one is making a request as a data subject for data about the individual or about a student for whom the individual is the parent or guardian;
2. Date the request is made;
3. A clear description of the data requested;
4. Proof that the individual is the data subject or the data subject's parent or guardian;
5. Identification of the form in which the data is to be provided (e.g., inspection, copying, both inspection and copying, etc.); and

6. Method to contact the requestor (such as phone number, address, or email address).

C. The identity of the requestor of private data is private.

D. The responsible authority may seek clarification from the requestor if the request is not clear before providing a response to the data request.

E. Policy 515 (Protection and Privacy of Pupil Records) addresses requests of students or their parents for educational records and data.

VIII. COSTS

A. Public Data

1. The school district will charge for copies provided as follows:

- a. 100 or fewer pages of black and white, letter or legal sized paper copies will be charged at 25 cents for a one-sided copy or 50 cents for a two-sided copy.
- b. More than 100 pages or copies on other materials are charged based upon the actual cost of searching for and retrieving the data and making the copies or electronically sending the data, unless the cost is specifically set by statute or rule.

(1) The actual cost of making copies includes employee time, the cost of the materials onto which the data is copied (paper, CD, DVD, etc.), and mailing costs (if any).

(2) Also, if the school district does not have the capacity to make the copies, e.g., photographs, the actual cost paid by the school district to an outside vendor will be charged.

2. All charges must be paid for in cash or by check in advance of receiving the copies.

B. Summary Data

1. Any costs incurred in the preparation of summary data shall be paid by the requestor prior to preparing or supplying the summary data.

2. The school district may assess costs associated with the preparation of summary data as follows:

- a. The cost of materials, including paper, the cost of the labor required to prepare the copies, any schedule of standard copying charges established by the school district, any special costs necessary to produce such copies from a machine-based recordkeeping system, including computers and microfilm systems;

b. The school district may consider the reasonable value of the summary data prepared and, where appropriate, reduce the costs assessed to the requestor.

C. Data Belonging to an Individual Subject

1. The responsible authority or designee may require the requesting person to pay the actual costs of making and certifying the copies.

The responsible authority shall not charge the data subject any fee in those instances where the data subject only desires to view private data.

The responsible authority or designee may require the requesting person to pay the actual costs of making and certifying the copies. Based on the factors set forth in Minnesota Rule 1205.0300, subpart 4, the school district determines that a reasonable fee would be the charges set forth in section VIII.A of this policy that apply to requests for data by the public.

2. The school district may not charge a fee to search for or to retrieve educational records of a child with a disability by the child's parent or guardian or by the child upon the child reaching the age of majority.

IX. Annual Review and Posting

A. The responsible authority shall prepare a written data access policy and a written policy for the rights of data subjects (including specific procedures the school district uses for access by the data subject to public or private data on individuals). The responsible authority shall update the policies no later than August 1 of each year, and at any other time as necessary to reflect changes in personnel, procedures, or other circumstances that impact the public's ability to access data.

B. Copies of the policies shall be easily available to the public by distributing free copies to the public or by posting the policies in a conspicuous place within the school district that is easily accessible to the public or by posting them on the school district's website.

Data Practices Contacts

Responsible Authority:

Dr. Kim Hiel, Superintendent
6000 West Moore Lake Drive, Fridley, MN 55430
763-502-5001 / kim.hiel@fridley.k12.mn.us

Public Financial Data Designee:
Craig Wieber, Director of Operations & Finance

6000 West Moore Lake Drive, Fridley, MN 55430
763-502-5004 / craig.wieber@fridley.k12.mn.us

Public Personnel Data Designee:
S. Ike Isaacson, Director of Human Resources
6000 West Moore Lake Drive, Fridley, MN 55430
763-502-5013 / ike.isaacson@fridley.k12.mn.us

Legal References

Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. § 13.01 (Government Data)
Minn. Stat. § 13.02 (Definitions)
Minn. Stat. § 13.025 (Government Entity Obligation)
Minn. Stat. § 13.03 (Access to Government Data)
Minn. Stat. § 13.04 (Rights of Subjects to Data)
Minn. Stat. § 13.05 (Duties of Responsible Authority)
Minn. Stat. § 13.32 (Educational Data)
Minn. Rules Part 1205.0300 (Access to Public Data)
Minn. Rules Part 1205.0400 (Access to Private Data)

Cross References

MSBA/MASA Model Policy 406 (Public and Private Personnel Data)
MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil Records)

School Board Action

Adopted as Policy 996 October 17, 2017
Changed to Policy 722 & Revised November 20, 2018
Revised April 28, 2021
Revised November 15, 2022

Minutes
School Board Business Meeting
Fridley Independent School District 14
April 21, 2026

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, April 21, 2026, at the Fridley Community Center. The following Board members were present in the room: Nikki Auna, Sara Jones, Jake Karnopp, Sara Schreiner and Pajjar Yang. Online: Avonna Starck. Absent: Avonna Starck and Student representatives Aiyanna Shobe & Malik Bah

Approval of the Agenda with Suggested Motions and Resolutions

Motion by Jones, seconded by Auna, to approve the agenda for April 21, 2026. Upon a vote being taken, all voted in favor, none against, none abstained. Motion carried 6-0.

Superintendent and Staff Reports

A. Superintendent Report

City of Fridley presented on Safe Routes to School Updates; Superintendent Lewis reported on the 61st Avenue Road Construction; Dr. Amy Cochran reported on Concurrent Enrollment, Get Ready and new Math Curriculum and on the MN Graduation rates at FPS; Superintendent Lewis announced the hiring of Cedric Fuller as FHS Principal and Norman Bell as VISTA Assistant Principal; Superintendent Lewis reviewed SOD Module 3 on Enrollment Analysis and gave a finance update on the audit; Assistant Superintendent Cox gave an update on Construction projects; Harold Scott gave a VISTA Update; Assistant Superintendent Cox reported on the upcoming insurance renewals and partnership with HealthPartners; Superintendent Lewis reported on U.S. Representative Ilhan Omar visit, testifying for the Ways and Means Committee, and the AMSD/MASA Day at the Capitol; Congratulations were given to our School Board Representative Aiyanna Shobe for her full scholarship to University of San Francisco; Superintendent Lewis received an award from Voices Magazine, School Board Members reported on their committee meetings. Vice Chair Jones reported on NE Metro 916, Board Treasurer Auna reported on NWSISD.

Business Action Items

A. **RESOLUTION Accepting Gifts**

Motion by Auna, seconded by Yang to accept the gifts and thank the donors for their contributions. Upon a roll call vote being taken all voted in favor, none against, none abstained. Motion carried 6-0.

B. **Motion: Approval of the FPS Health Insurance Bids for 2026-2027**

Motion by Auna, seconded by Schreiner to approve the FPS Health Insurance Bids for 2026-2027. Upon a roll call vote being taken all voted in favor, none against, none abstained. Motion carried 6-0.

C. RESOLUTION approving Northeast Metro 916 Intermediate School District's Long Term Facility Maintenance program budget and authorizing the inclusion of a proportionate share of those projects in the district's application for fiscal year (FY) 2028 Long Term Facility Maintenance revenue.

Motion by Jones, seconded by Auna to approve the Resolution approving Northeast Metro 916 Intermediate School District's Long Term Facility Maintenance program budget and authorizing the inclusion of a proportionate share of those projects in the district's application for fiscal year (FY) 2028 Long Term Facility Maintenance revenue. Upon a roll call vote being taken all voted in favor, none against, none abstained. Motion carried 6-0.

D. Motion: Approval of the agreement with Absolute Commercial Flooring for the FMS Flooring Project

Motion by Schreiner, seconded by Yang to approve agreement with Absolute Commercial Flooring for the FMS Flooring Project. Upon a roll call vote being taken all voted in favor, none against, none abstained. Motion carried 6-0.

Consent Agenda

Motion by Auna, seconded by Schreiner to approve the consent agenda including the minutes of the business meeting held on March 17; New Contracts, Amendments, Leaves of Absence, Resignations, Retirements, and Terminations; Change to the 2026-2027 School Year Calendar; Math Curriculum from McGraw-Hill; Overnight Field Trip for the Youth Leadership Summit to Washington D.C. July 19-22, 2026. Upon a vote being taken all voted in favor, none against, none abstained. Motion carried 6-0.

Written Information

- A. First Reading of Policies
 - a. Policy 305 - Policy Implementation
 - b. Policy 306 - School Administrator Code of Ethics

Important Future School Board Dates

- 1. FHS Conferences
 - April 23, 2026 4-7:30 PM
 - Fridley High School
- 2. FHS Spring Play -*The Dining Room*
 - April 23, 24, 25 at 7:00PM
 - District Auditorium

3. Preschool Spring Conferences
April 28 and 30, 2026 3:45-7:45 PM
Fridley Community Center
4. Free Family Movie Night - *The SpongeBob Movie: Search for SquarePants*
May 1, 2026 7:00 PM
District Auditorium
5. Prom Grand March
May 2, 2026 4:00 PM
District Auditorium
6. School Board Meeting
May 5, 2026 5:30 PM
Fridley Community Center
7. Hayes Carnival
May 7, 2026 5:30-7:30 PM
Hayes Elementary School
8. FMS Band Concert
May 12, 2026
6th Grade 6:00 PM
7th Grade 7:00 PM
8th Grade 8:00 PM
District Auditorium
9. Scholastic Achievement Banquet
May 13, 2026
6:00 PM - Dinner at FHS Cafeteria
7:00 PM - Program at District Auditorium
10. Stevenson Carnival
May 14, 2026 5:00-7:00 PM
Stevenson Elementary School
11. 2nd Grade Concert, Glee Club & Art Show
May 14, 2025 6:00-6:45 PM
Hayes Elementary School
12. Fridley Public Schools School Board Meeting
May 19, 2026
Fridley Community Center
5:30 PM Work Session
7:00 PM Public Comment
7:30 PM Business Meeting

Adjournment

Motion by Schreiner, seconded by Auna to adjourn the meeting at 9:21 PM. Upon a 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 Training Session
Fridley Independent School District 14
Tuesday, May 5, 2026

Call to Order

Board Vice Chair Jones called the Training Session of the Fridley School Board to order at 5:30 PM on Tuesday, May 5, 2026, at the Fridley Community Center. The following Board members were present in the room: Nikki Auna, Sara Jones, Sara Schreiner, Avonna Starck and Pajjar Yang. Absent: Jake Karnopp

The School Board met privately on May 5 for a training session. During the training session, the Board participated in discussion with legal counsel designed to strengthen the Board's understanding of the roles and responsibilities of the Board and its individual Board members and to explore how the Board can work more effectively when it does address official business. The Board did not discuss, decide, or receive information as a group relating to the official business of the Board as part of the training session. This training session was not be open to the public, consistent with the Minnesota Commissioner of Administration's Advisory Opinion 16-006 (Nov. 4, 2026) and the Minnesota Attorney General's Opinion No. 63a-5 (Feb. 5, 1975).

The meeting ended at 7:30 PM.

Minutes
School Board Special Meeting
Fridley Independent School District 14
Tuesday, May 5, 2026

Call to Order

Board Vice Chair Jones called the Special Meeting of the Fridley School Board to order at 7:31 PM on Tuesday, May 5, 2026, at the Fridley Community Center. The following Board members were present in the room: Nikki Auna, Sara Jones, Sara Schreiner, Avonna Starck and Pajjar Yang. Absent: Jake Karnopp

Approval of the Agenda with Suggested Motions and Resolutions

Motion by Schreiner, seconded by Starck, to approve the agenda for May 5, 2026. Upon vote being taken, all voted in favor, none against, none abstained. Motion carried 5-0.

Business Action Items

A. Motion: Approval of the Stadium Scoreboard with AIM Electronics

Motion by Auna, seconded by Schreiner to approval of the Stadium Scoreboard with AIM Electronics. Upon vote being taken all voted in favor, none against, none abstained. Motion carried 5-0.

B. Motion: Approval of the Track & Field Replacement with Upper Midwest Athletic Construction Inc.

Motion by Auna, seconded by Yang to approve the Track & Field Replacement with Upper Midwest Athletic Construction. Upon vote being taken Auna, Jones, Schreiner and Yang voted in favor, Starck voted against, none abstained. Motion carried 4-1.

C. Motion: Approval of the Hayes Principal effective July 1, 2026

Motion by Auna, seconded by Schreiner to approve the Hayes Principal (Anthony Sicoli) effective July 1, 2026. Upon vote being taken all voted in favor, none against, none abstained. Motion carried 5-0.

Adjournment

Motion by Auna, seconded by Yang to adjourn the meeting at 7:40 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

Personnel Changes 2025-2026

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

- Norman Bell, Assistant Principal, Vista High School , Assistant Principal/Level 2, effective 5/4/26
- Cedric Fuller, Principal, Fridley High School, Principal/Level 2, effective 7/1/26
- Anthony Sicoli, Principal, Hayes Elementary, Principal/Level 2, effective 7/1/26
- Maria Vargas Anguisaca, Custodian, Fridley High, Step 2, effective 5/5/26

Individual Contracts (2025-2026)

- Erin Brennan, Payroll Specialist, District Office, effective 5/26/26

Leaves of Absence

- Jayden Bankhead, Paraeducator, Fridley Middle, effective 5/12/26
- Priyanka Chaudhari, Paraeducator, Fridley Middle, effective 5/13/26
- Shana Fiocchi, Teacher, Stevenson Elementary, effective 5/5/26
- Sharon McClernan, Administrative Assistant, VISTA, effective 5/21/26
- Wendy Newman, Clerical, FCC, effective 4/13/26
- Gail Pfluger, Human Resources Specialist, DO, effective 6/4/26

Return from Leave of Absence

- Wendy Newman, Clerical, FCC, effective 4/27/26
- Siena Olson, Teacher, Fridley High, effective 5/1/26
- Jada Probasco, Paraeducator, Fridley High, effective 5/4/26

Resignations (2025-2026)

- Shanel Anderson, School Psychologist, Hayes, effective 6/12/26
- Matthew Ferry, Math, Fridley Middle, effective 6/12/26
- Tucker Johnson, Grade 5, Fridley Middle, effective 6/12/26
- Steve Monsrud, Safety and Security Coordinator, District Office, effective 6/10/26
- Faith Schirer, Nutritional Services Coordinator, DO, effective 6/30/26
- Matthew Treinen, Social Studies, Fridley Middle, effective 6/12/26
- Yidan Xu, ECFE, Fridley Community Center, effective 6/12/26

Positions Ending (2025-2026)

- Anita Walk, Grade 4 long-term substitute, Stevenson, effective 6/12/26

Non-Extension of Individual Contract

- Michael Deschneau, Special Ed Coordinator, District Office, effective 6/30/26
- Christopher Legrand, Special Ed Coordinator, District Office, effective 6/30/26
- James Tschida, Facilities Manager, District Office, effective 6/30/26

5-19-26 School Board Meeting

- Averi Turner, MYP Coordinator, District Office, effective 6/30/26



Statement of Assurances

General Information: Minnesota education agencies applying for state and federal funds under the Individuals with Disabilities Education Act (IDEA), Public Law 108-466, must annually complete the Application for Special Education Funds – Statement of Assurances (ED-01350). 34 Code of Federal Regulations (C.F.R.), section 300.200. Federal funds are allocated to states by the U.S. Department of Education. Catalog of Federal Domestic Assistance (CFDA) numbers: 84.027 Special Education Grants to States, PR/Award number H027A260087, 84.173 Special Education Preschool Grants, PR/Award number H173A260086 and 84.181 Special Education Grants for Infants and Families with Disabilities, PR/Award number H181A260029. The application must be submitted to the Minnesota Department of Education (MDE), Division of School Finance, Special Education Funding and Data, by **June 1, 2026**. Districts will keep supporting information for the local Total Special Education System (TSES) plan on file for review by MDE monitors.

Identification Information

Name of District or Cooperative:	District Number and Type:	Date Submitted:
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Statement of Assurances

1. All state and federal funds received by the local educational agency (LEA) will be used for the purpose of providing special education and related services for children with disabilities from birth to age 21, consistent with state and federal statutes, rules, and regulations.

Federal funds received by the agency from the Individuals with Disabilities Education Act of 2004 (IDEA), (20 United States Code (U.S.C.) 1400 and 34 C.F.R. section 300 and C.F.R. section 303) will:

- a. Be used only for purposes consistent with those stated in the IDEA. **(34 C.F.R. section 300.202)**
- b. Use fiscal control and accounting procedures to assure proper disbursement of and accounting for federal funds. The code of Federal Regulations, Title 34, and Federal Office of Management and Budget, Uniform Grant Guidance (2 C.F.R. section 200), and Education Department General Administrative Regulations (EDGAR) provides cost principles for state and local governments to comply with regulations related to allowable expenses, including conferences and meals.
- c. Comply with the Single Audit Act of 1984, as amended and Uniform Grant Guidance.
- d. Not be commingled with state or local funds. **(34 C.F.R. section 300.162(b))**
- e. Not be used to supplant the use of local or state funds. **(34 C.F.R. section 300.202(a)(3))**
- f. Be used only to pay for the excess costs of educating children with disabilities. **(34 C.F.R. section 300.202)**
- g. Not be used to provide services to those children which, taken as a whole, are at least comparable to services provided to other children with disabilities for which the agency is responsible. **(34 C.F.R. section 300.203(b))**
- h. Not be used to reduce the level of expenditure made from local funds below the level contributed in the previous fiscal year. **(34 C.F.R. section 300.203)**

- i. Be audited to assure compliance with the above fiscal requirements. **(34 C.F.R. section 300.162(b) and 300.222)**
 - j. Provide special instruction and related services to students with disabilities enrolled in nonpublic schools located within the boundaries of the district. **(Minn. Stat. section 125A.03 and 125A.18 [2022])**
 - k. Make available to the parents and the general public the application and all documents relating to the application, including evaluations and reports. **(34 C.F.R. section 300.212)**
 - l. Be in compliance with Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. section 794 (Section 504 Title 34) of the Code of Federal Regulations Part 104 (Nondiscrimination on the basis of disability, referred to as “Section 504”). **(Minn. Stat. section 125A.55 [2022])**
 - m. Begin to obligate funds according to 34 C.F.R. section 76.708.
2. Policies and procedures for programs established and administered by the education agency shall be consistent with state and federal statutes, rules and regulations and will ensure:
- a. The rights of children with disabilities to a free appropriate public education (FAPE), including children in public charter schools, adult facilities, and private schools. **(34 C.F.R. section 300.101, 300.209 and 300.324(d), and Minn. Stat. section 125A.03 and 125A.18 [2022])**
 - b. Full educational opportunities for all children with disabilities. **(34 C.F.R. section 300.109)**
 - c. That all children with disabilities, including those attending private schools or being home-schooled, who are in need of special education and related services, are identified, located, and evaluated, and a method is developed to determine which children are currently receiving services. **(34 C.F.R. section 300.111 and Minn. R. 3525.0750)**
 - d. To demonstrate that with appropriate accommodations, children with disabilities are included in statewide and districtwide assessment programs, and that this data is reported to the state education agency. **(20 U.S.C. section 1412(a)(16) and 20 U.S.C. section 612(a)(16))**
 - e. The development and implementation of a coordinated multidisciplinary, interagency intervention system to meet the needs of children with disabilities ages 3 to 21. **(Minn. Stat. section 125A.023 and 125A.027 [2022])**
 - f. May establish a community transition interagency committee for youth with disabilities, beginning at grade nine or age equivalent, and their families. **(Minn. Stat. section 125A.22 [2022])**
 - g. Procedures for evaluation and determination of eligibility for all children with disabilities under the jurisdiction of the district. **(34 C.F.R. section 300.301-300.311 and Minn. R. 3525.2710)**
 - h. Confidentiality of personally identifiable information collected, used or maintained specific to children with disabilities. **(34 C.F.R. section 300.123)**
 - i. The development, review and revision of the individualized education program (IEP), individualized family service plan (IFSP) or standardized written plan of each child with a disability, according to the IDEA. **(34 C.F.R. section 300.112, Minn. Stat. section 125A.023, 125A.027, 125A.028 and 125A.32 [2022], and Minn. R. 3525.2810 and 3525.2900)**
 - j. Procedural safeguards are afforded children with disabilities and their parents, consistent with local agency policies and state and federal statutes, rules and regulations. **(34 C.F.R. section 300.121)**
 - k. Are educated in the regular education environment, except when satisfactory achievement cannot be attained in that environment. **(34 C.F.R. section 300.114)**
 - l. That a continuum of alternative placements is available to meet the needs of each child with a disability. **(34 C.F.R. section 300.115)**
 - m. That students with disabilities who are subject to suspension or expulsion from school are provided FAPE, a manifestation determination review, appropriate interim alternative educational setting and rights to a due process hearing. **(34 C.F.R. section 300.536 and 300.530–300.534, Minn. Stat. section 125A.43)**
 - n. That schools will coordinate with the National Instructional Materials Access Center (NIMAC) and will provide students with print and reading disabilities accessible instructional materials in a timely manner. **(34 C.F.R. section 300.172(a))**
 - o. That schools not coordinating with the NIMAC will provide students with print and reading disabilities accessible instructional materials in a timely manner. **(34 C.F.R. section 300.172(b))**

Certification of Statement of Assurances

Single District Application: A Statement of Assurances submitted by a single district must be signed by the director of special education and the district superintendent or school board clerk.

Special Education Cooperative or Education District Application: The Statement of Assurances submitted by multiple districts must be signed by the director of special education from the host (fiscal agency) district **and** the superintendent or school board clerk of each applicant district. Directors may make copies of the Statement of Assurances and the Certification form to distribute to each school district. The director of special education must ensure: 1) that each district submits its application to MDE by the June 1 deadline; and, 2) that the application contains the signatures of both the director of special education and the district superintendent of the school or school board clerk in the Superintendent’s absence.

We certify that to the best of our knowledge, the information contained in the school district(s) Total Special Education System(s) (TSES) plan is accurate and complete. We certify that the child count data submitted to MDE through the Minnesota Automated Reporting Student System (MARSS) will be complete, true and accurate. Each student included will be receiving special education services, have a current individualized education program and a current evaluation as of December 1, 2025. As representatives of a public agency applying for state and federal funds, we agree to provide special education services to students with disabilities that are in compliance with federal and state laws, rules, and regulations, and in accordance with the given assurances.

Signature* – Director of Special Education:	District/Cooperative Number:	Date:
Signature* – District Superintendent or School Board Clerk:	District/Cooperative Number:	Date:

*Original signature is required – do not use stamps or copies