



**MEETING AGENDA**

*The mission of Eden Prairie Schools is to inspire each student to learn continuously so they are empowered  
To reach personal fulfillment and contribute purposefully to our ever-changing world.*

**1. Convene: 6:00 PM (Roll Call)**

**Call to Order** - Steven Bartz, Abby Libsack, Kim Ross, Charles "CJ" Strehl, Dennis Stubbs

Board Chair, Aaron Casper, will be joining the meeting remotely from 14852 Scenic Heights Road, Suite 210, Eden Prairie, MN 55344.

Board Member, Debjyoti "DD"Dwivedy, will possibly be joining the meeting remotely from out of the country.

**2. Pledge of Allegiance**

**3. Agenda Review and Approval (Action)**

Approval of the agenda for the Monday, November 27, 2023 School Board of Independent School District 272, Eden Prairie Schools.

**Motion \_\_\_\_\_ Seconded \_\_\_\_\_**

- 1. Abby Libsack Yes\_\_\_ No\_\_\_ 5. Kim Ross Yes\_\_\_ No\_\_\_
- 2. Charles Strehl Yes\_\_\_ No\_\_\_ 6. Dennis Stubbs Yes\_\_\_ No\_\_\_
- 3. Aaron Casper Yes\_\_\_ No\_\_\_ 7. Steve Bartz Yes\_\_\_ No\_\_\_
- 4. Debjyoti Dwivedy Yes\_\_\_ No\_\_\_

**4. Approval of Previous Minutes (Action)**

Approval of the UNOFFICIAL Minutes of the School Board Regular Business Meeting on October 23, 2023 and Workshop Notes on November 13, 2023.

**Motion \_\_\_\_\_ Seconded \_\_\_\_\_**

- 1. Abby Libsack Yes\_\_\_ No\_\_\_ 5. Kim Ross Yes\_\_\_ No\_\_\_
- 2. Charles Strehl Yes\_\_\_ No\_\_\_ 6. Dennis Stubbs Yes\_\_\_ No\_\_\_
- 3. Aaron Casper Yes\_\_\_ No\_\_\_ 7. Steve Bartz Yes\_\_\_ No\_\_\_
- 4. Debjyoti Dwivedy Yes\_\_\_ No\_\_\_

A. October 23, 2023 Regular Business Meeting

7

B. November 13, 2023 Workshop Notes

11

**5. Spotlight on Success 6:05 PM (Information)**

A. Oak Point Elementary - *Social Emotional Wellbeing Through Mindfulness and Connection*

**6. Public Comment: 6:25 PM**

**7. Announcements 6:35 PM (Information)**

**8. Board Education & Required Reporting (Information)**

**9. Board Work 6:40 PM (Action)**

A. Decision Preparation

1) School Board Mid-Year Treasurer's Report

12

B. Required Board Action

C. Policy Monitoring (Action)

1) Executive Limitations - EL 2.9 Communication and Support to the School Board - *The Superintendent shall not* cause or allow the School Board to be uninformed or unsupported in its work. **(Action)**

**OI Motion \_\_\_\_\_ Seconded \_\_\_\_\_**

- 1. Abby Libsack Yes\_\_\_ No\_\_\_ 5. Kim Ross Yes\_\_\_ No\_\_\_
- 2. Charles Strehl Yes\_\_\_ No\_\_\_ 6. Dennis Stubbs Yes\_\_\_ No\_\_\_
- 3. Aaron Casper Yes\_\_\_ No\_\_\_ 7. Steve Bartz Yes\_\_\_ No\_\_\_
- 4. Debjyoti Dwivedy Yes\_\_\_ No\_\_\_

**Evidence Motion \_\_\_\_\_ Seconded \_\_\_\_\_**

- 1. Abby Libsack Yes\_\_\_ No\_\_\_ 5. Kim Ross Yes\_\_\_ No\_\_\_
- 2. Charles Strehl Yes\_\_\_ No\_\_\_ 6. Dennis Stubbs Yes\_\_\_ No\_\_\_
- 3. Aaron Casper Yes\_\_\_ No\_\_\_ 7. Steve Bartz Yes\_\_\_ No\_\_\_
- 4. Debjyoti Dwivedy Yes\_\_\_ No\_\_\_

a. EL 2.9.1 *The Superintendent shall not:* Neglect to submit monitoring reports required by the School Board in a timely, accurate, and understandable fashion.

**OI Motion \_\_\_\_\_ Seconded \_\_\_\_\_**

- 1. Abby Libsack Yes\_\_\_ No\_\_\_ 5. Kim Ross Yes\_\_\_ No\_\_\_
- 2. Charles Strehl Yes\_\_\_ No\_\_\_ 6. Dennis Stubbs Yes\_\_\_ No\_\_\_
- 3. Aaron Casper Yes\_\_\_ No\_\_\_ 7. Steve Bartz Yes\_\_\_ No\_\_\_
- 4. Debjyoti Dwivedy Yes\_\_\_ No\_\_\_

**Evidence Motion \_\_\_\_\_ Seconded \_\_\_\_\_**

- 1. Abby Libsack Yes\_\_\_ No\_\_\_ 5. Kim Ross Yes\_\_\_ No\_\_\_
- 2. Charles Strehl Yes\_\_\_ No\_\_\_ 6. Dennis Stubbs Yes\_\_\_ No\_\_\_
- 3. Aaron Casper Yes\_\_\_ No\_\_\_ 7. Steve Bartz Yes\_\_\_ No\_\_\_
- 4. Debjyoti Dwivedy Yes\_\_\_ No\_\_\_

b. EL 2.9.2 *The Superintendent shall not:* Be untimely in reporting any actual or anticipated noncompliance with any policy of the School Board.

**OI Motion \_\_\_\_\_ Seconded \_\_\_\_\_**

- 1. Abby Libsack Yes\_\_\_ No\_\_\_ 5. Kim Ross Yes\_\_\_ No\_\_\_
- 2. Charles Strehl Yes\_\_\_ No\_\_\_ 6. Dennis Stubbs Yes\_\_\_ No\_\_\_
- 3. Aaron Casper Yes\_\_\_ No\_\_\_ 7. Steve Bartz Yes\_\_\_ No\_\_\_
- 4. Debjyoti Dwivedy Yes\_\_\_ No\_\_\_

**Evidence Motion \_\_\_\_\_ Seconded \_\_\_\_\_**

- 1. Abby Libsack Yes\_\_\_ No\_\_\_ 5. Kim Ross Yes\_\_\_ No\_\_\_
- 2. Charles Strehl Yes\_\_\_ No\_\_\_ 6. Dennis Stubbs Yes\_\_\_ No\_\_\_
- 3. Aaron Casper Yes\_\_\_ No\_\_\_ 7. Steve Bartz Yes\_\_\_ No\_\_\_
- 4. Debjyoti Dwivedy Yes\_\_\_ No\_\_\_

c. EL 2.9.3 *The Superintendent shall not:* Neglect to submit unbiased information required by the School Board or let the School Board be unaware of relevant trends.

**OI Motion \_\_\_\_\_ Seconded \_\_\_\_\_**

- 1. Abby Libsack Yes\_\_\_ No\_\_\_ 5. Kim Ross Yes\_\_\_ No\_\_\_
- 2. Charles Strehl Yes\_\_\_ No\_\_\_ 6. Dennis Stubbs Yes\_\_\_ No\_\_\_
- 3. Aaron Casper Yes\_\_\_ No\_\_\_ 7. Steve Bartz Yes\_\_\_ No\_\_\_
- 4. Debjyoti Dwivedy Yes\_\_\_ No\_\_\_

**Evidence Motion \_\_\_\_\_ Seconded \_\_\_\_\_**

- 1. Abby Libsack Yes\_\_\_ No\_\_\_ 5. Kim Ross Yes\_\_\_ No\_\_\_
- 2. Charles Strehl Yes\_\_\_ No\_\_\_ 6. Dennis Stubbs Yes\_\_\_ No\_\_\_
- 3. Aaron Casper Yes\_\_\_ No\_\_\_ 7. Steve Bartz Yes\_\_\_ No\_\_\_
- 4. Debjyoti Dwivedy Yes\_\_\_ No\_\_\_

d. EL 2.9.4 *The Superintendent shall not:* Let the School Board be unaware of any significant incidental information it requires, including district press releases, anticipated media coverage, threatened or pending lawsuits, and material internal and external changes.

**OI Motion \_\_\_\_\_ Seconded \_\_\_\_\_**

- 1. Abby Libsack Yes\_\_\_ No\_\_\_ 5. Kim Ross Yes\_\_\_ No\_\_\_
- 2. Charles Strehl Yes\_\_\_ No\_\_\_ 6. Dennis Stubbs Yes\_\_\_ No\_\_\_
- 3. Aaron Casper Yes\_\_\_ No\_\_\_ 7. Steve Bartz Yes\_\_\_ No\_\_\_
- 4. Debjyoti Dwivedy Yes\_\_\_ No\_\_\_

**Evidence Motion \_\_\_\_\_ Seconded \_\_\_\_\_**

- 1. Abby Libsack Yes\_\_\_ No\_\_\_ 5. Kim Ross Yes\_\_\_ No\_\_\_
- 2. Charles Strehl Yes\_\_\_ No\_\_\_ 6. Dennis Stubbs Yes\_\_\_ No\_\_\_

3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_  
 4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

e. EL 2.9.5 *The Superintendent shall not:* Fail to advise the School Board if, in the Superintendent's opinion, the School Board is not in compliance with its own policies on Governance Process and Board-Management Delegation, particularly in the case of School Board behavior that is detrimental to the working relationship between the School Board and the Superintendent.

**OI Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_  
 2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_  
 3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_  
 4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

**Evidence Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_  
 2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_  
 3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_  
 4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

f. EL 2.9.6 *The Superintendent shall not:* Present information in unnecessarily complex or lengthy form or in a form that fails to differentiate among information of three types: monitoring, decision preparation, and incidental

**OI Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_  
 2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_  
 3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_  
 4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

**Evidence Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_  
 2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_  
 3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_  
 4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

g. EL 2.9.7 *The Superintendent shall not:* Provide a mechanism for official School Board, officer, or committee communications that is ineffective.

**OI Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_  
 2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_  
 3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_  
 4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

**Evidence Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_  
 2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_  
 3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_  
 4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

h. EL 2.9.8 *The Superintendent shall not:* Communicate with individual School Board members in addressing official School Board business except when responding to officers or committees duly charged by the School Board.

**OI Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_  
 2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_  
 3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_  
 4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

**Evidence Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_  
 2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_  
 3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_  
 4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

i. EL 2.9.9 *The Superintendent shall not:* Neglect to supply for the School Board's consent agenda, along with applicable supporting information, all decisions delegated to the Superintendent yet required by law, regulation, or contract to be School Board-approved.

**OI Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_  
 2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_

3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_

4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

**Evidence Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_

2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_

3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_

4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

j. EL 2.9.10 *The Superintendent shall not:* Allow the School Board to be unaware of potential consequences to the district posed by pending legislation or regulation.

**OI Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_

2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_

3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_

4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

**Evidence Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_

2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_

3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_

4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

k. EL 2.9.11 *The Superintendent shall not:* Send letters or surveys under the School Board's name or on behalf of the School Board without School Board approval.

**OI Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_

2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_

3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_

4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

**Evidence Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_

2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_

3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_

4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

D. Record of Board Self-Evaluation **(Action)**

1) 2022-23 Record of Board Policy Monitoring - Governance Policies (GP's) **(Action)** 29

**Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_

2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_

3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_

4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

2) 2022-23 Record of Board Policy Monitoring - Executive Limitations (EL's) **(Action)** 35

**Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_

2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_

3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_

4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

3) 2022-23 Record of Board Policy Monitoring - Ends (1.1 - 1.6) **(Action)** 36

**Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_

2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_

3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_

4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

10. Superintendent Consent Agenda **7:00 PM (Action)**

*Management items the Board would not act upon in Policy Governance, but require Board approval from outside entities.*

**Motion** \_\_\_\_\_ **Seconded** \_\_\_\_\_

1. Abby Libsack Yes \_\_\_ No \_\_\_ 5. Kim Ross Yes \_\_\_ No \_\_\_

2. Charles Strehl Yes \_\_\_ No \_\_\_ 6. Dennis Stubbs Yes \_\_\_ No \_\_\_

3. Aaron Casper Yes \_\_\_ No \_\_\_ 7. Steve Bartz Yes \_\_\_ No \_\_\_

4. Debjyoti Dwivedy Yes \_\_\_ No \_\_\_

1) Executive Summary	38
2) Resolution for Counting Write-in Votes	39
B. Monthly Reports	
1) Resolution of Acceptance of Donations	40
2) Human Resources Report	41
3) Business Services Reports	
a. Board Business	45
b. Financial Report - Monthly Revenue/Expenditure Report	46
<b>11. Superintendent's Incidental Information Report <u>7:05 PM</u> (Information)</b>	
<i>Incidental Information is considered as "nice to know" information regarding district business. Monitoring and decision-making information are handled elsewhere on the agenda. These items are not open for debate, but rather for awareness and understanding. (Supports EL 2.9 in general and 2.9.6 specifically)</i>	
<b>12. Board Action on Committee Reports &amp; Minutes <u>7:10 PM</u> (Action)</b>	
A. Board Development Committee	
1) Summary Update	47
2) Protecting Human-to-Human Interaction Policy	48
3) Expert Speaker Information	52
4) Consolidated Resources - Board Review	53
B. Community Linkage Committee (Action)	
1) November 9, 2023 Minutes	55
<b>Motion _____ Seconded _____</b>	
1. Abby Libsack Yes___ No___ 5. Kim Ross Yes___ No___	
2. Charles Strehl Yes___ No___ 6. Dennis Stubbs Yes___ No___	
3. Aaron Casper Yes___ No___ 7. Steve Bartz Yes___ No___	
4. Debjyoti Dwivedy Yes___ No___	
2) Article for Inspiring News - DRAFT (Action)	56
<b>Motion _____ Seconded _____</b>	
1. Abby Libsack Yes___ No___ 5. Kim Ross Yes___ No___	
2. Charles Strehl Yes___ No___ 6. Dennis Stubbs Yes___ No___	
3. Aaron Casper Yes___ No___ 7. Steve Bartz Yes___ No___	
4. Debjyoti Dwivedy Yes___ No___	
a. 4C's Diagram	58
C. Negotiations Committee	
D. Policy Committee	
<b>13. Other Board Updates (AMSD, BRIGHTWORKS, ISD 287, MSHSL ) <u>7:30 PM</u> (Information)</b>	
A. AMSD (Association of Metropolitan School) - Abby Libsack/Kim Ross	
B. BrightWorks - Dennis Stubbs	
C. ISD 287 (Intermediate School District 287) - Kim Ross	
D. MSHSL (Minnesota State High School League) - Dennis Stubbs	
<b>14. Board Work Plan <u>7:40 PM</u> (Action)</b>	
A. Work Plan Changes Document (Action)	59
<b>Motion _____ Seconded _____</b>	
1. Abby Libsack Yes___ No___ 5. Kim Ross Yes___ No___	
2. Charles Strehl Yes___ No___ 6. Dennis Stubbs Yes___ No___	
3. Aaron Casper Yes___ No___ 7. Steve Bartz Yes___ No___ <u>5</u>	
4. Debjyoti Dwivedy Yes___ No___	

15. Adjournment (Action)

Motion \_\_\_\_\_ Seconded \_\_\_\_\_ to adjourn at \_\_\_\_\_ PM.

- 1. Abby Libsack Yes\_\_\_ No\_\_\_ 5. Kim Ross Yes\_\_\_ No\_\_\_
- 2. Charles Strehl Yes\_\_\_ No\_\_\_ 6. Dennis Stubbs Yes\_\_\_ No\_\_\_
- 3. Aaron Casper Yes\_\_\_ No\_\_\_ 7. Steve Bartz Yes\_\_\_ No\_\_\_
- 4. Debjyoti Dwivedy Yes\_\_\_ No\_\_\_

INDEPENDENT SCHOOL DISTRICT 272 ~ EDEN PRAIRIE SCHOOLS  
UNOFFICIAL MINUTES OF THE OCTOBER 23, 2023  
SCHOOL BOARD MEETING

A Regular Meeting of the Independent School District 272, Eden Prairie Schools, was held on October 23, 2023, in the Eden Prairie District Administrative Offices, 8100 School Road, Eden Prairie, MN 55344.

1. **Convene: 6:00 PM School Board Members (Roll Call)**

Present: Steve Bartz, Aaron Casper, Debjyoti "DD" Dwivedy, Abby Libsack, Kim Ross, Charles "CJ" Strehl, Dennis Stubbs

Present: Superintendent Josh Swanson

2. **Pledge of Allegiance**

3. **Agenda Review and Approval – Motion** by S. Bartz, **Seconded** K. Ross to approve the agenda for the Monday, October 23, 2023, meeting of the School Board of Independent School District 272, Eden Prairie Schools – Passed Unanimously

4. **Approval of Previous Minutes – Motion** by S. Bartz, **Seconded** K. Ross to approve the UNOFFICIAL Minutes of the School Board Regular Business Meetings on September 25, 2023, and the Workshop notes on October 9, 2023 Schools – Passed Unanimously

5. **Spotlight on Success**

A. Forest Hills Elementary - *Building Thinking Classrooms* and FEPS (Foundation for EP Schools)

6. **Public Comment** – (1) Longer Recess & Outdoor Time in Middle School

7. **Announcements**

- October is National Principals Month! This month, we're shining a spotlight on our school principals—the fearless, mission-driven leaders who support and serve students, families and staff in their learning communities. These administrators are deserving of our appreciation year-round, but we're glad to celebrate them even more during National Principals Month!
- Eden Prairie High School has been recognized for its all-around excellence in Niche's 2024 Best Schools and Districts rankings! [EPHS slots in at number two in the state](#) and ranks inside the top 300 nationally. The district also retained its best-possible rating of A+, including top marks in facilities, academics, activities and more.
- Eden Prairie's Flying Cloud Airport played host to the [ninth annual Girls in Aviation Day on September 23](#), an event held to foster and inspire female participation in aviation-related jobs. District staff were on hand at the event to share information about aerospace learning opportunities at Eden Prairie High School—including a Capstone course that's set to launch next school year!
- EPHS football remains undefeated in this incredible season and continues to top the stage against their opponents. Their dedication and teamwork have made this an outstanding winning streak — and, as you can imagine, I'm hoping to see them go all the way to the top.
- The Eden Prairie High School Eagle Band celebrated its 60th anniversary on October 15. Congratulations on six incredible decades of music and merriment, Eagle Band!
- Congratulations to Eden Prairie High School 11th grader Andrew (Drew) Ploof, who attended a National Swim Camp at the Olympic Training Center. He was 1 of 52 students selected to participate from across the nation!
- Eden Prairie High School proudly hosted the [No Hate Tour - Anti-Bullying Assembly](#) on September 29, sponsored by the US Marine Corps. This educational initiative uses action sports, like BMX biking, to provide essential tools for preventing bullying by building relationships between peers. It aligns perfectly with the EPHS school year theme, 'Belonging Together' — and our students didn't mind seeing Associate Principal Johnson get jumped over on a bike, either. It was a great event to kick off October's National Bullying Prevention Month.
- Speaking of belonging, Eden Prairie High School's DECA officers planned the annual Powderpuff games on September 30 with an important goal to raise money for and awareness of mental health supports. [This year's event](#), themed "Huddle to Heal," also honored the lives of Eden Prairie Schools students and staff who have passed away. We're so proud of the many students who participated in this important event.
- For the third consecutive year, Eden Prairie High School student Shreshth Shrivastava was [named a finalist at the Regeneron International Science and Engineering Fair](#) for his project called Wi-C.A.R.E. (Wifi Computer Assisted Remote Elder Care), an app he said his grandparents inspired him to create. Way to go, Shreshth!

## 8. Board Work

- A. Decision Preparation
- B. Required Board Action
- C. Policy Monitoring

## 1) Ends 1.1 through 1.6 Evidence (FY 2022-23)

*Eden Prairie public schools exist so that each student obtains an outstanding education that prepares them for their next stage of life in a manner that justifies the resources expended.*

- a. Ends Policy 1.1 - Each student graduates and is academically prepared to progress to multiple opportunities after high school.

**Evidence Motion** by K. Ross, **Seconded** by D. Dwivedy to accept the Superintendent's assertion of reasonable progress has been made – Passed Unanimously

- b. Ends Policy 1.2 - Each student is reading at grade level by the end of third grade.

**Evidence Motion** by S. Bartz, **Seconded** by A. Libsack to accept the Superintendent's assertion that he *did not* demonstrated the expected progress – Passed Unanimously

- c. Ends Policy 1.3 - Each student achieves individual growth expectations and proficiency annually in, but not limited to, Language Arts, Math and Science.

**Evidence Motion** by A. Casper, **Seconded** by D. Dwivedy to accept the Superintendent's assertion that he *did not* demonstrate the expected progress – Passed Unanimously

- d. Ends Policy 1.4 - Each student receives a broad-based education that exceeds the Minnesota State Graduation Requirements

**Evidence Motion** by S. Bartz, **Seconded** by K. Ross to accept the Superintendent's assertion of reasonable progress has been made – Passed Unanimously

- e. Ends Policy 1.5 - Each student has the 21st century skills needed to succeed in the global economy.

**Evidence Motion** by A. Casper, **Seconded** by D. Stubbs to accept the Superintendent's assertion that he *did not* meet reasonable progress – Passed 6-1: Yes (6) SB, AC, DD, AL, KR, DS; No (1) CS

- f. Ends Policy 1.6 - Each student demonstrates the knowledge that citizens and residents of the United States need to contribute positively to society.

**Evidence Motion** by A. Casper, **Seconded** by D. Dwivedy, to accept the Superintendent's assertion of reasonable progress has been made – Passed Unanimously

**Motion** by A. Casper, **Seconded** by S. Bartz to recess at 8:22 p.m. – Passed Unanimously; Resumed at 8:33 p.m.

## 2) Executive Limitations (EL's)

- a. EL 2.4 - Treatment of Staff - The Superintendent shall not cause or allow a work environment that is unsafe, unwelcoming, inequitable, disrespectful, unclear or that otherwise inhibits effective staff performance.

**OI Motion** by K. Ross, **Seconded** by D. Dwivedy that the OI for EL 2.4 is reasonable - Passed Unanimously

**Evidence Motion** by K. Ross, **Seconded** by D. Dwivedy, the policy for EL 2.4 is in compliance - Passed Unanimously

(1) EL 2.4.1 *The Superintendent shall not:* Allow staff to work without a written job description.

(2) EL 2.4.2 - *The Superintendent shall not:* Operate without accessible, clearly-written personnel policies.

(3) EL 2.4.3 - *The Superintendent shall not:* Operate without a reasonable, formal evaluation policy for all staff.

(4) EL 2.4.4 - *The Superintendent shall not:* Allow staff to be unprepared to deal with emergency situations.

(5) EL 2.4.5 - *The Superintendent shall not:* Operate without policies and procedures which prevent conflict of interest.

**OI Motion** by A. Casper, **Seconded** by D. Stubbs, OI is reasonable for EL's 2.4.1 through 2.4.5 reasonable – Passed Unanimously

**Evidence Motion** by A. Casper, **Seconded** by A. Libsack, Board accepts the Superintendent's assertion of compliance for EL 2.4.1 through 2.4.5 – Passed Unanimously

b. EL 2.8 - Compensation and Benefits - *With respect to employment, compensation, and benefits to employees, consultants, and contract workers, the Superintendent shall not cause or allow jeopardy to financial integrity or to public image*

**OI Motion** by D. Dwivedy, **Seconded** by S. Bartz that the OI for EL 2.8 and the Child Policies, EL 2.8.1 and 2.8.2 are reasonable – Passed Unanimously

**Evidence Motion** by D. Dwivedy, **Seconded** by A. Casper, that the evidence presented by the Superintendent’s assertion is compliant for EL 2.8 and the Child Policies, EL 2.8.1 and EL 2.8.2 – Passed Unanimously

(1) EL 2.8.1 - *The Superintendent shall not:* Promise or imply permanent or guaranteed employment.

(2) EL 2.8.2 - *The Superintendent shall not:* Establish current compensation and benefits that deviate materially from the geographical or professional market for the skills employed. Further, compensation and benefits must not deviate from School Board-established parameters.

3) Governance Process (GP's) – **Motion** by S. Bartz, **Seconded** by K. Ross that the Board is compliance in GP's 4.0, 4.1, 4.2, 4.3 and 4.9 – Passed Unanimously

a. *GP 4.0* - Global Governance Commitment, *GP 4.1* - Governing Style, *GP 4.2* - School Board Job Product, *GP 4.3* - Annual Work Plan and *GP 4.9* - Governance Investment

D. Record of Board Self-Evaluation

1) 2022-23 Record of Board Policy Monitoring - Board Management Delegation Policies (BMD's) & Governance Policies (GP's) – **Motion** by K. Ross, **Seconded** by D. Stubbs to accept the record of Board Policy monitoring for BMD's & GP's as presented – Passed Unanimously

2) 2022-23 Record of Board Policy Monitoring - Executive Limitations (EL's) – **Motion** by K. Ross, **Seconded** by A. Lipsack to accept the 2022-23 Record of Board Policy Monitoring for EL Policies as presented– Passed Unanimously

3) 2022-23 Record of Board Policy Monitoring - Ends 1.1 - 1.6 (*No Updates*)

9. **Superintendent Consent Agenda** – **Motion** by A. Casper, **Seconded** by K. Ross to accept the Consent Agenda as presented – Passed Unanimously

A. Monthly Reports

1) Resolution of Acceptance of Donations

2) Human Resources Report

3) Business Services Reports

a. Board Business

b. Financial Report - Monthly Revenue/Expenditure Report

B. Minnesota State High School League (MSHSL Grant Application)

C. Seek Bid - EPHS Remodel - Executive Summary

10. **Superintendent's Incidental Information Report**

A. Enrollment Report as of October 1, 2023

B. FY 2022-2023 Achievement Integration Summary Report & World's Best Workforce Report

11. **Board Action on Committee Reports & Minutes**

A. Board Development Committee

1) 9/21/23 & 10/12/23 - Meeting Minutes – **Motion** by K. Ross, **Seconded** by A. Casper to accept the BDC minutes as presented – Passed Unanimously

B. Community Linkage Committee

1) 10/14/23 - Meeting Minutes – **Motion** by A. Casper, **Seconded** by A. Lipsack to approve the CLC minutes as presented – Passed Unanimously

C. Negotiations Committee

D. Policy Committee

12. **Other Board Updates (AMSD, BRIGHTWORKS, ISD 287, MSHSL)**

A. AMSD (Association of Metropolitan Schools) - *Kim Ross*

B. BrightWorks (formerly ECSU) - *Dennis Stubbs*

C. ISD 287 (Intermediate School District 287) - *Kim Ross*

D. MSHSL (Minnesota State High School League) - *Dennis Stubbs*

13. **Board Work Plan**

A. Work Plan "Change" Document – **Motion** by A. Casper, **Seconded** by D. Stubbs to approve as presented with the additions to the placeholder section for Ends 1.2, 1.3 and 1.5 – Passed Unanimously

**Eden Prairie School Board**  
**2023–24 WORK PLAN CHANGES**  
**“Proposed” Changes – October 23, 2023**

Date of Meeting/Workshop	Changes Requested
Monday, November 27, 2023	
Monday, December 11, 2023	
Monday, January 8, 2024 – <i>Annual Organizational Mtg and Workshop</i>	
Monday, January 22, 2024	
Monday, February 12, 2024 – <i>Workshop</i>	
Monday, February 26, 2024	
Monday, March 11, 2024 – <i>Workshop</i>	
Monday, March 25, 2024	
Monday, April 8, 2024 - <i>Workshop</i>	
Monday, April 22, 2024	
Monday, May 13, 2024	
<b>Tuesday, May 28, 2024</b>	
Monday, June 10, 2024 – <i>Workshop</i>	
Monday, June 24, 2024	
<b>Placeholder – General Board Work</b>	
<i>Reporting back to Board as Board Education: Ends 1.2, 1.3 and 1.5</i>	
<b>Placeholder – Policy Review</b>	

B. 2023-24 Board Annual Work Plan

14. **Adjournment** – **Motion** by S.Bartz, **Seconded** by A. Lipsack to adjourn meeting at 9:20 PM.

\_\_\_\_\_  
 Abby Libsack – Board Clerk



**EDEN PRAIRIE SCHOOLS**

Inspiring each student every day

## School Board Workshop Notes- Monday, November 13, 2023

---

1. CONVENE – 6:00 PM

School Board Members Present: Aaron Casper, Abby Libsack, Kim Ross,  
Charles "CJ" Strehl, Dennis Stubbs

Vice Chair, Steve Bartz, joined via ZOOM

School Board Members Absent: Director Debjyoti "DD" Dwivedy

2. Five Year Financial Projections presentation by Jason Mutzenberger
  - a. We continue to project steady growth and financial stability
3. Community Linkage Committee discussion of January 2024 article
  - a. Edits recommended from Director Ross, Superintendent Swanson and Dirk Tedmon
4. PBIS: How this model is being used at the various levels in Eden Prairie Schools (facilitated by Dr. Carla Hines)
  - a. Cedar Ridge Elementary School
  - b. Central Middle School
  - c. Eden Prairie High School
5. Work Plan Changes Document- no updates
6. 2023-2024 School Board Annual Work Plan- no updates
7. Adjournment at 8:57pm

---

Abby Libsack, Board Clerk

Chargeback (Printing)	Description	Account Numbers	Fiscal Year			Fiscal Year 2022-23				2023-2024 Proposal				
			2019-20 Actual	2020-21 Actual	2021-22 Actual	Approved Budget	YTD Expenses	2022-2023 9+3 Forecast	Final Actual	Notes	FY24 Proposed Budget	2024 Actual	3+9 Forecast	Comments
	Board Member Compensation	01005010000000109	35,006.66	35,900.00	35,987.50	36,300.00	25,712.50	36,300.00	\$ 36,300.00	No variance	36,300.00	\$ 9,075.00	36,300.00	\$6,600 Board Chair, \$5,700 Vice Chair, \$4,800 * 5 Directors (propose increase next year 2024-25)
	FICA (Fed Ins Contrib Act)	01005010000000210	1,918.53	1,497.08	1,686.67	1,500.00	1,217.62	1,837.68	\$ 1,837.68	More board members chose non PERLA retirement plans resulting in FICA	2,000.00	\$ 531.48	2,125.92	New board has shifted allocations, the proposed budget reflects the change
	PERA (Pub Emp Ret Assoc)	01005010000000214	1,125.08	1,007.56	860.00	1,300.00	604.40	757.56	\$ 757.56	Less board members chose PERLA	800.00	\$ 131.28	525.12	New board has shifted allocations, the proposed budget reflects the change
	Service Fees/Consulting	01005010000000305	15,717.73	2,680.05	26,891.85	15,000.00	2,539.55	10,000.00	\$ 9,686.75	Lower Disc cost (included \$400 for food)	14,000.00	\$ 396.80	5,587.20	\$3500 board minutes printing costs/\$500 for ophther announcements in newspapers, \$10000 for board sponsored education
	Postage	01005010000000329	14.35	16.50	-	-	-	-	\$ -		-	\$ -	-	No need to add a budget here, postage costs now run through the district wide budget in the General Fund
	Travel/Conferences	01005010000000366	1,687.52	4,945.00	2,485.00	4,750.00	1,740.25	2,580.25	\$ 2,810.25	Expect 4 Phase3/4 training between now and end of year	2,500.00	\$ -	2,700.00	Most of the board has completed Phase 1/2, only a few have any required training. May want to consider sending representative to speak at National convention? AMSD AI Conference
	Chargeback (Printing)	01005010000000398	70.00	1,307.02	852.88	1,500.00	-	1,420.73	\$ -	Costs have not exceeded 1300, included inflation at 8.7%	1,550.00	\$ 723.14	2,892.56	2023 plus 5.0% inflation
	General Supplies	01005010000000401	545.21	749.35	715.79	750.00	400.12	500.00	\$ 400.12	Misc costs that might show up by year end	525.00	\$ -	525.00	2023 plus 5.0% inflation
	Food	01005010000000490	11.24	316.17	1,071.15	500.00	111.38	500.00	\$ 111.38	Budget available for event in May/June timeframe.	750.00	\$ -	750.00	Ensure funding for two community events
	Memberships/Dues	01005010000000820	16,547.00	16,545.00	17,127.00	17,500.00	17,103.00	17,103.00	\$ 17,103.00	Misc fee between now and end of year.	18,250.00	\$ 17,371.00	17,500.00	2023 plus 5.0% inflation, (\$14,253 MSBA Membership, \$750 MSBA Policy Services, \$2,225 Board Book Subscription)
			<b>\$ 72,643.32</b>	<b>\$ 64,963.73</b>	<b>\$ 87,677.84</b>	<b>\$ 79,100.00</b>	<b>\$ 49,428.82</b>	<b>\$ 70,999.22</b>	<b>\$ 69,006.74</b>		<b>\$ 76,675.00</b>	<b>\$ 28,228.70</b>	<b>\$ 68,905.80</b>	<b>Summary</b>

Variance to budget **(8,100.78)** **-10.2%** **3.07%** **\$ (7,769.20)** Lower than 2022-2023 budget  
**7.99%** Proposed increase over actual 2022-23 (inflation of 6.0% 3/2022-3/2023)  
**74,071.03** 4-year average budget  
**3.52%** 2023-24 represents an increase over average

**FY 22 Notes:**  
109 - Slightly under budget by \$313 due to a vacant board member position before an appointment  
210/214 - Board members can choose between FICA and PERA, the combination of these line items is under budget by \$253  
305-Over budget due to the timing of a payment to a consultant of \$12,860. This expense occurred in  
366-Board members attending conferences/training was slightly under budget.  
398-Printing was under budget by \$147  
401-Supplies were under budget by \$184  
490-Food for various meetings was under budget by \$129  
820-Memberships were right on track for MSBA and the Board Book subscription

**Questions:**  
- Should we initiate a compensation review?  
- What type of education are we looking for in 2023-24 (Topics, team building, etc)  
- Do we want to send Chair to National SB Conference/share what we are doing?  
- Budget for two community events with food?

Overall budget was overbudget by \$9,678, but the timing of the one bill for \$12,860 accounts for this

**Eden Prairie School District 272  
Superintendent Monitoring Report**

Policy Name: <b>EL 2.9 Communication and Support to the School Board</b>	Monitoring Time Frame: <del>July 2021-June 2022</del> <b>July 2022-June 2023</b>	Policy Monitoring Column <b>FOR BOARD USE ONLY</b>
Policy Quadrant: <b>Executive Limitations</b>	Date of School Board Monitoring: <del>November 28, 2022</del> <b>November 27, 2023</b>	
		Board member name: 13
<b>Global Constraint:</b> <b>The Superintendent shall not cause or allow the School Board to be uninformed or unsupported in its work.</b>		<i>(enter rating and reasoning when appropriate)</i>
<u>Operational Interpretation:</u> I interpret this policy to mean that I am ultimately responsible for arranging the logistical, informational and organizational systems necessary for the School Board to be an effective governing body with the support of the Superintendent’s Cabinet and Office Staff.  I believe the Board’s subsequent policies 2.9.1 – 2.9.11 succinctly cover all areas of further interpretation of this global (“parent level”) policy leaving no other areas of concern to be addressed in this interpretation.		
<u>Justification:</u> This was developed through reflection and a study of operational interpretations of similar organizations that approached it in a similar fashion.		
<u>Measurement Plan:</u> The organization will be in compliance with EL 2.9 if the Board finds the organization to be in compliance with policies 2.9.1 – 2.9.11.		

<p><u>Evidence:</u> Evidence of compliance is demonstrated by supporting data presented throughout EL Policies 2.9.1-2.9.11.</p>	
<p><u>Statement of Assertion:</u> EL 2.9 is reasonable and is in compliance.</p>	
<p><b>2.9.1 Further, the Superintendent shall not: Neglect to submit monitoring reports required by the School Board in a timely, accurate, and understandable fashion and with reasonably available disaggregated data.</b></p>	
<p><u>Operational Interpretation:</u> Our governance process dictates that the superintendent periodically report on whether the organization has (1) avoided conditions the Board has indicated as unacceptable, and (2) achieved certain end results. This policy requires that those reports, defined by Policy Governance as internal monitoring reports for Executive Limitation and Ends policies, be submitted with the following qualities:</p> <ol style="list-style-type: none"> <li>1. <b>Timeliness</b> – Timely information is information that is available when it is needed. I interpret this to mean that the reports will be made available to the Board twelve (12) days prior to the Board meeting at which the report will be monitored.</li> <li>2. <b>Accuracy</b> – Accurate information provides a reliable and valid representation of reality. I interpret this to mean that all data provided will be fact-based and known to be true to the best of our ability.</li> <li>3. <b>Understandable</b> – I interpret this to mean that the actual reports must be: <ol style="list-style-type: none"> <li>a. Presented in a standardized format that clearly delineates each element of the report (Operational Interpretation, Justification, Measurement, Data, Statement of Compliance);</li> <li>b. Free of unnecessary material not directly related to demonstrating compliance with the policy interpretation;</li> <li>c. Carefully designed to express vast quantities of data that can be assimilated and absorbed by the reader quickly.</li> </ol> </li> </ol>	14
<p><u>Justification:</u> <b>My interpretation of monitoring reports</b> is guided by our understanding of the Policy Governance model as learned during joint training sessions, documentation reviewed, and shared experience since 2013. <b>My interpretation of timeliness</b> being twelve (12) days prior to monitoring. <b>My interpretation of accuracy and understandable</b> is guided by our joint understanding of the Policy Governance model.</p>	
<p><u>Measurement Plan:</u> Compliance with this policy will be demonstrated by:</p> <ol style="list-style-type: none"> <li>1. Compliance is achieved when at least 90% of all reports are submitted no less than twelve (12) days before monitoring.</li> <li>2. The operational interpretations, justifications and data provided are timely, accurate, and provide credibility to my assertions of compliance.</li> <li>3. The format and content is not unnecessarily complicated as demonstrated by final board action on the report.</li> </ol>	

Evidence:

1. 100% of Monitoring reports have been submitted twelve or more days prior to monitoring. (Table 1)
2. The following tables and board action for each monitoring report from July 2020 - June 2021 demonstrate alignment of my justifications, interpretations, and assertions as reasonable or credible as determined by the board. (Table 2)
3. The board was able to read, understand, and determine reasonableness and compliance on the executive limitations and Ends evidenced in the table below. (Table 2)

Table 1

Ends/Executive Limitations	Date Submitted	12 Days (Y/N)
Ends 1.1	<del>October 14, 2021</del> October 13, 2022	Yes
Ends 1.2	<del>October 14, 2021</del> October 13, 2022	Yes
Ends 1.3	<del>October 14, 2021</del> October 13, 2022	Yes
Ends 1.1	<del>June 16, 2022</del> June 15, 2023	Yes
End 1.2	<del>June 16, 2022</del> June 15, 2023	Yes
End 1.3	<del>June 16, 2022</del> June 15, 2023	Yes
End 1.4	<del>June 16, 2022</del> June 15, 2023	Yes
End 1.5	<del>June 16, 2022</del> June 15, 2023	Yes
End 1.6	<del>June 16, 2022</del> June 15, 2023	Yes
EL 2.0	<del>December 2, 2021</del> December 1, 2022	Yes
EL 2.1	<del>August 12, 2021</del> August 11, 2022	Yes
EL 2.2	<del>August 12, 2021</del> August 11, 2022	Yes
EL 2.3	<del>September 16, 2021</del> September 15, 2022	Yes
EL 2.4	<del>October 14, 2021</del> October 13, 2022	Yes
EL 2.5	<del>December 2, 2021</del> December 1, 2022	Yes
EL 2.6	<del>September 16, 2021</del> September 15, 2022	Yes
EL 2.7	<del>August 12, 2021</del> August 11, 2022	Yes
EL 2.8	<del>October 14, 2021</del> October 13, 2022	Yes
EL 2.9	<del>November 11, 2021</del> November 16, 2022	Yes

**Record of Board Policy Monitoring  
ENDS**

**Monitoring 2021-2022 School Year Data: July 1, 2021 – June 30, 2022**

The purpose of this document is to demonstrate to the owners that the board holds the superintendent accountable to our Ends and ELs.

Policy	School Year	Operational Interpretation – Reasonable or not?		Evidence – demonstrates expected progress?		Date to bring back the district’s plan to demonstrate expected progress in the future	Completed
		Superintendent Assertion	Board Finding	Superintendent Assertion	Board Finding		
<b>ENDS</b>							
<b>1.1</b> Each student graduates and is academically prepared to progress to multiple opportunities after high school.	2021-22	Yes 6/28/21	Yes 6/28/21	Yes 10/24/22	Yes 10/24/22		Yes
	2022-23	Yes 6/27/22	Yes 6/27/22				
<b>1.2</b> Each student is reading at grade level by the end of third grade.	2021-22	Yes 6/28/21	Yes 6/28/21	No 10/24/21	Yes 10/24/21		Yes
	2022-23	Yes 6/27/22	Yes 6/27/22				
<b>1.3</b> Each student achieves individual growth and proficiency expectations annually in, but not limited to, Language Arts, Math and Science.	2021-22	Yes 6/28/21	Yes 6/28/21	No 10/24/22	No 10/24/22	Ends 1.3 Update on 3/27/23 Completed	Yes
	2022-23	Yes 6/27/22	Yes 6/27/22				

Table 2

**Record of Board Policy Monitoring**

**ENDS**

**Monitoring 2021-2022 School Year Data: July 1, 2021 – June 30, 2022**

The purpose of this document is to demonstrate to the owners that the board holds the superintendent accountable to our Ends and ELs.

Policy	School Year	Operational Interpretation – Reasonable or not?		Evidence – demonstrates expected progress?		Date to bring back the district's plan to demonstrate expected progress in the future	Completed
		Superintendent Assertion	Board Finding	Superintendent Assertion	Board Finding		

**ENDS**

<b>1.4</b> Each student receives a broad-based education that exceeds the Minnesota State Graduation Requirements.	2021-22	Yes 6/28/21	Yes 6/28/21	Yes 10/24/22	Yes 10/24/22		Yes
	2022-23	Yes 6/27/22	Yes 6/27/22				
<b>1.5</b> Each student has the 21 <sup>st</sup> century skills needed to succeed in the global economy.	2021-22	Yes 6/28/21	Yes 6/28/21	No 10/24/22	Yes 10/24/22		Yes
	2022-23	Yes 6/27/22	Yes 6/27/22				
<b>1.6</b> Each student has the knowledge that citizens and residents of the United States need to contribute positively to society.	2021-22	Yes 6/28/21	Yes 6/28/21	No 10/24/22	No 10/24/22	Ends 1.6 Update on 02/27/23 Completed	Yes
	2022-23	Yes 6/27/22	Yes 6/27/22				

**Record of Board Policy Monitoring**

**Executive Limitations**

**Monitoring 2021-2022 School Year Data : July 1, 2021 – June 30, 2022**

The purpose of this document is to demonstrate to the owners that the board holds the superintendent accountable to our ELS.

Policy	Date	Operational Interpretation – Reasonable or not?		Evidence – supports Operational Interpretation or not?		Date to re-monitor if either the OI is Not Reasonable or if Evidence does not support OI	Completed
		Superintendent Assertion	Board Finding	Superintendent Assertion	Board Finding		
<b>EXECUTIVE LIMITATIONS</b>							
<b>EL 2.0</b> Global Executive Constraint	12/12/22	Yes	Yes	Yes	Yes		Yes
<b>EL 2.1</b> Emergency Superintendent Succession	08/22/22	Yes	Yes	Yes	Yes		Yes
<b>EL 2.2</b> Treatment of Students	08/22/22	Yes	Yes	Yes	Yes		Yes
<b>EL 2.3</b> Treatment of Parents	09/26/22	Yes	Yes	Yes	Yes		Yes
<b>EL 2.4</b> Treatment of Staff	10/24/22	Yes	Yes	Yes	Yes		Yes
<b>EL 2.5</b> Financial Planning and Budgeting	12/12/22	Yes	Yes	Yes	Yes		Yes
<b>EL 2.6</b> Financial Management and Operations	09/26/22	Yes	Yes	Yes	Yes		Yes
<b>EL 2.7</b> Asset Protection	08/22/22	Yes	Yes	Yes	Yes		Yes
<b>EL 2.8</b> Compensation and Benefits	10/24/22	Yes	Yes	Yes	Yes		Yes
<b>EL 2.9</b> Communication and Support to the School Board	11/28/22	Yes	Yes	Yes	Yes		Yes

Statement of Assertion:

EL 2.9.1 is reasonable and is in compliance.

<p><b>2.9.2 Further, the Superintendent shall not: Be untimely in reporting any actual or anticipated noncompliance with any policy of the School Board.</b></p>	
<p><u>Operational Interpretation:</u> I interpret this policy to mean that it is my responsibility to inform the Board if the organization swings significantly out of compliance or is likely to go out of compliance with any Executive Limitation or Ends policy independent of the timing for internal monitoring reports. In other words, I will not wait until a monitoring report is due to inform the Board of a compliance issue but will alert the Board as soon as is prudent and possible.</p> <p>I interpret “any policy” to include Executive Limitation and Ends policies.</p>	
<p><u>Justification:</u> I submit this as a reasonable interpretation on the merit of its common sense approach. In a crisis, I must first “secure the situation” and then communicate. Therefore, alerting the Board at my first possible convenience is a logical approach.</p>	
<p><u>Measurement Plan:</u></p> <ol style="list-style-type: none"> <li>1. Compliance will be measured using three (3) benchmarks: <ol style="list-style-type: none"> <li>a. Administration’s timely notification to the Board of any unanticipated non-compliance with any Board policy prior to the scheduled date of monitoring report review.</li> <li>b. Administration’s adherence to the Monitoring Schedule per the Board Work Plan.</li> <li>c. The Board’s request for additional monitoring.</li> </ol> </li> </ol>	19
<p><u>Evidence:</u></p> <ol style="list-style-type: none"> <li>1. There were no instances of: <ol style="list-style-type: none"> <li>a. Unanticipated non-compliance with any Board policy prior to the scheduled date of monitoring report review.</li> <li>b. See evidence presented for EL 2.9.1.</li> <li>c. See evidence presented for EL 2.9.1.</li> </ol> </li> </ol>	
<p><u>Statement of Assertion:</u> EL 2.9.2 is reasonable and is in compliance.</p>	
<p><b>2.9.3 Further, the Superintendent shall not: Neglect to submit unbiased information required by the School Board or let the School Board be unaware of relevant trends.</b></p>	
<p><u>Operational Interpretation:</u> I interpret “unbiased information required by the School Board” to be data that:</p> <ol style="list-style-type: none"> <li>1. Seeks to provide facts, multiple perspectives, and the positive and/or negative consequences of any proposed action when the School Board requests such information for their deliberations (e.g. considering a new EL or Ends policy);</li> <li>2. Neither promotes nor suppresses the true nature or logical outcomes that may result from the review of said data</li> </ol>	

<p>“Relevant trends” are interpreted as information that provides the School Board with key insights into emerging educational trends that might better inform the Board as they approach their governance responsibilities.</p>	
<p><u>Justification:</u> The reasonableness of this interpretation is based on my past experience supporting School Board process and an awareness of the key issues facing the School Board and organization.</p>	
<p><u>Measurement Plan:</u> Compliance shall be evidenced by:</p> <ol style="list-style-type: none"> <li>1. The operational interpretations, justifications and data provided are timely, accurate, and provide credibility to my assertions of compliance as evidenced by final board action on the report.</li> <li>2. The Superintendent shall provide “Incidental Information” reports at the monthly business meetings; and</li> <li>3. Assist the Board and Board Development Committee as they develop future focused workshop topics.</li> </ol>	
<p><u>Evidence:</u></p> <ol style="list-style-type: none"> <li>1. See evidence for 2.9.1</li> <li>2. See evidence for 2.9.4</li> <li>3. Future focused topics presented during the monitoring period: <ol style="list-style-type: none"> <li>a. Finance Overview</li> <li>b. Demographic Study Report</li> <li>c. Technology Use and Screen Time: Overview of Digital Practices and Digital Citizenship</li> <li>d. Preliminary Enrollment Report</li> <li>e. Preliminary Financial Report</li> <li>f. Pathways and Capstones</li> <li>g. Enrollment Retention and Capture Rate</li> <li>h. Parent and Community Scientific Survey Results</li> <li>i. Workshop Proposals and Future Work</li> <li>j. Budget Guidelines Development</li> <li>k. Panorama Survey Tools</li> <li>l. Positive Behavior Interventions and Supports</li> <li>m. Tax Levy Information</li> <li>n. 5 Year Financial Forecasts</li> <li>o. Sustainability</li> <li>p. Key Measurement Tools &amp; Definitions</li> <li>q. School Calendar Updates on Development and Multifaith Religious Calendar</li> <li>r. Safety and Security Updates</li> <li>s. Strategic Planning Process and Overview of 2023-2028 Plan</li> <li>t. Negotiations Strategy</li> <li>u. Capital Outlay</li> </ol> </li> </ol>	20

- v. Budget Assumptions
- w. General Fund Q&A Session
- x. Finance 101
- y. Parent Survey Information
- z. Preliminary Enrollment Report
- aa. Preliminary Financial Report
- bb. School Board Website and Communication
- cc. Workshop Proposals and Future Work
- dd. Budget Guidelines Development
- ee. Operating Levy Discussion
- ff. Tools of Cultural Proficiency Training
- gg. Tax Levy Information
- hh. 5 Year Financial Forecasts
- ii. Levy Schedules
- jj. School Calendar Updates on Development and Multifaith Religious Calendar
- kk. Safety and Security Updates
- ll. Assessment 101: Reading, Understanding, and using Large Data Sets
- mm. Referendum Survey Information
- nn. Finance Overview
- oo. Negotiations Strategy
- pp. Capital Outlay
- qq. Budget Assumptions
- rr. Operating Levy and Capital Project Levy Community Survey
- ss. Operating Levy Recommendations
- tt. Ehlers Presentation on Debt Service and Levy Schedule
- uu. General Fund Q&A Session

21

Statement of Assertion:

EL 2.9.3 is reasonable and is in compliance.

**2.9.4 Further, the Superintendent shall not: Let the School Board be unaware of any significant incidental information it requires, including district press releases, anticipated media coverage, threatened or pending lawsuits, and material internal and external changes.**

Operational Interpretation:

I interpret this policy to mean that I must inform the School Board of:

1. Incidental Information is interpreted as information that is significant to the organization but not information considered by the School Board to be educational or monitoring in nature. I think of it as “nice to know” items. Examples of this might range from the retirement of a staff member to an update on management’s strategic planning process.

<ol style="list-style-type: none"> <li>2. A threatened or pending lawsuit will be interpreted as a situation where the District has been notified in writing that an individual or group has retained legal representation for purposes of legally challenging the District.</li> <li>3. Material internal or external changes are interpreted to be situations or decisions that a reasonable person would consider to have a significant impact on the district. Examples might include potential changes in state funding, organizational restructuring or process changes, etc.</li> <li>4. The Superintendent is responsible for determining whether the change rises to the level of School Board notification. When in doubt, the Superintendent will consult with the School Board Chair to determine whether an issue is worthy of School Board notification and the proper course of notification.</li> </ol>	
<p><u>Justification:</u> The reasonableness of this interpretation is based on my past experience supporting the School Board process.</p>	
<p><u>Measurement Plan:</u> Compliance shall be evidenced by:</p> <ol style="list-style-type: none"> <li>1. The Superintendent shall provide “Incidental Information” reports at their monthly business meeting through superintendent, staff, or site and department level reports and spotlights.</li> <li>2. The School Board’s comparison of my notifications of any real or threatened lawsuits against actuals during the period being monitored.</li> <li>3. The Superintendent adequately informed the Board of material changes during the period being monitored.</li> </ol>	22
<p><u>Evidence:</u></p> <ol style="list-style-type: none"> <li>1. <a href="#">In addition to incidental and other reports identified in EL 2.9.3 Incidental Information Reports</a> <ol style="list-style-type: none"> <li>a. <a href="#">World's Best Workforce</a></li> <li>b. <a href="#">Achievement Integration</a></li> <li>c. <a href="#">American Indian Education Resolution</a></li> <li>d. <a href="#">School Meal Price Changes</a></li> <li>e. <a href="#">Tassel Programming</a></li> <li>f. <a href="#">EP Online Programming</a></li> <li>g. <a href="#">Inspire Choice Implementation Pilots</a></li> <li>h. <a href="#">Truth in Taxation</a></li> <li>i. <a href="#">Power of Academic Language with Students</a></li> <li>j. <a href="#">Amplifying Voice Through Student Led Conferences</a></li> <li>k. <a href="#">The Use of Virtual Reality</a></li> <li>l. <a href="#">Literacy in Spanish</a></li> <li>m. <a href="#">Service Learning</a></li> <li>n. <a href="#">100 Years of Inspiring EACH</a></li> </ol> </li> </ol>	

<ul style="list-style-type: none"> <li><del>o. Year 4 Strategic Plan Highlight</del></li> <li><del>p. Community Survey Data</del></li> <li><del>q. 5 Covid Updates on Programs, Layered Mitigation, Decision Making, and Staffing</del></li> <li><del>r. CMS Pathways Courses</del></li> <li><del>s. Student Voice and Leadership</del></li> <li><del>t. University Partnerships</del></li> <li><del>u. Characteristics of Student Mathematicians</del></li> <li><del>v. Virtual Instructional Practices</del></li> <li><del>w. Caring Schools Community and SEL</del></li> <li><del>x. Responsive School Supports (Tier 1, 2, and 3 Services)</del></li> <li><del>y. Student Clubs and Expansions</del></li> <li><del>z. Community Engagement Tools</del></li> <li><del>aa. Re-Imagining Parent Nights</del></li> <li><del>bb. World's Best Workforce</del></li> <li><del>cc. Achievement Integration</del></li> <li><del>dd. PBIS and Restorative Practices</del></li> </ul> <ol style="list-style-type: none"> <li>2. The Superintendent notified the Board as needed during the period being monitored.</li> <li>3. The Superintendent notified the Board as needed during the period being monitored.</li> </ol>	
<p><u>Statement of Assertion:</u> EL 2.9.4 is reasonable and is in compliance.</p>	23
<p><b>2.9.5 Further, the Superintendent shall not: Fail to advise the School Board if, in the Superintendent's opinion, the School Board is not in compliance with its own policies on Governance Process and Board-Management Delegation, particularly in the case of School Board behavior that is detrimental to the working relationship between the School Board and the Superintendent.</b></p>	
<p><u>Operational Interpretation:</u> The Superintendent, while subordinate to the School Board, is empowered to manage the business of the District (otherwise known as the Means) unless specifically directed to do otherwise via the Executive Limitations policies. This policy directs me to advise the School Board if the School Board attempts to guide or influence any management function not specifically entrusted to the School Board. The Policy Governance model will only be successful if both the School Board and Superintendent adhere to its policies and tenants.</p> <p>There is an inherent risk for the Superintendent in advising the School Board it is out of compliance. The Superintendent should be confident that any alleged violation of this policy can be brought forth without fear of retaliation or retribution from the School Board or one of its members.</p>	

<p><u>Justification:</u> In order for Policy Governance to function effectively, both the Superintendent and School Board must understand their roles and practice good governance.</p>	
<p><u>Measurement Plan:</u></p> <ol style="list-style-type: none"> <li>1. Compliance is measured by instances when the Superintendent is compelled to notify the School Board Chair and Vice Chair that one or more School Board members allegedly violated this policy. The Chair and Vice Chair will inform the School Board of any unresolved issues.</li> </ol>	
<p><u>Evidence:</u></p> <ol style="list-style-type: none"> <li>1. The Superintendent notified the Board Chair and Vice Chair as needed and appropriate during the period being monitored. During the monitoring period, the Board made no determinations that a violation of this policy has occurred.</li> </ol>	
<p><u>Statement of Assertion:</u> EL 2.9.5 is reasonable and is in compliance.</p>	
<p><b>2.9.6 Further, the Superintendent shall not: Present information in unnecessarily complex or lengthy form or in a form that fails to differentiate among information of three types: monitoring, decision preparation, and incidental.</b></p>	
<p><u>Operational Interpretation:</u></p> <ol style="list-style-type: none"> <li>1. Information that is unnecessarily complex and/or lengthy is characterized by a reporting style that provides more information than is required, or contains irrelevant information that hinders effective Board deliberation and decision-making.</li> <li>2. Information provided to the School Board using the principles of Policy Governance should conform and be labeled per the three types indicated in this policy.</li> <li>3. The following defines the three types of information: <ol style="list-style-type: none"> <li>a. Monitoring information. This category includes internal monitoring reports, external monitoring reports (e.g. annual audit), and data and interpretations collected for direct inspections.</li> <li>b. Decision Preparation. This category is composed of information the School Board requests or the Superintendent proactively supplies (see 2.9.3) to support the School Board in its work.</li> <li>c. Incidental Information. This information covers the gamut...from the “nice to know” events that occur in an organization to updates on management processes. Its purpose is to inform the School Board and is not presented for discussion or input.</li> </ol> </li> </ol>	24
<p><u>Justification:</u> The interpretations for the types of information were provided during School Board training.</p>	
<p><u>Measurement Plan:</u></p> <ol style="list-style-type: none"> <li>1. Compliance regarding complexity or length of the information format is measured by compliance with EL 2.9.1.</li> <li>2. The appropriate placement, discussion, and action (if appropriate) of informational items on the board business meeting and workshop agendas each month.</li> </ol>	

<p><u>Evidence:</u></p> <ol style="list-style-type: none"> <li>1. See evidence presented for EL 2.9.1.</li> <li>2. Evidence of compliance is demonstrated by Board action to approve meeting agendas during the period being monitored.</li> </ol>	
<p><u>Statement of Assertion:</u> EL 2.9.6 is reasonable and is in compliance.</p>	
<p><b>2.9.7 Further, the Superintendent shall not: Provide a mechanism for official School Board, officer, or committee communications that is ineffective.</b></p>	
<p><u>Operational Interpretation:</u></p> <ol style="list-style-type: none"> <li>1. An ineffective communication mechanism is interpreted as: <ol style="list-style-type: none"> <li>a. Inefficient in reaching School Board members in a timely manner</li> <li>b. Unproductive in assisting School Board members in carrying out their duties</li> <li>c. Unsuccessful in clearly relaying the desired information and resulting actions for official School Board, officer, or committee communications are those defined as those mechanisms that provide timely, accurate, and understandable information that assists School Board members in carrying out their duties.</li> </ol> </li> </ol> <p>Therefore, I interpret this policy to mean that I must provide the School Board a system for connecting effectively to the organization and to necessary governing information (e.g. School Board meeting materials, past documents).</p>	25
<p><u>Justification:</u> The operational interpretation is justified by the School Board’s own selection of BoardBook and MS Outlook as technology solutions and the District website as the repository for official public documents.</p>	
<p><u>Measurement Plan:</u></p> <ol style="list-style-type: none"> <li>1. Compliance will be measured by the School Board’s use of BoardBook, MS Outlook, and the District website and feedback regarding their user experience.</li> </ol>	
<p><u>Evidence:</u></p> <ol style="list-style-type: none"> <li>1. The Board has continued to use BoardBook, MS Outlook, and the District website as its main communication and information solutions.</li> </ol>	
<p><u>Statement of Assertion:</u> EL 2.9.7 is reasonable and is in compliance.</p>	

<p><b>2.9.8 Further, the Superintendent shall not: Communicate with individual School Board members in addressing official School Board business except when responding to officers or committees duly charged by the School Board.</b></p>	
<p><u>Operational Interpretation:</u> Elected members of the School Board have binding authority only when acting as a School Board legally in session except where specific authority is provided to School Board members or officers individually. Generally, the School Board is not bound by an action or statement on the part of an individual School Board member unless the action is specifically directed or authorized by the School Board.</p>	
<p><u>Justification:</u> Minnesota Law provides for the specific powers and function of elected School Board members.  Minnesota Statute §123.33 School Board Powers  Minnesota Statute §123.34 School District Officers  Minnesota Statute §123.35 General Powers</p> <p>BMD 3.1.2 provides guidance and instruction outlining the authority that an individual School Board member can exert upon the Superintendent.</p>	
<p><u>Measurement Plan:</u></p> <ol style="list-style-type: none"> <li>1. Compliance is measured by the number of instances when the Superintendent is compelled to report to the School Board Chair and Vice Chair, School Board member non-compliance of BMD 3.1.1. The Chair and Vice Chair will inform the School Board of any unresolved issues.</li> </ol>	26
<p><u>Evidence:</u></p> <ol style="list-style-type: none"> <li>1. The Superintendent notified the Board Chair and Vice Chair as needed and appropriate during the period being monitored. During the monitoring period, the Board made no determinations that a violation of this policy has occurred.</li> </ol>	
<p><u>Statement of Assertion:</u> EL 2.9.8 is reasonable and is in compliance.</p>	
<p><b>2.9.9 Further, the Superintendent shall not: Neglect to supply for the School Board’s consent agenda, along with applicable supporting information, all decisions delegated to the Superintendent yet required by law, regulation, or contract to be School Board-approved.</b></p>	
<p><u>Operational Interpretation:</u> I interpret this policy to mean that the new School Board agenda template developed through our current governance process transition will include one “consent agenda” area and that I am responsible for bringing any items onto the agenda in this section. Items listed will include reference as to the reason School Board approval is required and any governance policies the item might reference. I interpret “consent agenda” items differently from “Required School Board Decision” items on the agenda template. “Required School Board Decisions” are items requiring School Board approval AND their deliberative involvement.</p>	

<p><u>Justification:</u> My interpretation of this policy is based on the Policy Governance model.</p>	
<p><u>Measurement Plan:</u> 1. Compliance with this policy shall be evidenced by the proper identification and placement of the items described in this policy on School Board agendas during the period being monitored.</p>	
<p><u>Evidence:</u> 1. Evidence of compliance is demonstrated by Board action to approve meeting agendas during the period being monitored.</p>	
<p><u>Statement of Assertion:</u> EL 2.9.9 is reasonable and is in compliance.</p>	
<p><b>2.9.10 Further, the Superintendent shall not: Allow the School Board to be unaware of potential consequences to the district posed by pending legislation or regulation.</b></p>	
<p><u>Operational Interpretation:</u> I interpret this policy to mean that potential consequences of pending or realized legislation can be positive or negative and are the result of actions of the state and/or federal government. Pending legislation are those items that are introduced to the legislature in the form of new bills or modification to existing legislation. Regulations are the interpretation of enacted legislation by government entities charged with the responsibility of operationalizing approved legislation. Legislation and regulations are imposed upon the District as a political entity. The District is a political entity that is responsible to the State of Minnesota and the Federal government, and therefore is required to conform to and implement either direct legislation or the interpretation of legislation by government agencies. Pending legislation and resulting changes to expectations or established practices at the local level need to be communicated to the Board of Education.  Therefore, my job related to this policy is to make sure the School Board is made aware of legislative impact to this district. I will normally use my “Incidental Report” to make the School Board aware of such situations unless the legislation causes the organization to go out of compliance. In such cases, the School Board may be informed via an Out of Compliance Email Alert.</p>	27
<p><u>Justification:</u> I consider my interpretation to be justified based on a common understanding of public education regulation and legislation.</p>	
<p><u>Measurement Plan:</u> 1. Compliance with this policy is evidenced by the multiple means by which the Board is kept apprised of proposed state and federal legislation or regulation, as well as inquiries from individual board members seeking further understanding or clarification of pending legislation.</p>	
<p><u>Evidence:</u> 1. The Board is copied in on email updates from AMSD and MSBA on a regular basis. The Superintendent also forwards or provides a summary of additional information from MDE, MDH, MASA and AASA as needed and appropriate.</p>	

<p><u>Statement of Assertion:</u> EL 2.9.10 is reasonable and is in compliance.</p>	
<p><b>2.9.11 Further, the Superintendent shall not: Send letters or surveys under the School Board’s name or on behalf of the School Board without School Board approval.</b></p>	
<p><u>Operational Interpretation:</u> It is not uncommon for information to be disseminated or gathered on behalf of the District as a whole or “on behalf of” the School Board. Due to the separation of duties as evidenced by School Board Policy, it is inherent upon Administration to clearly identify the source of the request and to whom the information will be divulged when sharing, communicating, or collecting data.</p> <ol style="list-style-type: none"> <li>1. Neither Superintendent nor any school employee may represent the “School Board” in any letter sent to stakeholders without the express approval of the School Board via official School Board approval.</li> <li>2. The Superintendent and designees shall clearly declare the origin and potential use of any survey seeking input from owners, and under no circumstance represent the request for information on behalf of the School Board without School Board approval.</li> </ol>	
<p><u>Justification:</u> Policy Governance theory and policy clearly indicates the roles of the School Board and Superintendent which is the driving rationale for this interpretation.</p>	
<p><u>Measurement Plan:</u> Compliance with this policy will be evidenced by:</p> <ol style="list-style-type: none"> <li>1. The existence of any formal requests by the Superintendent for School Board signoff of letters, etc. during the monitoring period.</li> <li>2. Surveys undertaken by the Administration do not attribute the Board as requesters or recipients of the collected data.</li> <li>3. No communication to the public on behalf of the board occurs without prior approval.</li> </ol>	28
<p><u>Evidence:</u></p> <ol style="list-style-type: none"> <li>1. There were no requests by the Superintendent to have the Board sign off on any letters.</li> <li>2. There were no surveys undertaken that were attributed to the Board as requestors.</li> <li>3. There were no circumstances during the monitoring period where communication was not in compliance with the policy.</li> </ol>	
<p><u>Statement of Assertion:</u> EL 2.9.11 is reasonable and is in compliance.</p>	
<p>School Board member’s summarizing comments:</p>	

**Record of Board Self-Evaluation  
Governance Policies**

**Monitoring 2022-23 School Year Data: July 1, 2022 – June 30, 2023**

The purpose of this document is to demonstrate to the owners that the Board is accountable to our  
Board Management Delegation and Governance Process policies.

<b>Policy</b>	<b>Date of Self-Evaluation</b>	<b>Board Behavior Fully Compliant? Y/N</b>	<b>Board behavior needing improvement or opportunity for continuous improvement</b>	<b>Commitment Made/Action Taken</b>	<b>Completed</b>
---------------	--------------------------------	--	---	-------------------------------------	------------------

<b>BOARD-MANAGEMENT DELEGATION (BMD) POLICIES</b>					
<b>3.0</b>					
<b>Single Point of Connection</b>	09.25.23	Yes			Yes
<b>3.1 Unity of Control</b>	09.25.23	Yes			Yes
3.1.1	09.25.23	Yes			Yes
3.1.2	09.25.23	Yes			Yes
3.1.3	09.25.23	Yes			Yes
<b>3.2</b>					
<b>Delegation to the Superintendent</b>	09.25.23	Yes			Yes
3.2.1	09.25.23	Yes			Yes
3.2.2	09.25.23	Yes			Yes
3.2.3	09.25.23	Yes			Yes
3.2.4	09.25.23	Yes			Yes
<b>3.3</b>					
<b>Superintendent Accountability and Performance</b>	09.25.23	Yes			Yes
3.3.1	09.25.23	Yes			Yes
3.3.2	09.25.23	Yes			Yes
3.3.3	09.25.23	Yes			Yes
3.3.4	09.25.23	Yes			Yes
3.3.5	09.25.23	Yes			Yes

**Record of Board Self-Evaluation  
Governance Policies**

**Monitoring 2022-23 School Year Data: July 1, 2022 – June 30, 2023**

The purpose of this document is to demonstrate to the owners that the Board is accountable to our Board Management Delegation and Governance Process policies.

<b>Policy</b>	<b>Date of Self-Evaluation</b>	<b>Board Behavior Fully Compliant? Y/N</b>	<b>Board behavior needing improvement or opportunity for continuous improvement</b>	<b>Commitment Made/Action Taken</b>	<b>Completed</b>
<b>4.0 Global Governance Commitment</b>	10.23.23	Yes			Yes
4.0.1	10.23.23	Yes			Yes
4.0.2	10.23.23	Yes			Yes
<b>4.1 Governing Style</b>	10.23.23	Yes			Yes <sup>30</sup>
4.1.1	10.23.23	Yes			Yes
4.1.2	10.23.23	Yes			Yes
4.1.3	10.23.23	Yes			Yes
4.1.4	10.23.23	Yes			Yes
4.1.5	10.23.23	Yes			Yes
4.1.6	10.23.23	Yes			Yes
<b>4.2 School Board Job Products</b>	10.23.23	Yes			Yes
4.2.1	10.23.23	Yes			Yes
4.2.2	10.23.23	Yes			Yes
4.2.2 - A	10.23.23	Yes			Yes
4.2.2 - B	10.23.23	Yes			Yes
4.2.2 - C	10.23.23	Yes			Yes
4.2.2 - D	10.23.23	Yes			Yes
4.2.3	10.23.23	Yes			Yes

**Record of Board Self-Evaluation  
Governance Policies**

**Monitoring 2022-23 School Year Data: July 1, 2022 – June 30, 2023**

The purpose of this document is to demonstrate to the owners that the Board is accountable to our  
Board Management Delegation and Governance Process policies.

<b>Policy</b>	<b>Date of Self-Evaluation</b>	<b>Board Behavior Fully Compliant? Y/N</b>	<b>Board behavior needing improvement or opportunity for continuous improvement</b>	<b>Commitment Made/Action Taken</b>	<b>Completed</b>
<b>4.3 Annual Work Plan</b>	10.23.23	Yes			Yes
4.3.1	10.23.23	Yes			Yes
4.3.2	10.23.23	Yes			Yes
4.3.3	10.23.23	Yes			Yes
<b>4.4 Officer Roles</b>	09.25.23	Yes			Yes <sup>31</sup>
4.4.1	09.25.23	Yes			Yes
4.4.1.1	09.25.23	Yes			Yes
4.4.1.2	09.25.23	Yes			Yes
4.4.1.3	09.25.23	Yes			Yes
4.4.1.4	09.25.23	Yes			Yes
4.4.1.5	09.25.23	Yes			Yes
4.4.1.6	09.25.23	Yes			Yes
4.4.1.7	09.25.23	Yes			Yes
4.4.1.8	09.25.23	Yes			Yes
4.4.1.9	09.25.23	Yes			Yes
4.4.2	09.25.23	Yes			Yes
4.4.3	09.25.23	Yes			Yes
4.4.4	09.25.23	Yes			Yes

**Record of Board Self-Evaluation  
Governance Policies**

**Monitoring 2022-23 School Year Data: July 1, 2022 – June 30, 2023**

The purpose of this document is to demonstrate to the owners that the Board is accountable to our  
Board Management Delegation and Governance Process policies.

Policy	Date of Self-Evaluation	Board Behavior Fully Compliant? Y/N	Board behavior needing improvement or opportunity for continuous improvement	Commitment Made/Action Taken	Completed
--------	-------------------------	-------------------------------------	--	------------------------------	-----------

<b>4.5 School Board Members' Code of Conduct</b>	09.25.23	Yes			Yes
4.5.1	09.25.23	Yes			Yes
4.5.2	09.25.23	Yes			Yes
4.5.2.1	09.25.23	Yes			Yes
4.5.2.2	09.25.23	Yes			Yes <sup>32</sup>
4.5.2.3	09.25.23	Yes			Yes
4.5.3	09.25.23	Yes			Yes
4.5.3.1	09.25.23	Yes			Yes
4.5.3.2	09.25.23	Yes			Yes
4.5.4	09.25.23	Yes			Yes
4.5.5	09.25.23	Yes			Yes
4.5.6	09.25.23	Yes			Yes
4.5.7	09.25.23	Yes			Yes
4.5.8	09.25.23	Yes			Yes
4.5.8.1	09.25.23	Yes			Yes
4.5.8.2	09.25.23	Yes			Yes
4.5.8.3	09.25.23	Yes			Yes
4.5.8.4	09.25.23	Yes			Yes
4.5.8.5	09.25.23	Yes			Yes
4.5.8.6	09.25.23	Yes			Yes
4.5.8.7	09.25.23	Yes			Yes

**Record of Board Self-Evaluation  
Governance Policies**

**Monitoring 2022-23 School Year Data: July 1, 2022 – June 30, 2023**

The purpose of this document is to demonstrate to the owners that the Board is accountable to our  
Board Management Delegation and Governance Process policies.

<b>Policy</b>	<b>Date of Self-Evaluation</b>	<b>Board Behavior Fully Compliant? Y/N</b>	<b>Board behavior needing improvement or opportunity for continuous improvement</b>	<b>Commitment Made/Action Taken</b>	<b>Completed</b>
<b>4.6 Process for Addressing School Board Member Violations</b>	09.25.23	Yes			Yes
4.6.1	09.25.23	Yes			Yes
4.6.2	09.25.23	Yes			Yes
4.6.3	09.25.23	Yes			Yes <sup>33</sup>
4.6.4	09.25.23	Yes			Yes
4.6.4.1	09.25.23	Yes			Yes
4.6.4.2	09.25.23	Yes			Yes
<b>4.7 School Board Committee Principles</b>	09.25.23	Yes			Yes
4.7.1	09.25.23	Yes			Yes
4.7.2	09.25.23	Yes			Yes
4.7.3	09.25.23	Yes			Yes
4.7.4	09.25.23	Yes			Yes
<b>4.8 School Board Committee Structure</b>	09.25.23	Yes			Yes
4.8.1	09.25.23	Yes			Yes
4.8.2	09.25.23	Yes			Yes
4.8.3	09.25.23	Yes			Yes
4.8.4	09.25.23	Yes			Yes

**Record of Board Self-Evaluation  
Governance Policies**

**Monitoring 2022-23 School Year Data: July 1, 2022 – June 30, 2023**

The purpose of this document is to demonstrate to the owners that the Board is accountable to our  
Board Management Delegation and Governance Process policies.

<b>Policy</b>	<b>Date of Self-Evaluation</b>	<b>Board Behavior Fully Compliant? Y/N</b>	<b>Board behavior needing improvement or opportunity for continuous improvement</b>	<b>Commitment Made/Action Taken</b>	<b>Completed</b>
<b>4.9 Governance Investment</b>	10.23.23	Yes			Yes
4.9.1	10.23.23	Yes			Yes
4.9.1.1	10.23.23	Yes			Yes
4.9.1.2	10.23.23	Yes			Yes
4.9.1.3	10.23.23	Yes			Yes
4.9.2	10.23.23	Yes			Yes <sup>34</sup>
4.9.3	10.23.23	Yes			Yes
<b>4.10 Operation of the School Board Governing Rules</b>	09.25.23	Yes			Yes
4.10.1	09.25.23	Yes			Yes
4.10.1.1	09.25.23	Yes			Yes
4.10.1.2	09.25.23	Yes			Yes
4.10.1.3	09.25.23	Yes			Yes

**Record of Board Policy Monitoring  
Executive Limitations**

**Monitoring 2022-2023 School Year Data : July 1, 2022 – June 30, 2023**

The purpose of this document is to demonstrate to the owners that the board holds the superintendent accountable to our ELs.

Policy	Date	Operational Interpretation – is/is not Reasonable?		Evidence – Board does/does not accept the Superintendent’s assertion of compliance/non-compliance		Date to re-monitor if either the OI is “Not Reasonable” or if Board “does not” accept Superintendent’s assertion of “Compliance”	Completed
		Superintendent Assertion	Board Finding	Superintendent Assertion	Board Finding		
<b>EXECUTIVE LIMITATIONS</b>							
<b>EL 2.0</b> Global Executive Constraint	12/11/23						
<b>EL 2.1</b> Emergency Superintendent Succession	08/28/23	Yes	Yes	Yes	Yes		Yes
<b>EL 2.2</b> Treatment of Students	08/28/23	Yes	Yes	Yes	Yes		Yes
<b>EL 2.3</b> Treatment of Parents	09/25/23	Yes	Yes	Yes	Yes		Yes
<b>EL 2.4</b> Treatment of Staff	10/23/23	Yes	Yes	Yes	Yes		Yes
<b>EL 2.5</b> Financial Planning and Budgeting	12/11/23						
<b>EL 2.6</b> Financial Management and Operations	09/25/23	Yes	Yes	Yes	Yes		Yes
<b>EL 2.7</b> Asset Protection	08/28/23	Yes	Yes	Yes	Yes		Yes
<b>EL 2.8</b> Compensation and Benefits	10/23/23	Yes	Yes	Yes	Yes		Yes
<b>EL 2.9</b> Communication and Support to the School Board	11/27/23						

## Record of Board Policy Monitoring ENDS

**Monitoring 2022-2023 School Year Data: July 1, 2022 – June 30, 2023**

**The purpose of this document is to demonstrate to the owners that the board holds the superintendent accountable to our Ends and ELs.**

Policy	School Year	<ul style="list-style-type: none"> <li>Operational Interpretation is/is not reasonable.</li> <li>The Evidence does/does not support the Operational Interpretation or supports the Operational Interpretation with exception.</li> </ul>		<ul style="list-style-type: none"> <li>Accept/does not accept the Superintendent's assertion that the evidence demonstrates expected progress OR accept the Superintendent's assertion that the evidence does not demonstrate expected progress.</li> </ul>		Date to bring back the district's plan to demonstrate expected progress in the future	Completed
		Superintendent Assertion	Board Finding	Superintendent Assertion	Board Finding		
<b>ENDS</b>							

<b>1.1</b> Each student graduates and is academically prepared to progress to multiple opportunities after high school.	2022-23	Yes 6/26/23	Yes 6/26/23	Yes 10/23/23	Yes 10/23/23		Yes 36
	2023-24	6/24/24	6/24/24				
<b>1.2</b> Each student is reading at grade level by the end of third grade.	2022-23	Yes 6/26/23	Yes 6/26/23	No 10/23/23	No 10/23/23	<i>Ends 1.2 Update on January 22, 2024</i>	No
	2023-24	6/24/24	6/24/24				
<b>1.3</b> Each student achieves individual growth and proficiency expectations annually in, but not limited to, Language Arts, Math, and Science.	2022-23	Yes 6/26/23	Yes 6/26/23	No 10/23/23	No 10/23/23	<i>Ends 1.3 Update on February 26, 2024</i>	No
	2023-24	6/24/24	6/24/24				

**Record of Board Policy Monitoring  
ENDS**

**Monitoring 2022-2023 School Year Data: July 1, 2022 – June 30, 2023**

The purpose of this document is to demonstrate to the owners that the board holds the superintendent accountable to our Ends and ELs.

Policy	School Year	<ul style="list-style-type: none"> <li>Operational Interpretation is/is not reasonable.</li> <li>The Evidence does/does not support the Operational Interpretation or supports the Operational Interpretation with exception.</li> </ul>		<ul style="list-style-type: none"> <li>Accept/does not accept the Superintendent's assertion that the evidence demonstrates expected progress OR accept the Superintendent's assertion that the evidence does not demonstrate expected progress.</li> </ul>		Date to bring back the district's plan to demonstrate expected progress in the future	Completed
		Superintendent Assertion	Board Finding	Superintendent Assertion	Board Finding		
<b>ENDS</b>							

<b>1.4</b> Each student receives a broad-based education that exceeds the Minnesota State Graduation Requirements.	2022-23	Yes 6/26/23	Yes 6/26/23	Yes 10/23/23	Yes 10/23/23		Yes 37
	2023-24	6/24/24	6/24/24				
<b>1.5</b> Each student has the 21 <sup>st</sup> century skills needed to succeed in the global economy.	2022-23	Yes 6/26/23	Yes 6/26/23	No 10/23/23	No 10/23/23	Ends 1.5 Update on March 25, 2024	No
	2023-24	6/24/24	6/24/24				
<b>1.6</b> Each student has the knowledge that citizens and residents of the United States need to contribute positively to society.	2022-23	Yes 6/26/23	Yes 6/26/23	Yes 10/23/23	Yes 10/23/23		Yes
	2023-2024	6/24/24	6/24/24				



**EDEN PRAIRIE SCHOOLS**  
Inspiring each student every day

November 27, 2023

To: Dr. Josh Swanson, Superintendent  
From: Business Office  
Re: Executive Summary – Write-In Votes

---

The Administration is requesting approval of a resolution to allow for a simplified and streamlined election process as it relates to the counting of write-in votes. The 2023 state legislative session granted new language within Statute 204B.09 that allows the local office to only record individual candidates if the total number of write-in votes is equal to or greater than the fewest number of non-write-in votes for a ballot candidate. Since this situation is extremely rare, the resolution would simplify and allow for faster completion of the election process.

The change in law was brought to our attention by the City of Eden Prairie who recommended our passage of this resolution. The City Council is expected to pass a similar resolution prior to the 2024 elections.

**RESOLUTION FOR COUNTING WRITE-IN VOTES FOR LOCAL ELECTIVE OFFICE**

**WHEREAS** Minnesota Statutes 204B.09, subdivision 3, allows for the governing body of a school district to adopt a resolution governing the counting of write-in votes for local elective office.

**WHEREAS** the current write-in vote counting process is overly time consuming and unnecessary. It does not result in a change in election results unless a single write-in candidate receives the most votes for an office.

**THEREFORE, NOW BE IT RESOLVED** that Independent School District 272 hereby requires that write-in votes for an individual candidate will only be individually recorded if the total number of write-in votes for that office is equal to or greater than the fewest number of non-write-in votes for a ballot candidate.

Passed and adopted this 27<sup>th</sup> day of November 2023

---

Aaron Casper, Chair

ATTEST:

---

Abby Libsack, Clerk

## **Resolution of Acceptance of Donations**

BE IT RESOLVED by the School Board of Independent School District No. 272 that the School Board accepts with appreciation the following contributions and permits their use as designated by the donors:

---

### **Cedar Ridge Elementary:**

- Donation of \$200.00 – Charities Aid Foundation America, C/O CyberGrants LLC, Southfield, MI – funds to be used for general school supplies

### **School District:**

- Donation of \$9,564.35 – Give-to-the-Max Day – 100-Year Celebration
- Donation of \$5,000.00 – Royal Credit Union, Eden Prairie – 100-Year Celebration

## SUPERINTENDENT CONSENT AGENDA

### A. Semi-Monthly Reports

#### HUMAN RESOURCES

1. Human Resources – Principals
  - a. New Hires
  - b. Change in Assignment
  - c. Resignation/Retirements
2. Human Resources – Administrative/Supervisory/Technical (AST)
  - a. New Hires
  - b. Change in Assignment  
Newell, Patricia - From Catering Manager - Food Service, Eden Prairie High School, to Child Nutrition Coordinator, Eden Prairie High School, effective 11/16/2023
  - c. Resignation/Retirements
3. Human Resources – Eden Prairie Supervisors & Specialists (EPSS)
  - a. New Hires  
Phung, Tuan – Technology Systems Administrator I, Administrative Services Center, effective 11/7/2023
  - b. Change in Assignment
  - c. Resignation/Retirements
4. Human Resources – Licensed Staff
  - a. New Hires/Rehires  
Agha, Natasha - Early Childhood - Speech / Language Pathologist, .6 FTE, Community Education Building, effective 12/18/2023  
Dale, Colleen - Early Childhood Teacher - Little Eagles Preschool Teacher - Long Term Substitute, .992 FTE, Eden Lake Elementary, effective 2/12/2023-5/15/2024  
Jessen, Kelly - Social Studies Teacher Long-Term Substitute, 1.0 FTE, Central Middle School, effective 10/16/2023 to 1/26/2024  
Otis, Mark - School Counselor, 1.0 FTE, Eden Prairie High School, effective 11/13/2023  
Rice, Mary - Special Education Teacher, 1.0 FTE, Central Middle School, effective 11/13/2023  
Shields, Mikenna - Grade 4 Teacher Long Term Substitute, 1.0 FTE, Forest Hills Elementary, effective 12/18/2023-1/30/2024  
Schumacher, Jill - Grade 1 Teacher Long Term Substitute, 1.0 FTE, Eden Lake Elementary, effective 10/23/2023-1/26/2024
  - b. Change in Assignment
  - c. Resignation/Retirements  
Larson, Erik - Grade 4 Teacher, Eagle Heights Spanish Immersion, effective 11/14/2023  
Martin, Mira - Early Childhood - Speech Language Pathologist, Community Education Building, effective 12/1/2023  
Remerowski, Christopher - Health Teacher, Central Middle School, effective 12/1/2023  
Rodriguez-Aguilera, Lisbeth - Grade 2 Teacher, Eagle Heights Spanish Immersion, effective 12/21/2023  
Skjerping, Kaylyn - Early Childhood Special Education - Long Term Substitute, Cedar Ridge Elementary, effective 12/8/2023

## SUPERINTENDENT CONSENT AGENDA

### 5. Human Resources – Classified Staff

#### a. New Hires/Rehires

##### BUILDING SERVICES

##### CLASS

Davis, Laquita - Cultural Liaison, African American, Central Middle School, 8 hours/day, 5 days/week, 185 days/year, effective 11/13/2023

Jelaini, Sumeya - Marketing & Communications Specialist, Administrative Services Center, 8 hours/day, 5 days/week, 260 days/year, effective 10/24/2023

Rivera Hernandez, Francisco - Customer Service Specialist, Administrative Services Center, 8 hours/day, 5 days/week, 260 days/year, effective 10/30/2023

Stuart, Bryce - Technology Support Specialist, Districtwide, Administrative Services Center, 8 hours/day, 5 days/week, 260 days/year, effective 10/20/2023

##### FOOD SERVICE

Hamilton, Cadie - Food Service Assistant I, Oak Point, 4 hours/day, 5 days/week, 178 days/year, effective 11/6/2023

##### MSEA

Ahmed, Gulista Maliki - Eagle Zone Program Assistant, Oak Point, 4 hours/day, 5 days/week, 178 days/year, effective 10/23/2023

Alvarado Vargas, Yusmari - Kindergarten Paraprofessional, Eagle Heights Spanish Immersion, 2.5 hours/day, 5 days/week, 178 days/year, effective 10/18/2023

Alvarado Vargas, Yusmari - Special Education Paraprofessional, Eagle Heights Spanish Immersion, 3.5 hours/day, 5 days/week, 178 days/year, effective 10/18/2023

Boiko, Anastasiia - Food Service Assistant I, Prairie View Elementary, 4.5 hours/day, 5 days/week, 178 days/year, effective 11/13/2023

Egeberg, Gary - Preschool Paraprofessional, Prairie View Elementary, 2.58 hours/day, 5 days/week, 178 days/year, effective 11/27/2023

Ibrahim, Sundus - Eagle Zone Program Assistant, Prairie View Elementary, 4 hours/day, 5 days/week, 178 days/year, effective 11/20/2023

Jama, Deeqai - Eagle Zone Program Assistant, Oak Point Elementary, 4 hours/day, 5 days/week, 178 days/year, effective 11/20/2023

Jama, Eyni - Eagle Zone Program Assistant, Central Middle School and Oak Point Elementary, 6.5 hours/day, 5 days/week, 178 days/year, effective 11/14/2023

Kristjanson, Allisoni - Eagle Zone Program Assistant, Cedar Ridge Elementary, 4 hours/day, 5 days/week, 178 days/year, effective 11/20/2023

Mohamed, Mohamed - AVID Student Learning Mentor, Eden Prairie High School, 7 hours/day, 2 days/week, 62 days/year, effective 10/17/2023

Opp, Lauren - Special Education Paraprofessional, Central Middle School, 6.5 hours/day, 5 days/week, 178 days/year, effective 10/17/2023

Patera, Jennifer - Early Childhood Special Education Paraprofessional, Prairie View Elementary, 4.08 hour/day, 5 days/week, 178 days/year, effective 10/23/2023

Selvamurugan, Kalpana - Eagle Zone Program Assistant, Cedar Ridge Elementary, 4 hours/day, 5 days/week, 178 days/year, effective 11/6/2023

Sheveland, Melissa - Lunchroom Paraprofessional, Eagle Heights Spanish Immersion, 3 hours/day, 5 days/week, 178 days/year, effective 10/25/2023

## SUPERINTENDENT CONSENT AGENDA

### PRESCHOOL TEACHERS

#### TRANSPORTATION

Allen, Gary - Bus Driver, Transportation, 4.53 hours/day, 5 days/week, 178 days/year, effective 11/20/2023

Silbaugh, John - Bus Driver, Transportation, 4.98 hours/day, 5 days/week, 178 days/year, effective 10/27/2023

Zilka, Steven - Bus Driver, Transportation, 5.9 hours/day, 5 days/week, 178 days/year, effective 10/23/2023

#### b. Change in Assignment

#### BUILDING SERVICES

#### CLASS

#### FOOD SERVICE

#### MSEA

Aden, Zahrah-Additional assignment, Eagle Zone Special Education Paraprofessional, Forest Hills, 2 hours/day, 3 days/week, 99 days/year, effective 11/16/2023

Ahmed, Lucky- Little Eagles Paraprofessional, Community Education Building, 5 hours/day, 5 days/week, 178 days/year, effective 10/23/2023

Garten, Patricia - From Health Services Paraprofessional, Forest Hills Elementary to Special Education Paraprofessional-Early Childhood, Community Education, 5.33 hours/day, 5 days/week, 178 days/year, effective 11/27/2023

Selvamurugan, Kalpana - Additional Assignment, Special Education Para, Central Middle School, 4.25 hours/day, 5 days/week, 178 days/year, effective 11/20/2023

Sharma, Meenakshi- From Lunch Paraprofessional to Sped Paraprofessional, Oak Point, 6.25 hours/day, 5 days/week, 178 days/year, effective 10/23/2023

### PRESCHOOL TEACHERS

#### TRANSPORTATION

#### EPPS

#### c. Resignation/Retirements

#### BUILDING SERVICES

#### CLASS

Ambrose, Laurie- Early Childhood Program Specialist, Community Education Building, effective 11/28/2023

Austin, Tre- Eagle Zone Program Lead, Eden Lake Elementary, effective 11/22/2023

Dalton, Rebecca- Technology Support Specialist, Administrative Services Center, effective 11/8/2023

#### COACHES

#### FOOD SERVICE

Johnson, Courtney- Food Service Assistant I, Eden Prairie High School, effective 10/31/2023

Pickard, Samantha- Food Service Assistant I, Prairie View Elementary, effective 10/24/2023

Luu, Lien- Food Service Assistant I, Eden Prairie High School, effective 11/15/2023

#### MSEA

Byrapaneni, Vengamma - Eagle Zone Program Assistant, Oak Point, effective 11/21/2023

Endale, Edget - Special Education Paraprofessional, Prairie View Elementary and Eagle Zone, effective 11/3/2023

## SUPERINTENDENT CONSENT AGENDA

Gulgule, Nisha - Eagle Zone Program Assistant, Cedar Ridge Elementary, effective 10/17/2023

Passante, Carl - Special Education Paraprofessional, Prairie View Elementary, effective 10/18/2023

Rauchman, Alyssa - Special Education Paraprofessional, Central Middle School, effective 10/31/2023

Seeman, Anne - Personnel Assistant, Eden Prairie High School, effective 11/14/2023

Wittman, Atina - Eagle Zone Program Assistant, Oak Point Elementary, effective 11/9/2023

PRESCHOOL TEACHERS

TRANSPORTATION

TERMINATIONS

Termination Employee A - effective 11/1/2023

**Board Business**

**General Consent Agenda**

**Approval of Payments, all funds, October 2023**

Check #418330-418529	\$2,523,131.51
Electronic Disbursements	\$ 6,074,873.73
<b>TOTAL</b>	<b>\$ 8,598,005.24</b>

**Acknowledgment of Electronic Transfers October 2023**

<b>INVEST DATE</b>	<b>FROM</b>	<b>TO</b>	<b>INTEREST RATE</b>	<b>MATURITY DATE</b>	<b>PRINCIPAL</b>
4/25/2022	PMA Financial	MNTrust	Variable	9/13/2023	\$1,572,835.31

**EDEN PRAIRIE SCHOOLS  
GENERAL FUNDS  
MONTHLY REVENUE/EXPENDITURE REPORT  
FOR THE MONTH ENDING: Oct-23**

REVENUES/TRANSFERS IN (BY SOURCE CODE)					
SOURCE	DESCRIPTION	YEAR TO DATE RECEIVED	CURRENT FULL YEAR PROJECTION	THIS YEAR % RECEIVED	LAST YEAR % RECEIVED
001-020	TAXES	\$ 12,085,085	\$ 32,349,076	37.36%	38.52%
021-040	TUITION	14,590	130,000	11.22%	15.95%
041-089	FEES & ADMISSIONS	444,811	701,000	63.45%	77.57%
090-199	MISC REVENUE	(76,066)	1,346,000	-5.65%	27.35%
200-399	STATE AID	26,305,133	94,670,982	27.79%	27.85%
400-499	FEDERAL PROGRAMS	649	6,278,100	0.01%	0.02%
600-649	SALES	54,790	50,000	109.58%	98.52%
		<b>\$ 38,828,991</b>	<b>\$ 135,525,158</b>	<b>28.65%</b>	<b>29.11%</b>
	CAPITAL OUTLAY	233,646	16,842,675	1.39%	0.57%
	STUDENT ACTIVITIES	1,238,641	1,880,000	65.89%	75.37%
	MEDICAL ASSISTANCE	6,426	290,000	2.22%	3.15%
	SCHOLARSHIPS	871	8,500	10.25%	12.54%
<b>Revenue Notes:</b>					

EXPENDITURES/TRANSFERS OUT (BY OBJECT CODE)					
OBJECT	DESCRIPTION	YEAR TO DATE EXPENDED	CURRENT FULL YEAR PROJECTION	THIS YEAR % EXPENDED	LAST YEAR % EXPENDED
100	SALARIES	\$ 17,775,635	\$ 88,471,753	20.09%	20.67%
200	BENEFITS	5,973,774	27,975,315	21.35%	21.15%
300	PURCHASED SVCS	3,013,688	11,973,892	25.17%	25.53%
400	SUPPLIES & EQUIPMENT	2,537,156	5,537,429	45.82%	49.71%
800	OTHER EXPENSES	141,943	652,289	21.76%	21.27%
900	TRANSFERS & CONTINGENCY	-	73,644	0.00%	0.00%
		<b>\$ 29,442,196</b>	<b>\$ 134,684,322</b>	<b>21.86%</b>	<b>23.03%</b>
	CAPITAL OUTLAY	8,007,495	18,059,590	44.34%	37.65%
	STUDENT ACTIVITIES	1,078,133	1,880,000	57.35%	64.11%
	MEDICAL ASSISTANCE	64,556	286,361	22.54%	15.99%
	SCHOLARSHIPS	-	11,000	0.00%	0.00%
<b>Expenditure Notes:</b>					



## **Board Development Committee Update:**

### **Summary:**

At our last BDC meeting update (10/30/23) we shared our meeting minutes, and let the board know we had a few steps to accomplish to be ready to present to the board.

The BDC committee worked independently to get a few items accomplished since our last update. We completed:

- Getting expert speaker commitments/costing (word doc)
- Consolidated the research for Board (word doc)
- Incorporated stakeholder feedback and learnings to improve presentation/policy
- Further refined the human-to-human interaction policy document (word doc)

I have included three documents that represent the culmination of that work. In our committee update we will provide:

- Brief review these documents (directionally what they are, how to use them, and expected next steps) and make the request to approve funding at the 11/27/23 meeting.
- Highlight the policy document: As mentioned/presented at the last business meeting, the policy document has evolved based upon feedback from the board, district management, experts, and conferences.
- We will request to slot the Expert meeting and policy consideration/adoption at the 1/8/24, official meeting or at workshop if the board feels necessary.
- After our update on 11/27/23, the BDC will end its work in this area, move consideration to overall board consideration, and move on to other items.

# Board Development Committee – Protecting Human-to-Human Interaction Policy

## Protecting the value of Human-to-Human Interactions in EP Schools- Policy Consideration: likely an E.L. under Treatment of Students

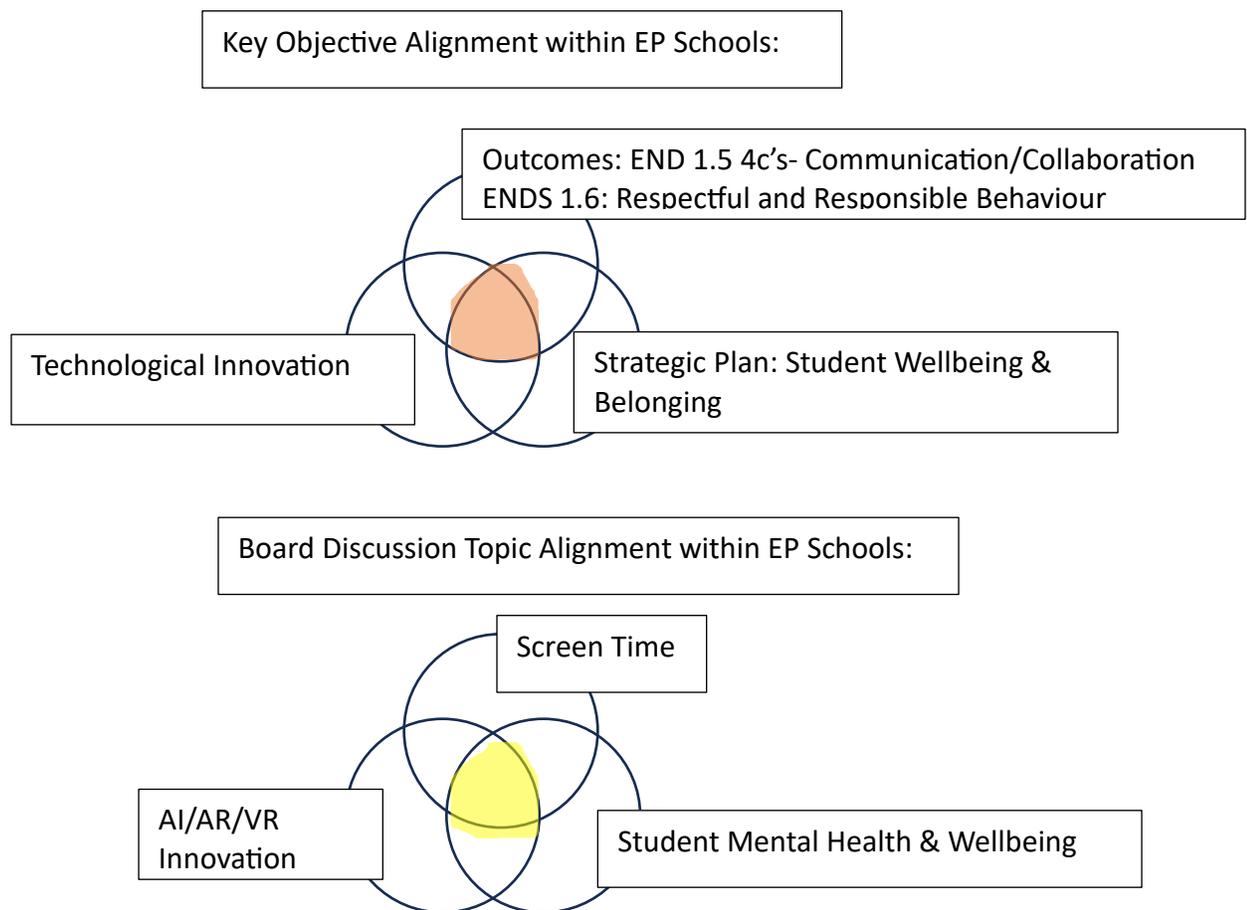
### Executive Summary:

It is not inevitable that EPS will maintain optimal human-to-human interactions unless we decide as a Board/District that it is a core value to be protected.

We have the opportunity to be intentional about our use and deployment of technology (I-pads, Macs, AR/VR, AI, etc.) to optimize educational outcomes, manage costs, and support student emotional development while protecting the value human-to-human interaction.

Technological innovation will challenge the alignment and intersection of critical district objectives and cost/efficiency tradeoffs in the future. Now is the time to be clear and intentional on the value of Human-to-Human interaction. This will allow the district to prepare and school board to be proactive in our governance responsibilities.

This policy document is designed to bring together three areas of recent board discussions and focus into a unified approach that values the importance of relationships and connectiveness. This policy is not designed to prescribe how the administration implements the policy- only on the value the board places on this area moving forward into alignment with EP School student objectives.



## Board Development Committee – Protecting Human-to-Human Interaction Policy

### How did we get here:

Earlier in the year, the BDC surveyed the board on topics that they wanted to investigate. The board's top 3 areas were:

- Screen time
- Mental Health
- AI

The board instructed the BDC to investigate the top 2 because AI was being covered in a separate management presentation (scheduled for 2/2024). We have assembled a response on screen time that actually incorporates information that relates to all three.

### What is the Problem and Why consider a Policy?

**Problem:** Technology user friendliness will become even more prevalent with the rise of AI/AR/VR and the growth of on-line schools, resulting in increased screen disintermediation of social development, relationships, and community connectiveness due to intentional and unintentional digital exposure.

**Problem:** As technology becomes ever more efficient and effective, the marginal cost to deploy AR/VR/AI will provide significant cost benefits versus the potential loss of human-to-human connectiveness. These natural cost pressures could/will incent school districts to sub-optimally utilize technology at the expense of human-to-human relationships, interactions, and connectiveness.

**Problem:** The reduction in human-to-human interactions and non-intentional screen time disrupts the social and emotional development of our children and can lead to negative outcomes including: impulsive behavior, classroom disruptions, depression, loneliness, addiction, and non-educational usage (i.e. games) during the school day. All these factors can negatively impact our strategic goals and ENDS outcomes.

**Statement:** Some on the school board believe this is an important area of concern today and will increasingly be an area of concern/opportunity over the next decade as technology becomes more imbedded in our lives. We believe the school districts that are proactive and intentional in this area will create the runway needed to prepare for these coming changes. This prioritization and differentiation could/will distinguish EP Schools amongst neighboring districts- allowing EPS students and staff to thrive and achieve extraordinary educational outcomes.

### Current District Direction/Guidance:

The district has established and recently updated a white paper/policy guidance on 10/12/2023 that outlines the following key points:

- Differentiation of passive vs active engagement with screens
- Current studies on the topic (NIH, Mayo, etc.)
- The importance of oversight, taking breaks, bodily movement and activity oversight
- Use of technological resources using the following framework:
  - o Partnership

## Board Development Committee – Protecting Human-to-Human Interaction Policy

- Responsiveness
- Rigor
- Authenticity

### Link to Whitepaper

- [https://docs.google.com/document/d/1n3JF9dKjNXDo5XZP5OfZ6\\_wzECGwRgUIYofmpkJR8U4/edit](https://docs.google.com/document/d/1n3JF9dKjNXDo5XZP5OfZ6_wzECGwRgUIYofmpkJR8U4/edit)

### Why the white paper requires additional School Board action:

Although the white paper guidance is an excellent first step in defining the screen time challenges facing our students and staff, the policy does not define the rapidly changing dynamic associated with technology disintermediation of human-to-human relationships through screens. Further, it does not connect back to School Board policy to ensure alignment with objectives, measurement/oversight, or resourcing from the school board.

### Objective of New Policy:

Provide the EP School district administration clear policy direction on the value of human-to-human interaction, including the intentional use of screen time to optimize educational outcomes while minimizing the hazards of excessive screen time, and protecting the benefits that are derived from human-to-human interactions.

### Intention of the policy:

To allow the board to perform its governance responsibilities to set objectives (what), allocate resourcing, and **evaluate/measure** the district towards this goal: As written in the **positive**:

The superintendent will ensure a balanced and intentional use of human and computer-based classroom interactions to:

1. optimize student educational outcomes,
2. value human-to-human interactions in support of district objectives/ENDS
3. support emotional and relationship development and communication development between students and staff
4. minimize non-educational use of district devices,
5. support student well-being and mental health
6. provide parental transparency/choice over individual child digital usage,

### A draft policy consideration: Written in the form of an Executive Limitation:

#### 2.0 Treatment of students:

*The superintendent shall not allow an environment where the value of human-to-human interaction is not evaluated, valued, and protected when developing/implementing: technological solutions, technology use standards (including screen time), instructional design and professional development, and classroom instruction.*

### Policy Considerations- Measurement

- Codifies the human-to-human value in EPS policy- provides SB governance authority
- Provides baseline and foundation for growth and space for creativity/innovation

## **Board Development Committee – Protecting Human-to-Human Interaction Policy**

### **Policy Considerations- Strategic Pillar Alignment:**

- Supports: Authentic learning
- Supports: Student and Staff Well-being
- Supports Belonging

### **Policy Consideration: Alignment with ENDS Policies:**

- Directly supports 4C's
- Third Grade Reading (Fluency CMBR)
- Responsible/Respectful behavior
- Overall Educational outcomes

### **Policy Consideration: Reinforces the importance of student and staff relationships:**

- Recognizes the value provide by our supportive, caring, engaging teachers.
- Provides opportunity to maximize relationships development between teachers and students.
- Creates defied space/policy value for student relationship development.

### **Policy Consideration: Community Feedback:**

- Recognizes the value of student engagement, activity, and interaction (vs static screen engagement)- more support for clubs/sports and physical activity
- Maintaining student connectiveness helps student and staff mental health, which has been a significant concern across the community.
- Reinforces the importance of 4C development.

### **How to Support Board/Admin consideration of this policy:**

- Provided board with extensive consolidated research on topic (Email Packet of research)
- Presentation by Administration on existing policies, procedures, and measurement of risks/rewards to allow existing efforts to align with policy including what metrics they can provide to the board currently and potentially in the future
- External Speaker to provide additional info/expert advice

### **What this policy Is Not:**

- Does not prescribe how much or what type of screen time is optimal
- Does not define the how, to implement, not focused on the Means but the END
- Does not require the perfect answer/approach today
- Reactionary to recent events- policy is very forward looking

### **What we need today:**

- Board approval to bring in an expert speaker and allocate resources (budget)- \$1500
- Board commitment to evaluate the policy (slot the 1/8 meeting

## Board Development Committee – Expert Speaker

### Expert Speaker:

Expect 10-15 hours of work

- Pre-work calls to provide background
- Expectation Setting
- Alignment with EPS schools strategies/operations
- Board Presentation- 30 min
- Board Q&A- 30 min
- Post workshop follow-up

Budgeted: \$10,000

### **Evaluated:**

Professor Genitle- ISU (all media impact on adolescence brains)

Professor Turtle- MIT (Impact of screens on social relationships/development)

Professor Dworkin- UMN-TC (screen time impact and development)

### **Information on Professor Dworkin:**

Webpage: <https://fsos.umn.edu/jodi-dworkin>

Jodi Dworkin is a Professor and Extension Specialist in the Department of Family Social Science at the University of Minnesota; she has been there since 2002. She is also a Fellow with the National Council on Family Relations. She earned her Ph.D. from the University of Illinois, Urbana-Champaign in Human Development and Family Studies. Her research and outreach focuses on promoting positive family development, parenting adolescents and college students, and the role of technology in these relationships – seeking to understand the ways in which and the reasons that parents and teens use technology. She has published 35 peer reviewed journal articles and book chapters specifically on youth and family technology and social media use. A critical piece of her work is developing research-based outreach to promote positive family development (<https://extension.umn.edu/tough-topics-kids/teens-online-and-social-media-use>).

Cost: \$1500

## Board Development Committee - Consolidated Resources- Board Review

### **Consolidated Resources:**

#### **High-level summary/links**

<https://www.physicianscenter.org/parents/parenting-resources/articles/technology-use-screen-time-impacting-relationships/>

On-line/Screens linkage to mental health

<https://pubmed.ncbi.nlm.nih.gov/32699514/>

Current research requires better measurement: There is time

<https://link.springer.com/article/10.1007/s00127-020-01858-0>

<https://www.teensandtech.org/our-research/research-projects>

Managed/thoughtful use might be key

<https://pubmed.ncbi.nlm.nih.gov/32699513/>

Face to Face matters:

<https://www.fastcompany.com/90491367/screens-are-lifesavers-right-now-but-theyre-still-relationship-wreckers>

Face-to-Face human interaction matters: COVID highlights:

<https://www.nature.com/articles/s41598-023-34957-4>

Impact to Social Skills- 4C's (UCLA study)

<https://time.com/3153910/why-access-to-screens-is-lowering-kids-social-skills/>

Good overview:

<https://www.apa.org/monitor/2020/04/cover-kids-screens>

Impacts:

[H-60.911 Harmful Effects of Screen Time in Children | AMA \(ama-assn.org\)](https://www.ama-assn.org/hq/advocacy/2019/06/harmful-effects-of-screen-time-in-children)

[Surgeon General Issues New Advisory About Effects Social Media Use Has on Youth Mental Health | HHS.gov](https://www.hhs.gov/press/2021/sr01-01)

[H-60.911 Harmful Effects of Screen Time in Children | AMA \(ama-assn.org\)](https://www.ama-assn.org/hq/advocacy/2019/06/harmful-effects-of-screen-time-in-children)

[The health effects of screen time on children: A research roundup \(journalistsresource.org\)](https://journalistsresource.org/stories/the-health-effects-of-screen-time-on-children-a-research-roundup-2021-07-14)

[Trends in Screen Time Use Among Children During the COVID-19 Pandemic, July 2019 Through August 2021 | Child Development | JAMA Network Open | JAMA Network](https://www.jama.com/doi/full/10.1001/jama.2021.14847)

**Impact on Health:**

[Association of Physical Activity and Screen Time With Body Mass Index Among US Adolescents | Adolescent Medicine | JAMA Network Open | JAMA Network](https://www.jama.com/doi/full/10.1001/jama.2021.14847)

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9638701/>

## Board Development Committee - Consolidated Resources- Board Review

[Screen time and early adolescent mental health, academic, and social outcomes in 9- and 10- year old children: Utilizing the Adolescent Brain Cognitive Development<sup>SM</sup> \(ABCD\) Study - PubMed \(nih.gov\)](#)

<https://pubmed.ncbi.nlm.nih.gov/30264607/>

TED Talk from Sherry Turkle: Connections

[https://www.ted.com/talks/sherry\\_turkle\\_connected\\_but\\_alone?language=en](https://www.ted.com/talks/sherry_turkle_connected_but_alone?language=en)

Social Impacts:

<https://www.psychologytoday.com/us/blog/the-fallible-mind/202207/how-screens-interfere-the-innate-drive-socialise>

<https://universe.byu.edu/2023/02/01/screen-time-is-harming-in-person-connection/>

<https://www.sciencedirect.com/science/article/pii/S2211335518301827>

Dopamine, social media, and screens:

<https://sitn.hms.harvard.edu/flash/2018/dopamine-smartphones-battle-time/>

**Jodi Dworkin:**

<https://www.cbsnews.com/minnesota/news/talking-points-pandemics-impact-on-youth-mental-health/>

[Talking screen time with U of M | University of Minnesota \(umn.edu\)](#)- Prof Dworkin (UMN-TC)

<https://onlinelibrary.wiley.com/doi/10.1111/fare.12811>

[https://www.getready.state.mn.us/pdfGR/Navigating\\_Teen\\_Technology\\_and\\_Social\\_Media\\_Use\\_PowerPoint.pdf](https://www.getready.state.mn.us/pdfGR/Navigating_Teen_Technology_and_Social_Media_Use_PowerPoint.pdf)



**Eden Prairie School Board  
Community Linkage Committee Meeting Minutes  
Jerry's Foods-Store Cafe, Eden Prairie, MN  
Thursday, November 9, 2023**

*Charter per Board Policy GP 4.8.1: This committee will facilitate multiple methods of School Board communication with owners that provide input and inform the School Board of ownership values as they relate to School Board policies, as well as provide valuable information to owners.*

---

**CLC Members Present: Steve Bartz, Dennis Stubbs, and Abby Libsack  
Convened at 5:15 p.m.**

**Agenda:**

- A. Inspiring News January 2024
  - a. Draft Review- needs board approval
  - b. Can we use a QR code to reference the Ends Policies referenced in article?
  
- B. Measuring What Matters- upcoming topics
  - a. Graduation Rates- language suggestions?
  - b. 3<sup>rd</sup> Grade Reading Metrics- language suggestions?
  
- C. Board Events Tracker
  - a. Wizard of Oz November 16, 17, 18

Meeting ended at 6:00pm

Ends Policies Drive Educational Framework

The Eden Prairie School Board steers the district towards its educational goals by establishing and overseeing student achievement through its Ends Policies. Recently, the Board underwent its annual monitoring of the Ends Policies during the October business meeting. Let's delve into the mechanics of the Board's policy monitoring and take a moment to grasp the significance of the "Ends."

The Ends Policies serve as the yardstick for assessing student outcomes in critical areas outlined in these policies. Each spring, specific measurement targets are established as goals for the upcoming school year. In the fall, a thorough examination of results from the previous academic year is carried out, and the board votes on whether reasonable progress has been made in each area. In cases where progress falls short, the administration ensures transparency by issuing regular reports detailing actions being taken to enhance results throughout the year.

What sets our Ends Policies apart is their comprehensive approach. These policies gauge outcomes and encourage creativity at the administrative level to drive innovation and district initiatives. This is evident in the approach to personalized learning through an inspired journey, where students have opportunities to discover and pursue areas of academic interest while tailoring learning to each students' individual needs.

At Eden Prairie High School, Capstone courses provide an opportunity for students to explore interests, passions, and careers. These courses draw insights from economic development data and local business perspectives, ensuring that students are equipped with the knowledge and skills most relevant to their future career prospects. They are instrumental in helping students identify and harness their unique strengths to effectively prepare them for their post-graduation journeys.

Furthermore, Eden Prairie Schools promotes classroom and curriculum design that aligns with the "4 Cs" – creativity, communication, collaboration, and critical thinking. These foundational skills are paramount for success in the 21st century, and the board's commitment to incorporating them into the Ends Policies reflects the district's forward-thinking approach to education.

In conclusion, the Eden Prairie School Board's Ends policies establish clear standards for student achievement and serve as a catalyst for innovation, engagement, and personalized learning. The board's oversight and commitment to regular reviews ensure the district continues the path of continuous improvement, ultimately benefiting both the students and the community at large.

For more details on the Ends Policies, visit the school board section of the district website.

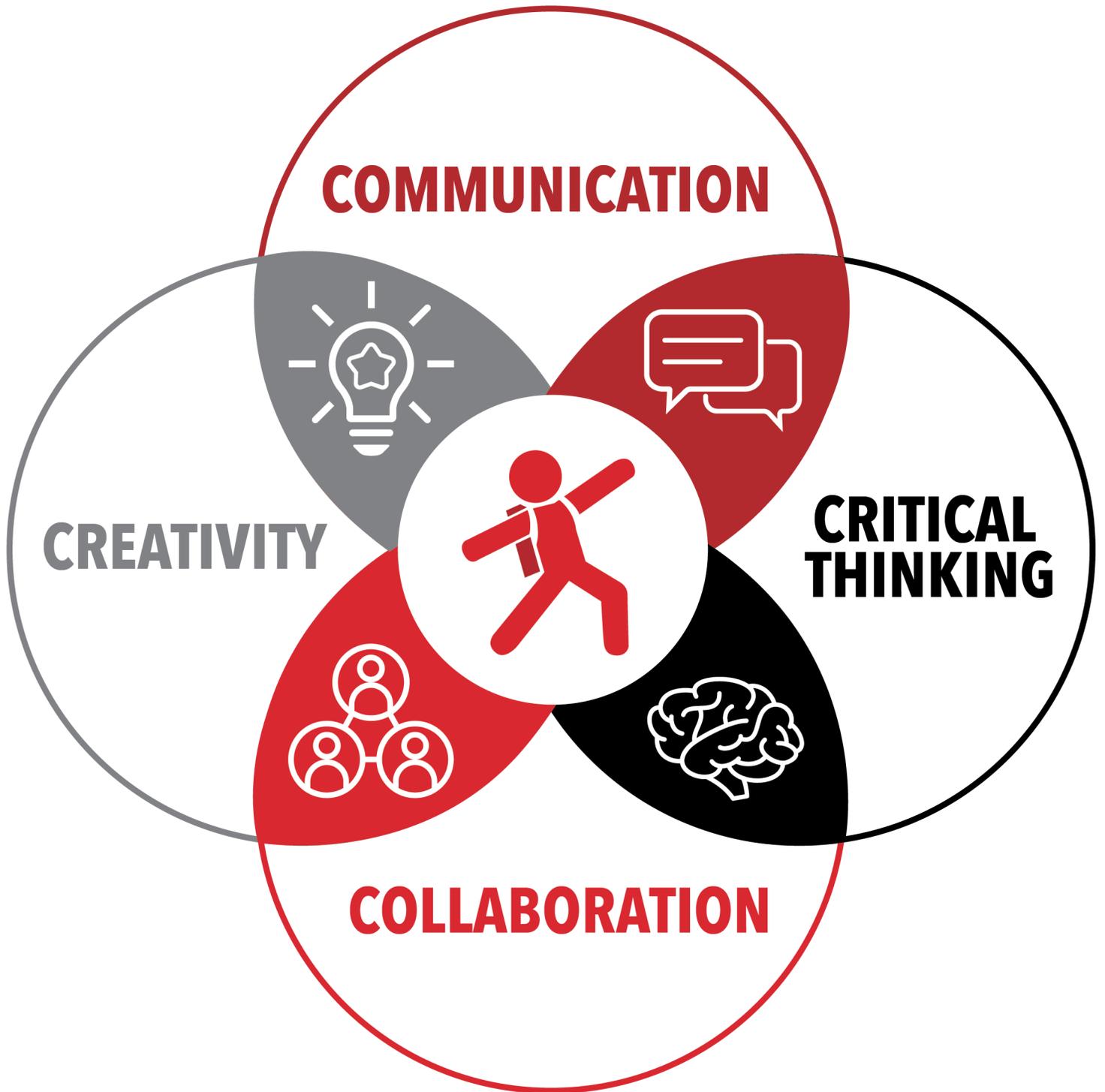
**\*\* (Insert QR code to link the Ends Policies listed below) \*\***

Eden Prairie public schools exist so that each student obtains an outstanding education that prepares them for their next stage of life in a manner that justifies the resources expended.

- 1.1 Each student graduates and is academically prepared to progress to multiple opportunities after high school.
- 1.2 Each student is reading at grade level by the end of third grade.
- 1.3 Each student achieves individual growth and proficiency expectations annually in, but not limited to, Language Arts, Math and Science.
- 1.4 Each student receives a broad-based education that exceeds the Minnesota State Graduation Requirements.
- 1.5 Each student has the 21st century skills needed to succeed in the global economy.
- 1.6 Each student has the knowledge that citizens and residents of the United States need to contribute positively to society.

**Board's Final Instructions:**

Email final recommendations/edits to the Community Linkage Committee (Abby, Steve, and Dennis) by Friday, November 24, 2023, for approval at the Business Meeting on Monday, November 27, 2023.



**Eden Prairie School Board**  
**2023–24 WORK PLAN CHANGES**  
*“Proposed” Changes*  
**November 27, 2023**

Date of Meeting/Workshop	Changes Requested
Monday, November 27, 2023	
Monday, December 11, 2023	- <b>Add:</b> <i>Fiscal Year 2022-23 Audited Financial Presentation Information</i>
Monday, January 8, 2024 – <b>Annual Organizational Mtg and Workshop</b>	
Monday, January 22, 2024	- <b>Add:</b> <i>Ends 1.2</i>
Monday, February 12, 2024 – <b>Workshop</b>	
Monday, February 26, 2024	- <b>Add:</b> <i>Ends 1.3</i>
Monday, March 11, 2024 – <b>Workshop</b>	
Monday, March 25, 2024	- <b>Add:</b> <i>Ends 1.5</i>
Monday, April 8, 2024 - <b>Workshop</b>	
Monday, April 22, 2024	
Monday, May 13, 2024	
<b>Tuesday, May 28, 2024</b>	
Monday, June 10, 2024 – <b>Workshop</b>	
Monday, June 24, 2024	
<b>Placeholder – General Board Work</b>	
<i>Reporting back to Board: Ends 1.2, 1.3 and 1.5 – Scheduled as referenced above</i>	
<b>Placeholder – Policy Review</b>	

**EDEN PRAIRIE SCHOOL BOARD**  
**2023-2024 ANNUAL WORK PLAN**

Board Meetings
Board Workshops
Other Meetings

**November 27, 2023**

Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
<p>****2023****</p> <p>Board Meeting Mon, Jul 24, 2023 7:30 AM</p>				September Inspiring News Article	<ul style="list-style-type: none"> <li>•Monthly Reports</li> <li>•TASSEL Student Handbook</li> <li>•Student Handbooks:               <ul style="list-style-type: none"> <li>- High School</li> <li>- Middle School</li> <li>- Elementary Schools (Summary Detail Included)</li> </ul> </li> </ul>		60
<b>Joint Meeting: Eden Prairie City Council &amp; Eden Prairie School Board</b> Tuesday, August 15, 2023 5:00 PM, City Center							
<p>Board Meeting Mon, Aug 28, 2023 6:00 PM</p>	<ul style="list-style-type: none"> <li>•EL 2.1 Emergency Supt. Succession</li> <li>•EL 2.2 Treatment of Students</li> <li>•EL 2.7 Asset Protection</li> </ul>		Record of Board Self-Evaluation	2023-24 School Site Visits	Monthly Reports		
<p>Post Meeting Board Workshop Mon, Aug 28, 2023</p>							School Board Mtg. Self-Assessment
<p>Board Brief Business Meeting Mon, Sep 11, 2023 6:00 PM</p>		Closed Session: Purchase or Sale of Property (MN Stat.13D.05, Subd 3(c))			Consent Agenda Items		

**EDEN PRAIRIE SCHOOL BOARD**  
**2023-2024 ANNUAL WORK PLAN**

<b>Board Meetings</b>
<b>Board Workshops</b>
<b>Other Meetings</b>

**November 27, 2023**

Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
<b>Board Workshop</b> Mon, Sep 11, 2023 6:45 PM							<ul style="list-style-type: none"> <li>•ADMIN Proposals for FY 2023-24 Workshops</li> <li>•NEW Policy Development Discussion (Ends &amp; EL Policies)</li> <li>•Digital Citizenship Discussion</li> <li>•Policy Monitoring: All BMD Policies – BMD 3.0 – 3.3</li> <li>•Policy Monitoring: GP’s: 4.4, 4.5, 4.6, 4.7, 4.8, &amp; 4.10</li> <li>•Confirm agenda for next Board Workshop</li> </ul>
<b>Board Meeting</b> Mon, Sep 25, 2023 6:00 PM	<ul style="list-style-type: none"> <li>•EL 2.3 Treatment of Parents</li> <li>•EL 2.6 Financial Management &amp; Operations</li> <li>•All BMD Policies</li> <li>•BMD 3.0 Single Point of Connection</li> <li>•BMD 3.1 Unity of Control</li> <li>•BMD 3.2 Delegation to the Superintendent</li> <li>•BMD 3.3 Superintendent Accountability &amp; Performance</li> </ul>		<ul style="list-style-type: none"> <li>•Approval of Preliminary FY 2024-25 Levy Tax Levy Comparison - Tax Levy Presentation Pay 24</li> <li>•Record of Board Self-Evaluation</li> </ul>		Monthly Reports  <u>Superintendent Incidentals:</u> <ul style="list-style-type: none"> <li>• FY 2022-2023 Year-end Preliminary Financial Report</li> <li>•FY 2023-2024 Preliminary Enrollment Report</li> </ul>		

**EDEN PRAIRIE SCHOOL BOARD**  
**2023-2024 ANNUAL WORK PLAN**

<b>Board Meetings</b>
<b>Board Workshops</b>
<b>Other Meetings</b>

**November 27, 2023**

Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
	<ul style="list-style-type: none"> <li>•GP 4.4 Officer Roles</li> <li>•GP 4.5 School Board Members Code of Conduct</li> <li>•GP 4.6 Process for Addressing School Board Member Violations</li> <li>•GP 4.7 School Board Committee Principles</li> <li>•GP 4.8 School Board Committee Structure</li> <li>•GP 4.10 Operation of the School Board Governing Rules</li> </ul>						62
Post Meeting Board Workshop Mon, Sep 25, 2023							School Board Mtg. Self-Assessment
Board Workshop Mon, Oct 9, 2023 6:00 PM							<ul style="list-style-type: none"> <li>•Discuss January Topics for Inspiring News</li> <li>•Administration: Setting Stage for FY 2024-25 Budget Guidelines</li> <li>•Policy Monitoring: GP 4.0, 4.1, 4.2, 4.3, 4.9</li> <li>•Discussion—Community Linkage/Listen &amp; Learn—Theme &amp; Location of Event</li> </ul>

**EDEN PRAIRIE SCHOOL BOARD**  
**2023-2024 ANNUAL WORK PLAN**

<b>Board Meetings</b>
<b>Board Workshops</b>
<b>Other Meetings</b>

**November 27, 2023**

Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
							<ul style="list-style-type: none"> <li>•Confirm agenda for next Board Workshop</li> </ul>
<b>Board Meeting</b> <b>Mon, Oct 23, 2023</b> <b>6:00 PM</b>	<ul style="list-style-type: none"> <li>•Ends 1.1 – 1.6 Evidence (FY 2022-23)</li> <li>•EL 2.4 Treatment of Staff</li> <li>•EL 2.8 Compensation and Benefits</li> <li>•GP 4.0 Global Governance Commitment</li> <li>•GP 4.1 Governing Style</li> <li>•GP 4.2 School Board Job Products</li> <li>•GP 4.3 Annual Work Plan</li> <li>•GP 4.9 Governance Investment</li> </ul>		<ul style="list-style-type: none"> <li>•Record of Board Self-Evaluation</li> </ul>		<ul style="list-style-type: none"> <li>•Monthly Reports</li> <li>•MSHSL Form A</li> </ul>	<u>Superintendent Incidentals:</u> <ul style="list-style-type: none"> <li>•Enrollment Report as of 10/1/2023</li> <li>•World’s Best Workforce Report</li> <li>•FY 2022-2023 Achievement Integration Summary Report</li> </ul>	63
<b>Post Meeting Board Workshop</b> <b>Mon, Oct 23, 2023</b>							<ul style="list-style-type: none"> <li>•School Board Mtg. Self-Assessment</li> </ul>
<b>Board Workshop</b> <b>Mon, Nov 13, 2023</b> <b>6:00 PM</b>							<ul style="list-style-type: none"> <li>•Community Linkage: - DRAFT - inspiring News Topic</li> <li>•PBIS: Culture, Climate &amp; Sense of Belonging</li> </ul>

**EDEN PRAIRIE SCHOOL BOARD**  
**2023-2024 ANNUAL WORK PLAN**

<b>Board Meetings</b>
<b>Board Workshops</b>
<b>Other Meetings</b>

**November 27, 2023**

Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
							<ul style="list-style-type: none"> <li>• 5-Year Financial Projections: Revenue &amp; Expense</li> <li>• Confirm agenda for next Board Workshop</li> </ul>
<b>Board Meeting Mon, Nov 27, 2023 6:00 PM</b>	EL 2.9 Communication and Support to the School Board	School Board Mid-Year Treasurer's Report	<ul style="list-style-type: none"> <li>• Record of Board Self-Evaluation</li> </ul>	<i>Draft:</i> Topic for January 2024 Inspiring News Topic	Monthly Reports	<del>FY 2022-23 Audited Financial Presentation</del> – <i>Moved to 12/11/23</i>	64
<b>Post Meeting Board Workshop Mon, Nov 27, 2023</b>							<ul style="list-style-type: none"> <li>• School Board Mtg. Self-Assessment</li> </ul>
<b>Board Meeting Mon, Dec 11, 2023 6:00 PM</b>	<ul style="list-style-type: none"> <li>• EL 2.5 Financial Planning and Budgeting</li> <li>• EL 2.0 Global Executive Constraint</li> </ul>		<ul style="list-style-type: none"> <li>• Approval of Final FY 2024-25 Levy</li> <li>• Approval of School Board Mid-Year Treasurer's Report</li> <li>• <i>Closed Session:</i> Review of FY 2022-23 Superintendent Annual Review -Minn. Stat. 13D.05, Subd. 3</li> <li>• Record of Board Self-Evaluation</li> </ul>	Final Approval for January 2024 Inspiring News Article	Monthly Reports	<ul style="list-style-type: none"> <li>• Truth in Taxation Hearing Planning and Budgeting</li> <li>• <i>FY 2022-23 Audited Financial Presentation</i></li> </ul>	
<b>Post Meeting Board Workshop Mon, Dec 11, 2023</b>							<ul style="list-style-type: none"> <li>• School Board Mtg. Self-Assessment</li> </ul>

**EDEN PRAIRIE SCHOOL BOARD**  
**2023-2024 ANNUAL WORK PLAN**

<b>Board Meetings</b>
<b>Board Workshops</b>
<b>Other Meetings</b>

**November 27, 2023**

Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			

<b>****2024****</b>  <b>Annual Organizational Meeting</b> <b>Mon, Jan 8, 2024</b> <b>6:00 PM</b>			<ul style="list-style-type: none"> <li>• 2024 Annual Organizational Mtg.               <ul style="list-style-type: none"> <li>- Election of Officers</li> <li>- School Board Compensation</li> <li>- School Board Calendar</li> </ul> </li> <li>• School Board Meeting Calendar: January 1, 2024, through June 30, 2024</li> <li>• Appointment of Intermediate District 287 Representative</li> </ul>		<ul style="list-style-type: none"> <li>• 2024 Annual School District Organizational Items:               <ul style="list-style-type: none"> <li>- School District Newspaper</li> <li>- School District Depository/Financial Institutions</li> <li>- Money Wire Transfers</li> <li>- Early Claims Payment</li> <li>- School District Legal Counsel</li> <li>- School District Responsible Authority</li> <li>- Deputy Clerk &amp; Deputy Treasurer</li> <li>- Facsimile Signature Authorization</li> <li>- Authorization to Sign Contracts</li> <li>- Local Education Agency (LEA) Representative</li> <li>- MDE Designation of Identified Official with Authority (IoWA)</li> </ul> </li> </ul>		65
<b>Board Workshop</b> <b>Mon, Jan 8, 2024</b> <b>6:30 PM</b> <b>Convene following the Annual Organizational Meeting</b>							<ul style="list-style-type: none"> <li>• 2024 Committees &amp; Outside Organization Discussion</li> <li>• Budget: 5-Year Financial Forecast</li> </ul>

**EDEN PRAIRIE SCHOOL BOARD**  
**2023-2024 ANNUAL WORK PLAN**

<b>Board Meetings</b>
<b>Board Workshops</b>
<b>Other Meetings</b>

**November 27, 2023**

Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
							<ul style="list-style-type: none"> <li>Legislative Impacts to Financial and Program Stability</li> <li>Confirm agenda for next Board Workshop</li> </ul>
<b>Board Meeting</b> <b>Mon, Jan 22, 2024</b> <b>6:00 PM</b>		<ul style="list-style-type: none"> <li>FY 2024-25 Final School Calendar <i>(Draft)</i></li> <li>FY 2025-26 Preliminary School Calendar <i>(Draft)</i></li> <li>FY 2024-25 Budget Timelines – <i>First Reading</i></li> <li>FY 2024-25 Budget Assumptions – <i>First Reading</i></li> </ul>	<ul style="list-style-type: none"> <li>FY 2023-24 Mid-Year Budget Approval</li> <li>Approval FY 2023-24 Mid-Year School Board Budget</li> <li>Record of Board Self-Evaluation</li> </ul>	2024 School Board Committee & Outside Organization Assignments	<ul style="list-style-type: none"> <li>Monthly Reports</li> <li>FY 2024-25 Bus Purchase</li> </ul>	<i>Ends 1.2 Update</i>	66
<b>Post Meeting Board Workshop</b> <b>Mon, Jan 22, 2024</b>							School Board Meeting Self-Assessment
<b>Board Workshop</b> <b>Mon, Feb 12, 2024</b> <b>6:00 PM</b>							<ul style="list-style-type: none"> <li>Finance Overview</li> <li>Artificial Intelligence Working Group Report</li> <li>Agenda Items: Walk-through School Board Agenda</li> </ul>

**EDEN PRAIRIE SCHOOL BOARD**  
**2023-2024 ANNUAL WORK PLAN**

<b>Board Meetings</b>
<b>Board Workshops</b>
<b>Other Meetings</b>

**November 27, 2023**

Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
							<ul style="list-style-type: none"> <li>Sample Agenda &amp; Discussion of Agenda Elements</li> <li>Source of Agenda Items: Board Request for Information; Superintendent Information; Agenda Timeline</li> <li>Community Linkage: Discuss Goals &amp; Format for Community Engagement</li> <li>Confirm agenda for next Board Workshop</li> </ul>
<b>Board Meeting</b> <b>Mon, Feb 26, 2024</b> <b>6:00 PM</b>			Record of Board Self-Evaluation		<ul style="list-style-type: none"> <li>Monthly Reports</li> <li>Approval of FY 2024-25 School Calendar</li> <li>Approval of Preliminary FY 2025-26 School Calendar</li> </ul>	<ul style="list-style-type: none"> <li>American Indian Education Report</li> <li>Achievement &amp; Integration Budget</li> <li><i>Ends 1.3 Update</i></li> </ul>	
<b>Post Meeting Board Workshop</b> <b>Mon, Feb 26, 2024</b>							School Board Meeting Self-Assessment
<b>Board Workshop</b> <b>Mon, Mar 11, 2024</b> <b>6:00 PM</b>							<ul style="list-style-type: none"> <li>Mechanics of Monitoring</li> </ul>

**EDEN PRAIRIE SCHOOL BOARD**  
**2023-2024 ANNUAL WORK PLAN**

<b>Board Meetings</b>
<b>Board Workshops</b>
<b>Other Meetings</b>

**November 27, 2023**

Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
							•Confirm agenda for next Board Workshop
<b>Board Meeting Mon, Mar 25, 2024 6:00 PM</b>		• FY 2024-25 Capital Budget – <i>First Reading</i>	• Final FY 2024-25 Budget Assumptions • Record of Board Self-Evaluation	• Identify Topic for June Inspiring News Article	• Monthly Reports • Resolution to Release Probationary Teachers	<i>Ends 1.5 Update</i>	
<b>Post Meeting Board Workshop Mon, Mar 25, 2024</b>							School Board Meeting Self-Assessment
<b>Board Workshop Mon, Apr 8, 2024 6:00 PM</b>							<ul style="list-style-type: none"> <li>• Academic Vision Process &amp; Planning</li> <li>• FY 2024-2025 Annual Work Plan Calendar Discussion</li> <li>• Discussion/Review all items in Placeholder area on “Work Plan Changes Document.”</li> <li>• Workshop Skeleton Summary Discussion</li> <li>• FY 2024-2025 School Board Meeting Calendar Discussion</li> </ul>

**EDEN PRAIRIE SCHOOL BOARD**  
**2023-2024 ANNUAL WORK PLAN**

<b>Board Meetings</b>
<b>Board Workshops</b>
<b>Other Meetings</b>

**November 27, 2023**

Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
							<ul style="list-style-type: none"> <li>• FY 2024-2025 School Board Budget Discussion</li> <li>• Discuss Policy Change Process (Timelines and Process for Monitoring and Changes in Policy)</li> <li>• New Policies Introductions</li> <li>• Inspiring News/MWM Discussion</li> <li>• Confirm agenda for next Board Workshop</li> </ul>
<b>Board Meeting</b> <b>Mon, Apr 22, 2024</b> <b>6:00 PM</b>		<ul style="list-style-type: none"> <li>• FY 2024-25 School Board Work Plan – <i>First Reading</i></li> <li>• FY 2024-25 School Board Budget – <i>First Reading</i></li> </ul>	<ul style="list-style-type: none"> <li>• Approval of FY 2024-25 Capital Budget</li> <li>• Approval of FY 2024-25 School Board Meeting Calendar</li> <li>• Approval –Workshop Skeleton Summary Discussion</li> <li>• <u>Closed Session:</u> Negotiation Strategy (MN Statue 13D.03,Subd.1)</li> <li>• Record of Board Self-Evaluation</li> </ul>	Approval of Inspiring News Article for June	<ul style="list-style-type: none"> <li>• Monthly Reports</li> </ul>	Crisis Management: Legislation Impacts	

**EDEN PRAIRIE SCHOOL BOARD**  
**2023-2024 ANNUAL WORK PLAN**

<b>Board Meetings</b>
<b>Board Workshops</b>
<b>Other Meetings</b>

**November 27, 2023**

Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
Post Meeting Board Workshop Mon, Apr 22, 2024							School Board Meeting Self-Assessment
Board Workshop <i>Training/Retreat</i> Date/Time/Location TBD							Retreat/Training Workshop
Board Workshop Mon, May 13, 2024 6:00 PM							Confirm agenda for next Board Workshop
Board Meeting Tues, May 28, 2024* 6:00 PM  *Due to Memorial Day on Monday May 27, 2024		<ul style="list-style-type: none"> <li>•FY 2024-25 Budget – <i>First Reading</i></li> <li>•FY 2024-25 School Meal Prices - <i>DRAFT</i></li> </ul>	<ul style="list-style-type: none"> <li>• Approval of FY 2024-25 School Board Work Plan</li> <li>•Approval of FY 2024-25 School Board Budget</li> <li>•Record of Board Self-Evaluation</li> </ul>		<ul style="list-style-type: none"> <li>•Monthly Reports</li> </ul>		
Post Meeting Board Workshop Tues, May 28, 2024							•School Board Meeting Self-Assessment
Board Workshop Mon, June 10, 2024 6:00 PM							<ul style="list-style-type: none"> <li>•General Fund Budget Q&amp;A</li> <li>•All Ends 1.1 – 1.6 OI's</li> <li>•CLC: Inspiring News Top Discussion – <i>1<sup>st</sup> Draft (2023-2024)</i></li> </ul>

**EDEN PRAIRIE SCHOOL BOARD**  
**2023-2024 ANNUAL WORK PLAN**

<b>Board Meetings</b>
<b>Board Workshops</b>
<b>Other Meetings</b>

**November 27, 2023**

Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
							•Confirm agenda for next Board Workshop
<b>Board Meeting Mon, June 24, 2024 6:00 PM</b>	Ol's for FY 2024-25 all Ends 1.1 through 1.6		<ul style="list-style-type: none"> <li>•Approval of FY 2024-25 Adopted Budget</li> <li>•ISD 287 10-Year Facilities Maintenance Resolution</li> <li>•Approval of FY 2024-25 School Meal Prices</li> <li>•Record of Board Self-Evaluation</li> </ul>	Identify Topic for Inspiring News for September 2024	<ul style="list-style-type: none"> <li>• Monthly Reports</li> <li>• EPS 10-Year Facilities Maintenance Plan</li> <li>• Q-Comp Annual Report</li> <li>• Summary Update of General District Policies</li> <li>• Annual Review of District Mandated Policies</li> <li>• MSHSL Resolution for Membership</li> </ul>		71
<b>Post Meeting Board Workshop Mon, Jun 24, 2024</b>							•School Board Meeting Self-Assessment