

INDEPENDENT SCHOOL DISTRICT 272 ~ EDEN PRAIRIE SCHOOLS  
OFFICIAL 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