



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

Board Member Debjyoti "DD" Dwivedy will join meeting remotely from 401 MLC/USA,MMC-SWA, Unit 61276, APO AE 09309

2. Pledge of Allegiance

3. Agenda Review and Approval: (Action)

Approval of the agenda for the Monday, October 28, 2024, meeting of the School Board of Independent School District 272, Eden Prairie Schools.

Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

4. Approval of Previous Minutes: (Action)

Approval of the UNOFFICIAL Minutes of the School Board Regular Business Meetings on September 23, 2024, and the Workshop notes on October 14, 2024.

Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

A. 9/23/24 School Board Minutes

B. 10/14/24 School Board Workshop Notes

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

A. Eagle Zone/EPIC

6. Public Comment: 6:25 PM (Information)

7. Announcements: 6:30 PM (Information - Felicia Thames)

8. Board Work: 6:35 PM (Action)

A. Decision Preparation

B. Required Board Action (Action)

C. Policy Monitoring

1) Executive Limitations (EL's) (Action)

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. (Action)

OI Motion _____ Seconded _____

Dennis Stubbs Yes ___ No ___ Aaron Casper Yes ___ No ___
Kim Ross Yes ___ No ___ Abby Libsack Yes ___ No ___
Charles Strehl Yes ___ No ___ Steve Bartz Yes ___ No ___
Debjyoti Dwivedy Yes ___ No ___

Evidence Motion _____ Seconded _____

Dennis Stubbs Yes ___ No ___ Aaron Casper Yes ___ No ___
Kim Ross Yes ___ No ___ Abby Libsack Yes ___ No ___
Charles Strehl Yes ___ No ___ Steve Bartz Yes ___ No ___
Debjyoti Dwivedy Yes ___ No ___

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

OI Motion _____ Seconded _____

Dennis Stubbs Yes ___ No ___ Aaron Casper Yes ___ No ___
Kim Ross Yes ___ No ___ Abby Libsack Yes ___ No ___
Charles Strehl Yes ___ No ___ Steve Bartz Yes ___ No ___
Debjyoti Dwivedy Yes ___ No ___

Evidence Motion _____ Seconded _____

Dennis Stubbs Yes ___ No ___ Aaron Casper Yes ___ No ___
Kim Ross Yes ___ No ___ Abby Libsack Yes ___ No ___
Charles Strehl Yes ___ No ___ Steve Bartz Yes ___ No ___
Debjyoti Dwivedy Yes ___ No ___

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

OI Motion _____ Seconded _____

Dennis Stubbs Yes ___ No ___ Aaron Casper Yes ___ No ___
Kim Ross Yes ___ No ___ Abby Libsack Yes ___ No ___
Charles Strehl Yes ___ No ___ Steve Bartz Yes ___ No ___
Debjyoti Dwivedy Yes ___ No ___

Evidence Motion _____ Seconded _____

Dennis Stubbs Yes ___ No ___ Aaron Casper Yes ___ No ___
Kim Ross Yes ___ No ___ Abby Libsack Yes ___ No ___
Charles Strehl Yes ___ No ___ Steve Bartz Yes ___ No ___
Debjyoti Dwivedy Yes ___ No ___

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

OI Motion _____ Seconded _____

Dennis Stubbs Yes ___ No ___ Aaron Casper Yes ___ No ___
Kim Ross Yes ___ No ___ Abby Libsack Yes ___ No ___
Charles Strehl Yes ___ No ___ Steve Bartz Yes ___ No ___
Debjyoti Dwivedy Yes ___ No ___

Evidence Motion _____ Seconded _____

Dennis Stubbs Yes ___ No ___ Aaron Casper Yes ___ No ___
Kim Ross Yes ___ No ___ Abby Libsack Yes ___ No ___
Charles Strehl Yes ___ No ___ Steve Bartz Yes ___ No ___
Debjyoti Dwivedy Yes ___ No ___

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

OI Motion _____ Seconded _____

Dennis Stubbs Yes ___ No ___ Aaron Casper Yes ___ No ___
Kim Ross Yes ___ No ___ Abby Libsack Yes ___ No ___
Charles Strehl Yes ___ No ___ Steve Bartz Yes ___ No ___
Debjyoti Dwivedy Yes ___ No ___

Evidence Motion _____ Seconded _____

Dennis Stubbs Yes ___ No ___ Aaron Casper Yes ___ No ___
Kim Ross Yes ___ No ___ Abby Libsack Yes ___ No ___
Charles Strehl Yes ___ No ___ Steve Bartz Yes ___ No ___
Debjyoti Dwivedy Yes ___ No ___

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

OI Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

Evidence Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

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.* **(Action)**

OI Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

Evidence Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

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

OI Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

Evidence Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

(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.

OI Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

Evidence Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

2) Governance Process (GP's) **(Action)**

a. GP 4.0 - Global Governance Commitment: *The purpose of the School Board on behalf of owners, defined as Eden Prairie taxpayers and residents, is to ensure that the Eden Prairie Public School district:*

Motion _____ Seconded _____ Board is/is not compliant.

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

b. 4.1 - Governing Style: *The School Board will govern lawfully, observing the principles of the Policy Governance model, with an emphasis on (a) outward vision rather than an internal preoccupation, (b) encouragement of diversity in viewpoints, (c) strategic leadership more than administrative detail, (d)*

clear distinction of School Board and Superintendent roles, (e) collective rather than individual decisions, and (f) the future rather than the past.

Motion _____ Seconded _____ Board is/is not compliant.

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

c. GP 4.2 - School Board Job Product: *Specific job outputs of the School Board, as an informed agent of the owners, are those that assure appropriate district performance. Accordingly, the School Board has direct responsibility to:*

Motion _____ Seconded _____ Board is/is not compliant.

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

d. GP 4.3 - Annual Work Plan: *The School Board will follow an annual work plan that schedules time to a) maintain purposeful and ongoing linkage with owners, b) review and refine its Ends policies c) review and refine its Executive Limitations policies, d) monitor all written policies and e) continually improve School Board performance through School Board development and education.*

Motion _____ Seconded _____ Board is/is not compliant.

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

e. GP 4.9 - Governance Investment: *Because poor governance costs more than learning to govern well, the School Board will invest in its governance capacity.*

Motion _____ Seconded _____ Board is/is not compliant.

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

D. Record of Board Self-Evaluation (Action)

1) 2023-24 Record of Board Policy Monitoring - Board Management Delegation Policies (BMD's) & Governance Policies (GP's) (Action)

Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

2) 2023-24 Record of Board Policy Monitoring - Executive Limitations (EL's) (Action)

Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

3) 2023-24 Record of Board Policy Monitoring - Ends 1.1 - 1.6 (Action)

Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

9. Superintendent Consent Agenda: 7:15 PM (Action)

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

Motion _____ Seconded _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___

Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

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. MSHSL Form A

10. **Superintendent's Incidental Information Report: 7:20 PM (Information)**

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)

- A. Enrollment Report as of October 1, 2024 - [Presentation Uploaded](#)

11. **Board Action on Committee Reports & Minutes: 7:35 PM**

- A. Board Development Committee **(Action)**
- B. Community Linkage Committee **(Action)**
- C. Negotiations Committee
- D. Policy Committee

12. **Other Board Updates (AMSD, BRIGHTWORKS, ISD 287, MSHSL): 7:55 PM (Information)**

- A. AMSD (Association of Metropolitan Schools) - *Abby Libsack/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: 8:15 PM (Action)**

- A. Work Plan "Change" Document **(Action)**

Motion _____ **Seconded** _____

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___

- B. 2024-25 Board Annual Work Plan **(Information)**

14. **Adjournment: (Action)**

Motion _____ **Seconded** _____ to adjourn at _____ PM.

Dennis Stubbs Yes___ No___ Aaron Casper Yes___ No___
Kim Ross Yes___ No___ Abby Libsack Yes___ No___
Charles Strehl Yes___ No___ Steve Bartz Yes___ No___
Debjyoti Dwivedy Yes___ No___