



**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
  - 1) Update to GP 4.8 School Board Committee Structure

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\_\_\_

INDEPENDENT SCHOOL DISTRICT 272 ~ EDEN PRAIRIE SCHOOLS  
UNOFFICIAL MINUTES OF THE SEPTEMBER 23, 2024  
SCHOOL BOARD MEETING

A Regular Meeting of the Independent School District 272, Eden Prairie Schools, was held on September 23, 2024, in the Eden Prairie District Administrative Offices, 8100 School Road, Eden Prairie, MN 55344.

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

**Call to Order** - School Board

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

*Not Present:* Debjyoti "DD" Dwivedy

*Present:* Superintendent Josh Swanson

2. **Pledge of Allegiance**

3. **Agenda Review and Approval**

Approval of the agenda for Monday, September 23, 2024, meeting of the School Board of Independent School District 272, Eden Prairie Schools – **Motion** by A. Libsack, **Seconded** by D. Stubbs to approve agenda as presented; **Amended Motion** by K. Ross, **Seconded** by A. Casper to remove item 9,C,2a (EL 2.3) and item 9,C,2c (EL 2.2) to a future schedule, **Amended Motion** – Passed Unanimously

4. **Approval of Previous Minutes**

Approval of the UNOFFICIAL Minutes of the Regular School Board Meeting on August 26, 2024, and the Workshop Notes on September 9, 2024 – **Motion** by S. Bartz, **Seconded** by D. Stubbs to approve as presented – Passed Unanimously

5. **Spotlight on Success** – Cedar Ridge Elementary - *Starting the Year Strong with Eagle Pride*

6. **Public Comment** – N/A

7. **Announcements**

- **Congratulations** to the 16 seniors who were recently named National Merit Scholar semifinalists – our highest number in four years and I am so proud! Our semifinalists this year are William Beuning, Ziwei Chen, Reese Farinas, Aditi Ginuga, Simon Grabiell, Matthew Ivey, Lucinda Jacobs, Riley LaMothe, Melody Li, Darren Nguyen, Emily Oberleitner, Ayobanji “Banji” Olofinboba, Alisha Shah, Isha Shah, Nicholas Song, and Calvin Zhou!  
These amazing Eagles – 15 from EPHS and one from EP Online – scored in the top 1% of 1.3 million juniors in about 21,000 high schools across the country in the initial screen of entrants for the National Merit Scholar Program. Congratulations to each of them on this amazing accomplishment!
- **Congratulations** to all of our students who were recognized as winners in a wide array of competitions at the State Fair! Our students received ribbons for projects in categories as varied as Crop Art & Scarecrow, Bee & Honey, Education - Technology Education, and each of the four Education - Individual Exhibit categories, which span kindergarten through 12th grade. It is wonderful to see our students represent Eden Prairie Schools so well by showcasing their many talents!
- Capstones are off and running at Eden Prairie High School, and onboarding for our fall class of 132 students was a success! The day started with an energizing keynote from speaker Timmy the Dreamer, continued with breakout sessions on topics like “Emotional Intelligence in the Workplace” and “Creating a Personal Vision and Action Steps,” and ended with a fun closing keynote on engagement and professionalism from Stevie Ray. I am excited to see all of the amazing projects our students will create by the end of their Capstone journeys!
- Last month, the state’s Department of Education announced Forest Hills and Oak Point elementary schools were honored among 78 schools representing 37 districts statewide for their sustained commitment to Positive Behavioral Interventions and Supports!  
Commissioner Willie Jett honored the schools and districts at the PBIS Summer Institute and Recognition Ceremony in August, commemorating two decades of PBIS implementation in Minnesota. MDE said in a press release: “These schools and districts have demonstrated exceptional leadership in improving school climate, engaging the community, and increasing student achievement.”

I am proud of our Forest Hills and Oak Point teams and their students — way to be safe, kind, and responsible!

- Finally, I want to shout out the excellence of an Eagle alum, Melissa Stockwell. She's EPHS Class of 1998 and came in fifth place in the paratriathlon at the 2024 Paralympic Games in Paris! I know it gives all of us such pride to see an Eagle like Melissa make history on the international stage. You can read Melissa's story — which is an inspiring tale of service to country, in more ways than one — in our first-ever *Inspire* magazine, coming to mailboxes this fall.
- Looking to the not-so-distant future, Election Day is just six weeks away. You might remember that, during the last major election cycle, we shared signage and other materials encouraging the community to practice its civic duty by voting. We will once again be kicking off our Inspired to Vote campaign this week! Through November 5, the district will be providing information and resources to staff and families in support of safe, respectful, and responsible voting this election season.
- **Congratulations** to Dr. Hoffman-Bram, recognized for a 2024 Minnesota Community Education Association – Community Educator of Excellence Award. This award is presented to community education leaders who demonstrate effective professional and organizational leadership, are actively making a positive impact on education and community affairs, and serve as a role model within the field. Thank you for all that you do for our students, families, staff, and community.
- **Congratulations** to all of our School Board Members, it is School Board appreciation month. I want to thank all of you around the table for your contributions and the gifts, talents, and time you share with our community through your service.

#### 8. Superintendent's Incidental Information Report

- A. FY 2023-24 Year-end Preliminary Financial Report
- B. FY 2024-25 Preliminary Enrollment Report
- C. Kindergarten Marketing for 2025-2026

#### 9. Board Work

- A. Decision Preparation
- B. Required Board Action
- C. Approval of Preliminary FY2025-26 Levy – **Motion** by A. Libsack, **Seconded** by S. Bartz to approve the preliminary tax levy at the maximum for taxes payable in 2025 for Independent School District #272 - Passed Unanimously
  - a. Executive Summary
  - b. Tax Levy Comparison
  - c. Tax Levy Presentation Pay 25
- D. Policy Monitoring
  - 1) Ends 1.1 through 1.6 Evidence (FY 2023-24)

*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 S. Bartz, **Seconded** by A. Casper to accept the Superintendent's monitoring report for Ends 1.1 asserting that the evidence demonstrates expected progress – 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 D. Stubbs to accept the Superintendent's assertion of not making reasonable expected progress – Passed Unanimously
    - c. Ends Policy 1.3 - Each student achieves individual growth and proficiency expectations annually in, but not limited to, Language Arts, Math and Science.

**Evidence Motion** by A. Libsack, **Seconded** by D. Stubbs to accept Superintendent's assertion that reasonable progress was not made – Passed Unanimously

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

**Evidence Motion** by D. Stubbs, **Seconded** by S. Bartz to accept Superintendent’s assertion that reasonable progress was made toward achievement progress – 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 K. Ross to accept the Superintendent’s assertion that the evidence demonstrates reasonable progress – Passed Unanimously

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

**Evidence Motion** by A. Casper, **Seconded** by S. Bartz to accept Superintendent’s assertion of reasonable progress for Ends 1.6 progress – Passed Unanimously

**Motion** by A. Casper, **Seconded** by S. Bartz to recess at 9:09 PM – Passed Unanimously; resumed at 9:20 PM

2) Executive Limitations (EL's) - *Removed*

a. EL 2.3 Treatment of Parents: ~~The Superintendent shall not allow a culture or district practice that fails to proactively engage parents of district students in a respectful partnership that supports the successful education of their child.~~

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

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

~~(1) EL 2.3.1 Furthermore, the Superintendent shall not: Impede the flow of timely, adequate, and easily accessible information about the district in general and their child, in particular.~~

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

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

~~(2) EL 2.3.2 Furthermore, the Superintendent shall not: Allow an environment where concerns or inquiries directed to the Superintendent are not acknowledged and subsequently handled by the district in a timely, respectful manner.~~

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

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

~~(3) EL 2.3.3 Furthermore, the Superintendent shall not: Set school policies or make major decisions without appropriate input and representation from district parents.~~

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

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

b. EL 2.6 Financial Management and Operations: The Superintendent shall not cause or allow the development of financial jeopardy or a material deviation of actual expenditures from the current budget without School Board approval.

**OI Motion** by S. Bartz, **Seconded** by A. Casper, the OI of the over-arching EL 2.6 Policy is reasonable – Passed Unanimously

**Evidence Motion** by S. Bartz, **Seconded** by A. Casper, accept assertion of compliance with the over-arching EL Policy 2.6 – Passed Unanimously

(1) EL 2.6.1 Furthermore, the Superintendent shall not: Allow payroll or debts to be settled in an untimely manner.

**OI Motion** by S. Bartz, **Seconded** by A. Casper, the OI for EL 2.6.1 through EL 2.6.7 is Reasonable – Passed Unanimously

**Evidence Motion** by K. Ross, **Seconded** by A. Casper to accept the Superintendent’s assertion of compliance for EL 2.6.1 through EL 2.6.7 – Passed Unanimously

(2) EL 2.6.2 Furthermore, the Superintendent shall not: Allow payments or other government-ordered payments or filings to be overdue or inaccurately filed.

(3) EL 2.6.3 Furthermore, the Superintendent shall not: Use contingency funds greater than \$100,000 without informing the School Board.

(4) EL 2.6.4 Furthermore, the Superintendent shall not: Acquire, encumber, or dispose of real property without School Board approval.



- (5) EL 2.6.5 Furthermore, the Superintendent shall not: Lease real property or remodel leased real property without School Board approval.
- (6) EL 2.6.6 Furthermore, the Superintendent shall not: Allow receivables to remain unpursued after a reasonable grace period.
- (7) EL 2.6.7 Furthermore, the Superintendent shall not: Allow fee-based relationships in excess of \$175,000 annually to continue beyond 3 years without a formal review that includes an analysis of contract fees and performance.

~~c. EL 2.2 Treatment of Students: The Superintendent shall not cause or allow an educational environment that is unsafe, unwelcoming, inequitable, disrespectful, unnecessarily intrusive, or that otherwise inhibits the effective learning needs of each student. Removed~~

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

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

~~(1) EL 2.2.1 Furthermore, the Superintendent shall not: Allow students to be unprotected against violence harassment.~~

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

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

3) All Board Management Delegation Policies (BMD's)

**Motion** by S. Bartz, **Seconded** by A. Casper of the Board's compliance with BMD's 3.0 through 3.3 – Passed Unanimously

- a. BMD 3.0 - Single Point of Contact: The School Board's sole official connection to the district, its achievement, and its conduct will be through the Superintendent. Therefore, the School Board does not direct or evaluate any other district employees.
- b. BMD 3.1 - Unity of Control: The School Board will direct the Superintendent only through official School Board action.
- c. BMD 3.2 - Delegation to the Superintendent: The School Board will instruct the Superintendent through written policies that prescribe the district ends to be achieved and describe district situations and actions to be avoided, allowing the Superintendent to use any reasonable interpretation of these policies.
- d. BMD 3.3 - Superintendent Accountability & Performance: The School Board will view the Superintendent performance as identical to district performance on the School Board's Ends and Executive Limitations policies.

4) Governance Process Policies: 4.4, 4.5, 4.6, 4.7., 4.8, 4.10

**Motion** by K. Ross, **Seconded** by S. Bartz, to assert the Board's compliance to GP 4.4, GP 4.5, GP 4.6, GP 4.7, GP 4.8 and GP 4.10 – Passed Unanimously

- a. GP 4.4 - Officer Roles: Officers of the School Board are empowered with specific responsibilities delegated to them by the School Board or by state statute. Officers are elected following nominations during the first meeting in January. The following outlines their responsibilities.
- b. GP 4.5 - School Board Members Code of Conduct: The School Board commits itself and its members to ethical, businesslike, and lawful conduct, including proper use of authority and appropriate decorum when acting as School Board members.
- c. GP 4.6 - Process of Addressing School Board Member Violations: The School Board and each of its members are committed to faithful compliance with the provisions of the School Board's policies. The School Board recognizes that alleged willful and or continuing policy violations must be addressed. Each member is responsible for promptly initiating the process outlined below.
- d. GP 4.7 School Board Committee Principles: School Board committees, when used, will be assigned so as to reinforce the wholeness of the School Board's job and so as never to interfere with delegation from School Board to Superintendent. Accordingly:
- e. GP 4.8 - School Board Committee Structure: A School Board-level committee is created by a majority vote of the School Board to assist in the completion of School Board business. Each committee submits a yearly plan of action to the Board, submits minutes of meetings in a timely manner, and reports progress during Board business meetings. The only School Board committees are those that

are set forth in this policy.

**Motion** by K. Ross, **Second** by A. Casper, the Board refer Policy GP 4.8, Board Committee Structure, to the Policy Committee to address the yearly Plan of Action language, specifically relative to the Policy in the Negotiations Committee – Passed Unanimously

f. GP 4.10 - Operation of the School Board Governing Rules: The purpose of this policy is to provide governing rules for the conduct of meetings of the School Board. An orderly School Board meeting allows School Board members to participate in discussion and decision of school district issues. Rules of order allow School Board members the opportunity to review school-related topics, discuss school business items, and bring matters to conclusion in a timely and consistent manner.

E. Record of Board Self-Evaluation

1) 2023-24 Record of Board Policy Monitoring - Governance Policies - BMD's & GP's *(No Updates)*

2) 2023-24 Record of Board Policy Monitoring - Executive Limitation - EL's

**Motion** by S. Bartz, **Second** by A. Casper to approve the Monitoring Report of Executive Limitation as presented – Passed Unanimously

3) 2023-24 Record of Board Policy Monitoring - Ends (1.1 - 1.6) *(No Updates)*

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

A. Acceptance of Donations

B. Monthly Reports

1) Human Resources Report

2) Business Services Reports

a. Board Business

b. Financial Report - Monthly Revenue/Expenditure Report

(1) June 2024

(2) July 2024

(3) August 2024

C. Memo to the Board - Summary of District Policies - See Appendix "A" (Individual Detail Listing of Policies)

1) District Policy 503 - Student Attendance

2) District Policy 509 - Enrollment of Nonresident Students

3) District Policy 535 - Service Animals

4) District Policy 616 - School District System Accountability

5) District Policy 620 - Credit for Learning

6) District Policy 721 - Uniform Grant Guidance Policy Regarding Federal Revenue Resources

7) District Policy 722 - Public Data and Data Subject Requests

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

A. Board Development Committee

B. Community Linkage Committee – Updates to Board

C. Negotiations Committee

D. Policy Committee

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

A. AMSD - Updated Board

B. BrightWorks – No Updates

C. ISD 287 – Updated Board

D. MSHSL – No Updates

13. Board Work Plan

A. Work Plan "Change" Document – **Motion** by K. Ross, **Seconded** by S. Bartz to approve with added changes – Passed Unanimously

**Eden Prairie School Board**  
**2023–24 WORK PLAN CHANGES**  
*"Proposed" Changes – September 23, 2024*

Date of Meeting/Workshop	Changes Requested
Monday, October 14, 2024 (5:30 p.m.) – <b>Joint Meeting with Eden Prairie City Council</b>	
Monday, October 14, 2024 (6:30 p.m.) – <b>Workshop</b>	
Monday, October 28, 2024	
<b>Tuesday</b> , November 12, 2024 – Special Business Meeting ( <i>Canvass Elections</i> )	
<b>Tuesday</b> , November 12, 2024 – <b>Workshop</b>	- <b>ADD: EL Monitoring Process</b>
Monday, November 25, 2024	- <b>ADD: Monitoring EL 2.3 and Re-monitoring of EL 2.2 &amp; EL 2.2.1</b>
Monday, December 9, 2024	
Monday, January 6, 2025 (6:00 p.m.) <b>Annual Org. Meeting</b>	
Monday, January 6, 2025 (6:30 p.m.) – <b>Workshop</b>	
Monday, January 27, 2025	
Monday, February 10, 2025 – <b>Workshop</b>	- <b>ADD: <del>EL Monitoring Process</del> – Moved to Workshop on 11/12/24</b>
Monday, February 24, 2025	
Monday, March 10, 2025 – <b>Workshop</b>	
Monday, March 24, 2025	
Monday, April 14, 2025 – <b>Workshop</b>	
Monday, April 28, 2025	
Monday, May 12, 2025 – <b>Workshop</b>	
<b>Tuesday</b> , May 27, 2025	
Monday, June 9, 2025 – <b>Workshop</b>	
Monday, June 23, 2025	
<b>Placeholder – General Board Work</b>	
<b>Placeholder – Policy Review</b>	
<i>Refer Policy GP 4.8 to Policy Committee for Review</i>	

B. 2024-25 Board Annual Work Plan

14. **Adjournment** – **Motion** by K. Ross, **Seconded** by A. Casper to adjourn at 9:43 PM changes – Passed Unanimously

**15. Appendix "A" (Reference Item 10,B)**

- A. District Policy 503
- B. District Policy 509
- C. District Policy 535
- D. District Policy 616
- E. District Policy 620
- F. District Policy 721
- G. District Policy 722

---

Abby Libsack – Board Clerk

UNOFFICIAL



## EDEN PRAIRIE SCHOOLS

Inspiring each student every day

### School Board Workshop Notes- Monday, October 14, 2024

---

**1. CONVENE – 6:00pm**

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

Not Present: Debjyoti Dwivedy

**2. Administration: Setting the Stage for Fiscal Year 2025-26 Budget Guidelines** presented by Andrew Adams

**3. Discuss January 2025 Topics for Inspiring News**

**4. Policy Monitoring: Review Governance Processes 4.0, 4.1, 4.2, 4.3 and 4.9**

**5. Work Plan "Change" Document Discussion**

- a. Discussed adding deeper dive into levy components prior to Truth in Taxation meeting in December

**6. School Board Annual Work Plan – 2024-25**

- a. No changes

**7. Confirm Agenda for next Board Workshop**



---

Abby Libsack, Board Clerk













































