



EDEN PRAIRIE SCHOOLS

Inspiring each student every day

SCHOOL BOARD Regular Meeting

Monday, October 28, 2024

6:00 PM

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

6

B. 10/14/24 School Board Workshop Notes

13

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)

14

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)**

28

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:*

34

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.*

35

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:*

37

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.*

39

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.*

40

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)**

42

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)**

48

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)**

49

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	51
2) Human Resources Report	52
3) Business Services Reports	
a. Board Business	56
b. Financial Report - Monthly Revenue/Expenditure Report	57
B. MSHSL Form A	58
10. Superintendent's Incidental Information Report: <u>7:20 PM</u> (Information)	
<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>	
A. Enrollment Report as of October 1, 2024 - Presentation Uploaded	60
11. Board Action on Committee Reports & Minutes: <u>7:35 PM</u>	
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	73
12. Other Board Updates (AMSD, BRIGHTWORKS, ISD 287, MSHSL): <u>7:55 PM</u> (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: <u>8:15 PM</u> (Action)	
A. Work Plan "Change" Document (Action)	74
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)	75
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~~

~~_____ **Ol Motion** _____ **Seconded** _____~~

~~_____ **Evidence Motion** _____ **Seconded** _____~~

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

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

- 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

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



EL 2.4 Treatment of Staff

Policy Quadrant: Executive Limitations

- Monitoring Time Frame: ~~July 2022–June 2023~~ July 2023–June 2024
- Date of School Board Monitoring: ~~October 23, 2023~~ October 28, 2024

Board Policy Monitoring Motions:

- Operational Interpretation is/is not reasonable
- Board does/does not accept the Superintendent's assertion of compliance/non-compliance

14

Global Constraint:

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

OPERATIONAL INTERPRETATION:

1. An *unsafe* work environment is one that does not protect employees from known dangers.
2. An *unwelcoming* work environment is one in that employees perceive as hostile or unreceptive.
3. An *inequitable* work environment can be described as one that District fails to treat employees in a manner that is considered fair and just.
4. A *disrespectful* environment is one that is discourteous and rude.



JUSTIFICATION:

1. School district employees are provided a place of employment and conditions of employment free from recognized hazards that are likely to cause death or serious injury or harm. (Minnesota Statute section 182.653, Subdivision 2; Policy 407)
 - a. The District maintains a “Non-contract Grievance” procedure for all staff based on Regulation 401.11R
2. Staff are made to feel welcome in the following ways:
 - a. Honoring and complying with the Minnesota Veterans Preference Act (Policy 405)
 - b. The District seeks to maintain a learning and working environment that is free from harassment and violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, or disability (Policy 413; Minnesota Statute section 121A.03)
 - c. District policy states that employees must report behavior that is in violation of policy.
3. Staff are provided equity by the District in the following ways:
 - a. The school district is an equal employment opportunity employer (Policy 401)
 - b. Providing a fair employment setting for all persons and to comply with state and federal law (Policy 402)
 - c. Providing progressive discipline through due process (Collective Bargaining Agreements, At-Will Work Agreements, as outlined in the Supervisor Manual).
4. Staff are respected through the following means:
 - a. Protection of Public and Private Personnel Data (Policy 406)
 - b. Submission of a good faith mandated report under Minnesota law and this policy will not adversely affect the reporter’s employment (Policy 414 & 415).

15

MEASUREMENT PLAN:

1. Compliance with all child provisions of the policy.
- ~~2. Percentage of reports or complaints that were addressed promptly and appropriately during the reporting period.~~



EVIDENCE:

1. All child policies were deemed in compliance.
2. ~~100% of reports or complaints filed are promptly investigated and appropriate action is taken.~~

STATEMENT OF ASSERTION:

EL 2.4 is reasonable and in compliance.

BOARD NOTES:

16

2.4.1

Furthermore, the Superintendent shall not: Allow staff to work without a written job description.

OPERATIONAL INTERPRETATION:

Every staff position type is defined in writing to include title, purpose, primary customers, position qualifications and essential responsibilities.

JUSTIFICATION:



Job descriptions in the district include title, purpose, primary customers, position qualifications, and essential responsibilities/functions.

MEASUREMENT PLAN:

Job descriptions are reviewed on a periodic basis, and reviewed at the posting of a vacancy.

EVIDENCE:

100% of staff positions have a job description. 100% of jobs posted include the minimum requirements and qualifications for the position.

STATEMENT OF ASSERTION:

EL 2.4.1 is reasonable and in compliance.

17

BOARD NOTES:

2.4.2

Furthermore, the Superintendent shall not: Operate without accessible, clearly-written personnel policies.

OPERATIONAL INTERPRETATION:

Clearly written and accessible personnel policies are:

1. Written in such a way to be understood by employees



2. Easily obtained by the employee and employer
 3. A vital communication tool between the District and its employees, and contain the following:
 - a. District employee expectations, and;
 - b. Employee rights,
 - c. The legal obligations as an employer
 4. When a report or complaint regarding a violation of a policy is reported, a process is in place to investigate and resolve the report or complaint.
-

JUSTIFICATION:

Eden Prairie Schools is a member of the Minnesota School Boards Association. One of the benefits of membership is access to model policies, including those related to personnel. The model policies are written and vetted by prominent Minnesota law firms. Each policy is reviewed and updated at least every three years or at such time as the prevailing state or federal law or rule is changed. Upon notice of a policy update, the District begins a process of updating.

18

MEASUREMENT PLAN:

1. Multi-modal access and exposure to rules of the workplace as demonstrated in the Operational Interpretation above; and
 2. Percentage or number of reports or complaints that are outstanding or not resolved regarding violation of district policy during the reporting period.
-

EVIDENCE:

1. Multi-modal access has been provided and expectations have been met including:
 - a. 100% of district policies were posted online and annual review process of policy updates based on MSBA model policy was completed during the monitoring period.



- b. All employees hired to the district received:
 - i. A new hire orientation which includes training on district policies & procedures.
 - ii. 100% of staff sign off on acknowledgement of district policies and procedures.
- c. Collective bargaining agreements and employee contracts are available on the district's EpNet or in the district's human resources office.
- d. All of the required federal and state mandatory posting notices are posted in each building in a common area (typically a staff lounge) and are updated annually.

2. There are zero outstanding or unresolved reports or complaints as of June 30, 2024.

STATEMENT OF ASSERTION:

EL 2.4.2 is reasonable and in compliance.

BOARD NOTES:

19

2.4.3

Furthermore, the Superintendent shall not: Operate without a reasonable, formal evaluation policy for all staff.

OPERATIONAL INTERPRETATION:

A reasonable, formal evaluation policy is one that is officially sanctioned, performed in accordance within the rules set forth, that forms a judgment using a logical process.



JUSTIFICATION:

1. Board Policy BMD 3.4 sets forth the goals and process used to evaluate the Superintendent.
2. The Superintendent evaluates and provides direction and feedback to Executive Cabinet personnel on an ongoing and annual basis. Evaluations are based on key attributes of leadership and mutual goal setting.
3. Executive Cabinet members evaluate their subordinates annually through the use of mutually agreed upon professional goals evaluation process.
4. The principal accountability laws require a superintendent to use a performance based system to annually evaluate each school principal assigned to supervise a school building within the school district (Minnesota Statute section 123B.143, subdivision 1; section 123B.147, subdivision 3). The evaluation is to improve teaching and learning by enhancing the principal's ability to shape the school's professional environment and support and improve school performance, student achievement, and teacher quality, performance, and effectiveness.
5. The teacher accountability laws allow a school board and the exclusive representative of the teachers to jointly agree to an annual teacher evaluation and peer review process for probationary and non-probationary teachers
6. (Minnesota Statute section 122A.40, subdivisions. 4, 5, 8, 9; and section 122A.41, subdivisions 2, 3, 5, 6). If there is no agreement, the district must implement the teacher evaluation and peer review process developed by the education commissioner and specified education stakeholders. Annual teacher evaluations are designed to develop, improve, and support qualified teachers and effective teaching practices and improve student learning and success.
7. Classified Staff are evaluated annually using a codified evaluation system.

MEASUREMENT PLAN:

The Executive Director of Human Resources shall report annually on the status of the employee evaluation system and adherence to the justifications as listed above.

EVIDENCE:

100% of staff is evaluated on an ongoing basis as approved by the Superintendent.



STATEMENT OF ASSERTION:

EL 2.4.3 is reasonable and in compliance.

BOARD NOTES:

2.4.4

Furthermore, the Superintendent shall not: Allow staff to be unprepared to deal with emergency situations.

OPERATIONAL INTERPRETATION:

1. School emergency planning directs staff and student preparation and response. Knowing how to respond during a crisis helps everyone remain calm, understand their role, and act as safely and efficiently as possible. Emergency planning includes all risks, crises, and emergencies schools may encounter.
(Source: Keeping Minnesota Ready: Comprehensive School Safety Guide; Homeland Security and Emergency Management)
2. The State of Minnesota and OSHA require that employees understand the potential risks inherent in their particular workplace and that the workplace be safe.

21

JUSTIFICATION:

1. Careful planning, practice, and effective response, saves lives, prevents injuries and minimizes property damage. Exercising, reviewing and revising both school and district emergency plans is crucial to keeping plans current and aligned with best practices.
(Source: Keeping Minnesota Ready: Comprehensive School Safety Guide; Homeland Security and Emergency Management)
 - a. The District Crisis Plan contains procedures for the various hazards/emergencies.



2. “To qualify for health and safety revenue, a school board must adopt a health and safety policy. This policy must include provisions for implementing a health and safety program that complies with health, safety, and environmental regulations and best practices including indoor air quality management. (Minnesota Statute 123B.57) General areas of emphasis for the district Health and Safety Program include but are not limited to:

- Asbestos
- Fire and Life Safety
- Lightning
- Structural Safety
- Combustible and Hazardous Materials Storage
- Indoor Air Quality
- Mechanical Ventilation
- Mold Cleanup and Abatement
- Accident and Injury Reduction Program
- Infectious Waste/Blood borne Pathogens
- Community Right to Know
- Compressed Gas Safety
- Confined Space Standard
- Electrical Safety
- First Aid/CPR/AED
- Food Safety Inspection
- Forklift Safety
- Hazardous Waste
- Hearing Conservation
- Hoist/Lift/Elevator Safety
- Integrated Pest Management
- Laboratory Safety Standard/Chemical Hygiene Plan
- Lead
- Control of Hazardous Energy Sources (Lockout/Tagout)
- Mechanical and Power Equipment Safety
- Mercury



- Personal Protection Equipment (PPE)
- Playground Safety
- Radon
- Respiratory Protection
- Underground and Above Ground Storage Tanks
- Welding/Cutting/Brazing
- Swimming Pool Safety
- Ladder/Fall Protection
- Bleacher Inspections
- Boiler Inspections
- Crisis Management
- Emergency Response Procedures
- Fire Prevention
- Other areas determined to be appropriate by the Facilities and Safety Department.

MEASUREMENT PLAN:

1. By June 30 of each year, all Site Leaders or their designees shall complete a Self-Assessment Checklist that reports on the following criterion related to safety preparedness during the preceding school year:
 - The Emergency Plan—*District Office only*
 - Policy—*District Office only*
 - Drills
 - Building Access
 - Keys and Identification
 - Visitor Procedures
 - Staff Training
 - Physical Climate
 - Communications
 - General Exterior
 - Buses and Parking



- Playground/Recreation Areas
 - Deliveries
 - General Interior
 - Cafeteria
 - Gymnasium Area(s)
 - Specialized Areas
 - Monitoring and surveillance
2. The Health and Safety Program is monitored using the following: Annual “Mock” OSHA Inspection conducted by an outside entity ([Metro EGSU Brightworks](#) or Institute for Environmental Assessment) OSHA Inspections –this process occurs on a random basis and is generally unannounced.
 3. A Safe Learning Plan will be developed and the Incident command team will be used to create a plan, ~~monitor the pandemic~~, and communicate necessary changes.
 4. Right to know training will be provided to inform staff on the risks and proper use of cleaning supplies [in their work spaces](#). ~~to help combat COVID-19.~~
-

EVIDENCE:

1. The following information was gathered and reports completed:
 - a) Leadership meets at least annually to review and update the District’s Crisis Management policy. ~~During the monitoring period, in addition to covering basic emergency procedures, the leadership team met weekly or monthly throughout the year to develop, adjust and communicate plans in response to COVID-19.~~
 - b) All sites conducted five (5) fire drills during the school year (maps posted in all occupied rooms).
 - c) All sites conducted five (5) lockdown drills during the school year.
 - d) All sites conducted at least one (1) severe weather shelter during the school year (maps posted in all occupied rooms).
 - e) All sites had Red Alert/SERT (School Emergency Response Team) to act as first responders to any medical event on site.
 - f) CPR/First Aid certification required for specific job titles. Institute for Environmental Assessment identified the following job titles as requiring CPR/First Aid certification: School Nurse, Health Paraprofessionals, Bus Drivers, Special Education Teachers, and Special Education Paraprofessionals.
 - g) All sites had at least one (1) fully automated AED (Automated External Defibrillators) [and one \(1\) dose of narcan.](#)



- h) All sites had multiple Universal Precautions Kits for blood borne pathogen cleanup as well as all necessary personal protective equipment. Universal Precaution kits located in all custodial closets and Health Services offices throughout the district.
- i) The district had a reunification plan in the event of off-site evacuation and held a drill on August 9, 2018. [The District coordinated a reunification event during the monitoring period. District partners from Eden Prairie Fire, Police, Hennepin County EMS, and site level representatives all collaborated in the design process. The full scale reunification event is scheduled for August 2024.](#)
- 2. Mock OSHA (Occupational Safety and Health Administration) walkthrough: Conducted yearly by Metro ECSU and Facilities and Safety Coordinator, most recently on ~~January 27, 2023~~ [March 5, 2024](#).
- 3. A complete Safe Learning Plan was developed and communicated to staff in consultation with the Incident Command Team. ~~A review and update of the pandemic procedure was performed during the monitoring period to specifically address COVID-19 and the Incident Command Team was consulted throughout the 2022-23 school year to make decisions regarding the pandemic.~~ [The District implemented a Raptor emergency response app in each building and provided training to site leaders on how to use it. Raptor uses the Standard Response Protocol \(SRP\) language for uniformity of language and response to each unique situation.](#)
- 4. Staff who were using cleaning chemicals were provided “right to know” training during the monitoring period.

25

STATEMENT OF ASSERTION:

EL 2.4.4 is reasonable and in compliance.

BOARD NOTES:

2.4.5

Furthermore, the Superintendent shall not: Operate without policies and procedures which prevent conflict of interest.

OPERATIONAL INTERPRETATION:



A conflict of interest arises in the workplace when an employee has competing interests or loyalties that either are, or potentially can be, at odds with each other. A conflict of interest causes an employee to experience a struggle between diverging interests, points of view, or allegiances. Conflict of interest situations assume that the employee has control or influence over diverging interests, points of view, or allegiances.

JUSTIFICATION:

1. Code of Ethics for Minnesota Teachers (8700.7500)
 - a. Subpart 1. Scope. Each teacher, upon entering the teaching profession, assumes a number of obligations, one of which is to adhere to a set of principles which defines professional conduct. These principles are reflected in the following code of ethics, which sets forth to the education profession and the public it serves standards of professional conduct and procedures for implementation. This code shall apply to all persons licensed according to rules established by the Professional Educator Licensing and Standards Board. 26
 - b. Subp. 2. Standards of professional conduct.
 - E. A teacher shall not use professional relationships with students, parents, and colleagues to private advantage.
 2. Code of Ethics for School Administrators (3512.5200)
 - a. Subpart 1. Scope. This part applies to all persons licensed as school administrators as defined in part 3512.0100, subparts 5 to 7.
 - b. Subp. 2. Standards of professional conduct.
 - H. A school administrator shall not accept gratuities, gifts, or favors that impair professional judgment, nor offer any favor, service, or item of value to obtain special advantage.
 - K. A school administrator shall not engage in conduct involving dishonesty, fraud, or misrepresentation in the performance of professional duties.
 3. District Policy 421 Gifts to Employees provides guidance to employees regarding conflict of interest.
-

MEASUREMENT PLAN:



1. Determination by the Professional Educator Licensing and Standards Board or the Board of School Administrators that a complaint has been substantiated.
 2. Determination that a violation of District Policy 421 Gifts to Employees has not occurred.
 3. The Annual Audit and intermittent financial internal and external controls as described in Board Policy EL 2.7 does not contain a “finding”.
-

EVIDENCE:

1. No determinations have been received from the Professional Educator Licensing and Standards Board or the Board of School Administrators.
 2. There were no reported complaints in reference to Policy 421.
 3. There are no audit findings to report.
-

27

STATEMENT OF ASSERTION:

EL 2.4.5 is reasonable and in compliance.

BOARD NOTES:



EL 2.8 Compensation and Benefits

Policy Quadrant: Executive Limitations

- Monitoring Time Frame: ~~July 1, 2022 – June 30, 2023~~ July 1, 2023 – June 30, 2024
- Date of School Board Monitoring: ~~October 23, 2023~~ October 28, 2024

Board Policy Monitoring Motions:

- Operational Interpretation is/is not reasonable
- Board does/does not accept the Superintendent's assertion of compliance/non-compliance

28

Global Constraint:

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.

OPERATIONAL INTERPRETATION:

I interpret this policy to mean that I shall not knowingly condone or undertake any action related to the compensation and/or benefits of employees that would negatively affect the community perception or support of the school district.



JUSTIFICATION:

Compensation and benefits are a significant portion of the district budget. The school district has a fiduciary obligation to its owners; therefore, its officers and administration are held to a high standard of conduct and transparency.

MEASUREMENT PLAN:

1. Human Resources and Payroll have systems and processes in place per state and federal law to ensure that employment, compensation, and benefits did not cause or allow jeopardy to financial integrity or to public image. These systems and processes are reviewed on an annual basis through the audit process, as well as an ongoing internal process of separation of duties.
2. Random sample survey results from Morris Leatherman regarding financial perception.

29

EVIDENCE:

1. Human resources and the business office have reviewed processes and procedures and those were reviewed during the annual audit received by the board during the monitoring period.
2. The Superintendent did not cause or allow jeopardy to financial integrity or to public image. Financial Perceptions are near or at all time highs based on our latest scientific random sample survey:
 - a. ~~77%~~ 74% of our community shares positive feedback about the district's fiscal management
 - b. ~~87%~~ 85% of our community shares that we are spending effectively/efficiently
 - c. ~~96% of our community shares that Eden Prairie Schools is a good value/investment. In addition, the board heard incredible strong support for~~ 79% of our community would support a tax increase to protect the programs and services of the district, which is 8% higher than in 2022 and at a high point signifying extremely strong support for the financial position and status within the community by Morris Leatherman in the ~~June 2024~~ Spring 2023 survey. In that same survey 96% of



our parents believe the district is a good value and investment with 86% stating they would support a tax increase to protect the programs and services of the district.

STATEMENT OF ASSERTION:

EL 2.8 is reasonable and in compliance.

BOARD NOTES:

2.8.1

Furthermore, the Superintendent shall not: Promise or imply permanent or guaranteed employment.

30

OPERATIONAL INTERPRETATION:

I interpret this policy to mean the District shall not hire or retain any employee or promise a potential employee employment with the District whose term and condition of service is not controlled by the Public Employee Labor Relations Act (PELRA), Minnesota State Statute, a Collective Bargaining Agreement (CBA), an At-Will Work Agreement, a contract for services.

JUSTIFICATION:

1. No person can be considered an employee and receive compensation for services rendered without Board action.
2. The District maintains the following employer/employee employment agreements that define the terms and conditions of



employment for employees:

- a. Certified Staff (i.e. must hold a license) are subject to PELRA MN Rule 3.855, Minnesota Statute 122A.40 (Continuing Contract Language), and the locally negotiated CBA.
- b. Classified Staff (i.e. do not generally hold a license) are subject to PELRA, Minnesota Statute, and the locally negotiated CBA.
- c. Meet & Confer Agreements (non-licensed employees subject to PELRA and not represented by collective bargaining units)
- d. Meet & Confer Agreements (licensed employees ~~working in positions that do not require a MDE license~~, subject to PELRA, and not represented by collective bargaining units)
- e. Superintendent length of contract is limited to three years (MN Statute 123B.143)

MEASUREMENT PLAN:

Human Resources has policies in place to ensure no promises of permanent or guaranteed employment for any position.

31

EVIDENCE:

State and federal law does not allow for permanent or guaranteed employment, and the district has not been found out of compliance with this policy or standing law. No staff members were offered permanent or guaranteed employment.

STATEMENT OF ASSERTION:

EL 2.8.1 is reasonable and in compliance.



BOARD NOTES:

2.8.2

Furthermore, 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 Board-established parameters.

OPERATIONAL INTERPRETATION:

1. "Compensation" refers to payment for services rendered. "Benefits" are added services that have value for the employee and are expenditures for the District.
2. I interpret the "geographical" market to mean the public school districts in the immediate area surrounding Eden Prairie. 32
3. The "professional" market refers to compensation based on the combination of experience, skills, and level of responsibilities that are required by the position's job description. The professional market can be influenced by the geographical market.
4. "Material deviation" in this context is interpreted as a financial condition that would create an unfavorable comparison to the geographical and professional employee market.

JUSTIFICATION:

1. The District routinely competes for employees with local, regional, and national employers. Therefore, it is important that our employee compensation and benefit package remain competitive and yet function within available resources.
2. The District routinely enters into employment agreements with organized groups or at-will individuals via negotiations. Typically, the Administration leads the negotiations process with School Board support. The School Board has retained the authority to determine the level of compensation and benefits offered to employees, which is referred to in this policy as "board-established parameters."
3. The District conducts market place comparisons annually.



MEASUREMENT PLAN:

1. Prior to each bargaining session, a marketplace comparative data analysis will be completed.
 2. Settlements will be within the financial parameters reviewed by the board.
-

EVIDENCE:

33

1. Marketplace comparative data was collected on ~~four (4)~~ two (2) bargaining groups and four (4) meet and confer groups prior to ~~2023~~ 2024 negotiations and parameters to remain comparable were reviewed by the board.
 2. During the monitoring period, the school district settled ~~three (3)~~ eight (8) bargaining groups/employment agreements within parameters reviewed by the Board during the monitoring period. ~~and the contracts are comparable to the market.~~
-

STATEMENT OF ASSERTION:

EL 2.8.2 is reasonable and in compliance.

BOARD NOTES:

Record of Board Self-Evaluation
Governance Process and Board Management Delegation Policies
July 1, 2023 – June 30, 2024

Policy Type:	Governance Process
Policy Title:	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:

- 4.0.1 Achieves results for students that meet or exceed School Board Ends policies through the effective utilization of the financial resources it has available.
- 4.0.2 Avoids unacceptable actions and situations as prohibited in School Board Executive Limitations policies

Policy	Date of Self-Evaluation	Board Behavior Fully Compliant	Board behavior needing improvement or opportunity for continuous improvement	Commitment Made/Action Taken	Completed
4.0 Global Governance Commitment	10/28/24				
4.0.1	10/28/24				
4.0.2	10/28/24				

Record of Board Self-Evaluation
Governance Process and Board Management Delegation Policies
July 1, 2023 – June 30, 2024

Policy Type:	Governance Process
Policy Title:	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. Accordingly:

- 4.1.1 The School Board will cultivate a sense of group responsibility. The School Board, not the staff, will be responsible for excellence in governing. The School Board will be the initiator of policy, not merely a reactor to staff initiatives. The School Board will not allow the expertise/position of individual members to substitute for the judgment of the School Board, although the expertise of individual members may be used to enhance the understanding of the School Board as a body.
- 4.1.2 The School Board will direct and govern the district through the establishment of written policies reflecting the values of its owners. The School Board's major policy focus will be on the expected long-term student achievement goals of the district, not on the administrative or programmatic means of attaining those goals.
- 4.1.3 The School Board will enforce upon itself discipline as needed to govern with excellence including matters of attendance, preparation for meetings, policymaking, respect and fulfillment of roles, adherence to policy and assuring the continuance of governance capability. The School Board may change its Governance Process policies at any time, however, it will scrupulously observe those currently in force.
- 4.1.4 School Board development is ongoing and encompasses on-boarding of new School Board members, continuous development of each School Board Member, and on-going monitoring of School Board processes and procedures for optimal efficiency and effectiveness.
- 4.1.5 The School Board will allow no officer, individual, or committee of the School Board to hinder or serve as an excuse for not fulfilling group obligations.
- 4.1.6 The School Board will monitor and discuss the School Board's process and performance at each meeting. Self-monitoring will include comparison of School Board activity and discipline to policies in the Governance Process and Board-Management Delegation categories.

Policy	Date of Self-Evaluation	Board Behavior Fully Compliant	Board behavior needing improvement or opportunity for continuous improvement	Commitment Made/Action Taken	Completed
4.1 Governing Style	10/28/24				
4.1.1	10/28/24				
4.1.2	10/28/24				
4.1.3	10/28/24				
4.1.4	10/28/24				
4.1.5	10/28/24				
4.1.6	10/28/24				

Record of Board Self-Evaluation
Governance Process and Board Management Delegation Policies
July 1, 2023 – June 30, 2024

Policy Type:	Governance Process
Policy Title:	4.2 School Board Job Products

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:

- 4.2.1 Maintain purposeful and ongoing linkage with owners.
- 4.2.2 Review and refine governing policies that realistically address the broadest levels of all district decisions and situations:
 - A. Ends: district products, impacts, benefits, outcomes, recipients, and their relative worth (what good, for whom and at what cost)
 - B. Executive limitations: constraints on executive authority that establish the prudence and ethics boundaries within which all executive activity and decisions must take place
 - C. Governance process: specification of how the School Board conceives, carries out, and monitors its own task
 - D. Board-management delegation: how power is delegated and its proper use; the Superintendent's role, authority, and accountability
- 4.2.3 Monitor district performance through its Ends and Executive Limitations Policies.

Policy	Date of Self-Evaluation	Board Behavior Fully Compliant	Board behavior needing improvement or opportunity for continuous improvement	Commitment Made/Action Taken	Completed
4.2 School Board Job Products	10/28/24				
4.2.1	10/28/24				
4.2.2	10/28/24				
4.2.2 (A)	10/28/24				
4.2.2 (B)	10/28/24				
4.2.2 (C)	10/28/24				
4.2.2 (D)	10/28/24				
4.2.3	10/28/24				

Record of Board Self-Evaluation
Governance Process and Board Management Delegation Policies
July 1, 2023 – June 30, 2024

Policy Type:	Governance Process
Policy Title:	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.

- 4.3.1 The cycle will start with the School Board's development of the basics of its annual work plan for the next fiscal year 30 days prior to the start of the fiscal year.
- 4.3.2 Throughout the year, all items moved to another meeting, added to the annual work plan or placed in placeholders by School Board vote, will be addressed within the current fiscal year.
- 4.3.3 The cycle will conclude at the end of each fiscal year so that administrative planning and budgeting can be based on accomplishing a one-year segment of the School Board's most recent statement of long-term ends.

Policy	Date of Self-Evaluation	Board Behavior Fully Compliant	Board behavior needing improvement or opportunity for continuous improvement	Commitment Made/Action Taken	Completed
4.3 Annual Work Plan	10/28/24				
4.3.1	10/28/24				
4.3.2	10/28/24				
4.3.3	10/28/24				

Record of Board Self-Evaluation
Governance Process and Board Management Delegation Policies
July 1, 2023 – June 30, 2024

Policy Type:	Governance Process
Policy Title:	4.9 Governance Investment

Because poor governance costs more than learning to govern well, the School Board will invest in its governance capacity. Accordingly:

- 4.9.1 School Board skills, methods, and supports will be sufficient to assure governing with excellence.
 - 4.9.1.1 Training and retraining will be used to orient new members and candidates for membership, as well as to maintain and increase existing member skills and understandings.
 - 4.9.1.2 Outside monitoring assistance will be arranged so that the School Board can exercise confident control over district performance. This includes, but is not limited to, financial audits.
 - 4.9.1.3 Outreach mechanisms will be used as needed to assure the School Board's ability to listen to owner viewpoints and values.
- 4.9.2 Costs will be prudently incurred, though not at the expense of endangering the development and maintenance of superior capability. Actual costs (stipend, training, dues, memberships, meeting costs, professional fees, etc.) will not exceed the approved fiscal year budget amount.
- 4.9.3 The School Board will establish its cost of governance budget for the next fiscal year during the annual budgeting process.

GP 4.9

Policy	Date of Self-Evaluation	Board Behavior Fully Compliant	Board behavior needing improvement or opportunity for continuous improvement	Commitment Made/Action Taken	Completed
4.9 Governance Investment	10/28/24				
4.9.1	10/28/24				
4.9.1.1	10/28/24				
4.9.1.2	10/28/24				
4.9.1.3	10/28/24				
4.9.2	10/28/24				
4.9.3	10/28/24				

Record of Board Self-Evaluation Governance Policies

Monitoring 2023-24 School Year Data: July 1, 2023 – June 30, 2024

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
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BOARD-MANAGEMENT DELEGATION (BMD) POLICIES					
3.0					
Single Point of Connection	09.23.24	Yes			Yes
3.1					
Unity of Control	09.23.24	Yes			Yes
3.1.1	09.23.24	Yes			Yes
3.1.2	09.23.24	Yes			Yes
3.1.3	09.23.24	Yes			Yes
3.2					
Delegation to the Superintendent	09.23.24	Yes			Yes
3.2.1	09.23.24	Yes			Yes
3.2.2	09.23.24	Yes			Yes
3.2.3	09.23.24	Yes			Yes
3.2.4	09.23.24	Yes			Yes
3.3					
Superintendent Accountability and Performance	09.23.24	Yes			Yes
3.3.1	09.23.24	Yes			Yes
3.3.2	09.23.24	Yes			Yes
3.3.3	09.23.24	Yes			Yes
3.3.4	09.23.24	Yes			Yes
3.3.5	09.23.24	Yes			Yes

Record of Board Self-Evaluation Governance Policies

Monitoring 2023-24 School Year Data: July 1, 2023 – June 30, 2024

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
4.0 Global Governance Commitment	10.28.24				
4.0.1	10.28.24				
4.0.2	10.28.24				
4.1 Governing Style	10.28.24				43
4.1.1	10.28.24				
4.1.2	10.28.24				
4.1.3	10.28.24				
4.1.4	10.28.24				
4.1.5	10.28.24				
4.1.6	10.28.24				
4.2 School Board Job Products	10.28.24				
4.2.1	10.28.24				
4.2.2	10.28.24				
4.2.2 - A	10.28.24				
4.2.2 - B	10.28.24				
4.2.2 - C	10.28.24				
4.2.2 - D	10.28.24				
4.2.3	10.28.24				

Record of Board Self-Evaluation Governance Policies

Monitoring 2023-24 School Year Data: July 1, 2023 – June 30, 2024

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
4.3 Annual Work Plan	10.28.24				
4.3.1	10.28.24				
4.3.2	10.28.24				
4.3.3	10.28.24				
4.4 Officer Roles	09.23.24	Yes			Yes ⁴⁴
4.4.1	09.23.24	Yes			Yes
4.4.1.1	09.23.24	Yes			Yes
4.4.1.2	09.23.24	Yes			Yes
4.4.1.3	09.23.24	Yes			Yes
4.4.1.4	09.23.24	Yes			Yes
4.4.1.5	09.23.24	Yes			Yes
4.4.1.6	09.23.24	Yes			Yes
4.4.1.7	09.23.24	Yes			Yes
4.4.1.8	09.23.24	Yes			Yes
4.4.1.9	09.23.24	Yes			Yes
4.4.2	09.23.24	Yes			Yes
4.4.3	09.23.24	Yes			Yes
4.4.4	09.23.24	Yes			Yes

Record of Board Self-Evaluation Governance Policies

Monitoring 2023-24 School Year Data: July 1, 2023 – June 30, 2024

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
4.5 School Board Members' Code of Conduct	09.23.24	Yes			Yes
4.5.1	09.23.24	Yes			Yes
4.5.2	09.23.24	Yes			Yes
4.5.2.1	09.23.24	Yes			Yes
4.5.2.2	09.23.24	Yes			Yes ⁴⁵
4.5.2.3	09.23.24	Yes			Yes
4.5.3	09.23.24	Yes			Yes
4.5.3.1	09.23.24	Yes			Yes
4.5.3.2	09.23.24	Yes			Yes
4.5.4	09.23.24	Yes			Yes
4.5.5	09.23.24	Yes	<i>K. Ross addressed the non-compliance of a Board Member not advising 72 hrs. notice of not attending a Board Meeting</i>	<i>Addressed previously during a Board Meeting, no further action needed</i>	Yes
4.5.6	09.23.24	Yes			Yes
4.5.7	09.23.24	Yes			Yes
4.5.8	09.23.24	Yes			Yes
4.5.8.1	09.23.24	Yes			Yes
4.5.8.2	09.23.24	Yes			Yes
4.5.8.3	09.23.24	Yes			Yes
4.5.8.4	09.23.24	Yes			Yes
4.5.8.5	09.23.24	Yes			Yes
4.5.8.6	09.23.24	Yes			Yes
4.5.8.7	09.23.24	Yes			Yes

Record of Board Self-Evaluation Governance Policies

Monitoring 2023-24 School Year Data: July 1, 2023 – June 30, 2024

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
4.6 Process for Addressing School Board Member Violations	09.23.24	Yes			Yes
4.6.1	09.23.24	Yes			Yes ⁴⁶
4.6.2	09.23.24	Yes			Yes
4.6.3	09.23.24	Yes			Yes
4.6.4	09.23.24	Yes			Yes
4.6.4.1	09.23.24	Yes			Yes
4.6.4.2	09.23.24	Yes			Yes
4.7 School Board Committee Principles	09.23.24	Yes			Yes
4.7.1	09.23.24	Yes			Yes
4.7.2	09.23.24	Yes			Yes
4.7.3	09.23.24	Yes			Yes
4.7.4	09.23.24	Yes			Yes
4.8 School Board Committee Structure	09.23.24	Yes		Referred to Policy Committee for review	Yes
4.8.1	09.23.24	Yes			Yes
4.8.2	09.23.24	Yes			Yes

Record of Board Self-Evaluation Governance Policies

Monitoring 2023-24 School Year Data: July 1, 2023 – June 30, 2024

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
4.8.3	09.23.24	Yes			Yes
4.8.4	09.23.24	Yes			Yes
4.9 Governance Investment	10.28.24				
4.9.1	10.28.24				
4.9.1.1	10.28.24				
4.9.1.2	10.28.24				47
4.9.1.3	10.28.24				
4.9.2	10.28.24				
4.9.3	10.28.24				
4.10 Operation of the School Board Governing Rules	09.23.24	Yes			Yes
4.10.1	09.23.24	Yes			Yes
4.10.1.1	09.23.24	Yes			Yes
4.10.1.2	09.23.24	Yes			Yes
4.10.1.3	09.23.24	Yes			Yes

Record of Board Policy Monitoring

Executive Limitations

Monitoring 2023-2024 School Year Data : July 1, 2023 – June 30, 2024

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		
EXECUTIVE LIMITATIONS							
EL 2.0 Global Executive Constraint	12/09/24						
EL 2.1 Emergency Superintendent Succession	08/26/24	Yes	Yes	Yes	Yes		Yes
EL 2.2 Treatment of Students	08/26/24	Yes	Yes	Yes			No
EL 2.3 Treatment of Parents	09/23/24 11/25/24						48
EL 2.4 Treatment of Staff	10/28/24						
EL 2.5 Financial Planning and Budgeting	12/09/24						
EL 2.6 Financial Management and Operations	09/23/24	Yes	Yes	Yes	Yes	Yes	Yes
EL 2.7 Asset Protection	08/26/24	Yes	Yes	Yes	Yes	Yes	Yes
EL 2.8 Compensation and Benefits	10/28/24						
EL 2.9 Communication and Support to the School Board	11/25/24						

Record of Board Policy Monitoring

ENDS

Monitoring 2023-2024 School Year Data: July 1, 2023 – June 30, 2024

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">Operational Interpretation is/is not reasonable.The Evidence does/does not support the Operational Interpretation or supports the Operational Interpretation with exception.		<ul style="list-style-type: none">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.		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							

1.1 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		49
	2023-24	<i>OI – Yes Measurement - Yes 6/24/24</i>	<i>OI – Yes Measurement - Yes 6/24/24</i>	<i>Yes 09/23/24</i>	<i>Yes 09/23/24</i>		<i>Yes</i>
1.2 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		
	2023-24	<i>OI – Yes Measurement - Yes 6/24/24</i>	<i>OI – Yes Measurement - Yes 6/24/24</i>	<i>No 09/23/24</i>	<i>No 09/23/24</i>		<i>No</i>
1.3 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		
	2023-24	<i>OI – Yes Measurement - Yes 6/24/24</i>	<i>OI – Yes Measurement - Yes 6/24/24</i>	<i>No 09/23/24</i>	<i>No 09/23/24</i>		<i>No</i>

Record of Board Policy Monitoring

ENDS

Monitoring 2023-2024 School Year Data: July 1, 2023 – June 30, 2024

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">Operational Interpretation is/is not reasonable.The Evidence does/does not support the Operational Interpretation or supports the Operational Interpretation with exception.		<ul style="list-style-type: none">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.		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							

1.4 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		50
	2023-24	<i>OI – Yes Measurement - Yes 6/24/24</i>	<i>OI – Yes Measurement - Yes 6/24/24</i>	<i>Yes 09/23/24</i>	<i>Yes 09/23/24</i>		<i>Yes</i>
1.5 Each student has the 21 st 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		
	2023-24	<i>OI – Yes Measurement - Yes 6/24/24</i>	<i>OI – Yes Measurement - Yes 6/24/24</i>	<i>Yes 09/23/24</i>	<i>Yes 09/23/24</i>		<i>Yes</i>
1.6 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		
	2023-2024	<i>OI – Yes Measurement - Yes 6/24/24</i>	<i>OI – Yes Measurement - No 6/24/24</i>	<i>Yes 09/23/24</i>	<i>Yes 09/23/24</i>		<i>Yes</i>

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 \$25.00 from The Blackbaud Giving Fund/YourCase/Land O'Lakes, Inc, Charleston, SC – funds to be used general/classroom supplies

Forest Hills Elementary

- Donation of a Toaster Oven from Kristy Hymans, Eden Prairie, MN – to be used in the Staff Lounge

SUPERINTENDENT CONSENT AGENDA

A. Semi-Monthly Reports

HUMAN RESOURCES

1. Human Resources – Cabinet
 - a. New Hires
 - b. Change in Assignment
 - c. Resignation/Retirements
2. Human Resources – Principals
 - a. New Hires
 - b. Change in Assignment
 - c. Resignation/Retirements
3. Human Resources – Administrative/Supervisory/Technical (AST)
 - a. New Hires
 - b. Change in Assignment
Lange Brar, Jessica - From TOSA - Instructional Excellence, Eden Prairie High School, to District Assessment Coordinator, Administrative Services Center, 260 days/year, effective 10/07/2024
 - c. Resignation/Retirements
4. Human Resources – Eden Prairie Supervisors & Specialists (EPSS)
 - a. New Hires
Deam, Evan - Registered Nurse, 1.0 FTE, .5 Central Middle School, .5 Eden Prairie High School, effective 10/14/2024
Farrell, Leslie - Registered Nurse, 1.0 FTE, .5 Cedar Ridge Elementary, .5 Prairie View effective 11/4/2024
 - b. Change in Assignment
 - c. Resignation/Retirements
Ross, Katie - Data Management Coordinator, Administrative Services Center, effective 11/12/2024
5. Human Resources – Licensed Staff
 - a. New Hires/Rehires
Henning, Carolyn - Licensed School Nurse, .20 FTE, Eden Prairie High School, effective 10/14/2024
Lin, Ting - Gifted and Talented (Mosaic) Teacher, Long-Term Substitute, 1.0 FTE, Prairie View Elementary, effective 10/24/2024 - 1/24/2025
Mostov, Lisa - Early Childhood Special Education Teacher, 1.0 FTE, Community Education, effective 10/14/2024
Skaar Meier, Pamela - Social Studies, Long-Term Substitute, 1.0 FTE, Eden Prairie High School, effective 10/10/2024 - 1/27/2025
 - b. Change in Assignment
Anderson, Jill - From Reading Support Paraprofessional, Central Middle School to TOSA - Academic Interventionist, Long Term Substitute, 1.0 FTE, Central Middle School, effective 10/3/2024 - 11/26/2024
 - c. Resignation/Retirements
Antilla, Amy - Licensed School Nurse, Eden Prairie High School, effective 9/27/2024
 - d. Leaves

SUPERINTENDENT CONSENT AGENDA

6. Human Resources - Classified Staff

a. New Hires/Rehires

BUILDING SERVICES

Akindele, Akeem - Custodian, Non-Licensed, Night, Prairie View Elementary, 8 hours/day, 5 days/week, 260 days/year, effective 10/10/2024

CLASS

Centeno, Vanessa - Scheduling Clerk, Central Middle School, 5.5 hours/day, 5 days/week, 204 days/year, effective 9/19/2024

Munoz Lezama, Montserrat - Cultural Liaison, Spanish Speaking, Cedar Ridge elementary, 4 hours/day, 5 days/week, 191 days/year, effective 10/7/2024

FOOD SERVICE

Cortes Gadea, Liliana - Child Nutrition Manager, Forest Hills Elementary, 8 hours/day, 5 days/week, 178 days/year, effective 9/30/2024

Kirkeby, Gina - Food Service Assistant I, Forest Hills Elementary, 4.5 hours/day, 5 days/week, 178 days/year, effective 9/23/2024

O'Rourke, Nanine - Food Service Assistant I, Central Middle School, 4.5 hours/day, 5 days/week, 178 days/year, effective 10/15/2024

Underwood, John - Food Service Assistant I, Prairie View Elementary, 4.5 hours/day, 5 days/week, 178 days/year, effective 10/3/2024

MSEA

Abdullahi, Yusra - Eagle Zone Program Assistant, Prairie View Elementary, 3.5 hours/day, 2 days/week, 63 days/year, effective 10/21/2024

Ahmed, Nimco - Eagle Zone Program Assistant, Oak Point Elementary, 2 hours/day, 5 days/week, 178 days/year, effective 10/14/2024

Ambal Neelamegam, Deepheka - Special Education Paraprofessional, Cedar Ridge Elementary, 6.25 hours/day, 5 days/week, 178 days/year, effective 9/23/2024

Bare, Fatuma - Eagle Zone Program Assistant, Prairie View Elementary, 3 hours/day, 5 days/week, 178 days/year, effective 10/14/2024

Goines, Desmond - Security Monitor, Eden Prairie High School, 8 hours/day, 5 days/week, 178 days/year, effective 10/10/2024

Gomez Deleg, Monica - Lunchroom Paraprofessional, Oak Point Elementary, 3 hours/day, 5 days/ week, 178 days/year, effective 9/23/2024

Guerra, Eilyn - Eagle Zone Program Assistant, Eagle Heights Spanish Immersion, 4 hours/day, 5 days/week, 178 days/year, effective 10/14/2024

Guerra, Joslyn - Eagle Zone Program Assistant, Eagle Heights Spanish Immersion and Central Middle School, 7 hours/day, 5 days/week, 178 days/year, effective 9/23/2024

Jaiswal Rekha - Lunchroom Paraprofessional, Cedar Ridge Elementary, 2.5 hours/day, 5 days/week, 178 days/year, effective 9/23/2024

Johnson, Talie - Eagle Zone Program Assistant, Forest Hills Elementary, 3 hours/day, 4 days/week, 136 days/year, effective 10/15/2024

Kholmurodova, Maftuna - Eagle Zone Program Assistant, Eden Lake Elementary, 2.5 hours/day, 5 days/week, 178 days/year, effective 10/28/2024

Kumari, Lateshi - Eagle Zone Program Assistant, Cedar Ridge Elementary, 4 hours/day, 5 days/week, 178 days/year, effective 10/14/2024

Jampuram, Suhasini - Eagle Zone Program Assistant, Eagle Heights Spanish Immersion, 4.5 hours/day, 5 days/week, 178 days/year, effective 9/30/2024

Ledesma, Leonarda - Special Education Paraprofessional, Central Middle School, 6.5 hours/day, 5 day/week, 178 days/year, effective 10/8/2024

SUPERINTENDENT CONSENT AGENDA

Lofstrom, Olivia - Special Education Paraprofessional, Forest Hills Elementary, 6 hours/day, 5 day/week, 178 days/year, effective 10/7/2024

Mactaggart, Cristina - Lunchroom and Playground Paraprofessional, Cedar Ridge Elementary, 2.5 hours/day, 5 days/week, 178 days/year, effective 10/10/2024

Mahendran, Arulselvi - Eagle Zone Program Assistant, Oak Point Elementary, 4 hours/day, 5 days/week, 178 days/year, effective 10/14/2024

Mohamed, Zahrah - Special Education Paraprofessional, Central Middle School, 6.5 hours/day, 5 day/week, 178 days/year, effective 10/14/2024

Naranjo Garcia, Rosa - Special Education Paraprofessional, Eagle Heights Spanish Immersion, 3.5 hours/day, 5 days/week, 178 days/year, effective 9/20/2024

Navaneetha Krishan, Kamal - Preschool Paraprofessional (temporary), Forest Hills Elementary, 3.75 hours/day, 5 days/week, 36 days/year, effective 10/7/2024-12/4/2024

Paradeau, Serenia - Lunchroom Paraprofessional, Oak Point Elementary, 3 hours/day, 5 days/ week, 178 days/year, effective 9/16/2024

Patera, Christopher - Security Monitor, Eden Prairie High School, 8 hours/day, 5 days/week, 178 days/year, effective 9/19/2024

Perozo Arteaga, Leidys - Eagle Zone Program Assistant, Eagle Heights Spanish Immersion, 3 hours/day, 5 days/week, 178 days/year, effective 10/1/2024

Roberts, Michael - Special Education Paraprofessional, Eden Lake Elementary, 5.5 hours/day, 5 days/week, 178 days/year, effective 9/25/2024

Shilman, Sydney - Eagle Zone Program Assistant, Prairie View Elementary, 7 hours/day, 5 days/week, 178 days/year, effective 9/24/2024

Tovar, Mileidys - Eagle Zone Program Assistant, Eagle Heights Spanish Immersion, 3 hours/day, 5 days/week, 178 days/year, effective 10/14/2024

Warsame, Deqa - Special Education Paraprofessional, Central Middle School, 6.5 hours/day, 5 days/week, 178 days/year, effective 9/23/2024

Wilks, Angelia - Eagle Zone Program Assistant, Prairie View Elementary, 3 hours/day, 3 days/week, 106 days/year, effective 10/21/2024

Wilkings, Candice - Special Education Paraprofessional, Prairie View Elementary, 6.25 hours/day, 5 day/week, 178 days/year, effective 10/21/2024

PRESCHOOL TEACHERS

TRANSPORTATION

Copley, Jonathan - Bus Driver, Transportation, 4.4 hours/day, 5 day/week, 178 days/year, effective 10/10/2024

Jensen, Jeffrey - Bus Driver, Transportation, 5.53 hours/day, 5 day/week, 178 days/year, effective 10/10/2024

b. Change in Assignment

BUILDING SERVICES

CLASS

FOOD SERVICE

El-kishawy, Riman - Food Service Assistant I, Forest Hills Elementary, 4.5 hours/day to 5 hours/day 5 days/week, 178 days/year, effective 9/23/2024

Khan, Seema - From Food Service Assistant I to Food Service Assistant II, Central Middle School, 5.5 hours/day, 5 days/week, 178 days/year, effective 10/21/2024

MSEA

PRESCHOOL TEACHERS

TRANSPORTATION

SUPERINTENDENT CONSENT AGENDA

c. Resignation/Retirements

BUILDING SERVICES

CLASS

Hassan, Omar - Technology Support Specialist, Districtwide, effective 10/11/2024

Lahti, Amber - Curriculum Assistant, Cedar Ridge Elementary, effective 10/10/2024

COACHES

FOOD SERVICE

Calixto Rosas, Zaira - Food Service Assistant, Cedar Ridge Elementary, effective 10/25/2024

Kniss, Angie - Food Service Assistant, Eden Prairie High School, effective 10/16/2024

MSEA

Abdiquani, Sadia - Eagle Zone Program Assistant, Eden Lake Elementary, effective 10/18/2024

Ayala-Lobaton, Leticia - E L Assistant, Oak Point Elementary, effective 2/3/2025

Bayas Calero, Melissa - Special Education Paraprofessional, Prairie View Elementary, effective 10/4/2024

Chakravarthula, Soujanya - Preschool Paraprofessional, Forest Hills Elementary, effective 6/6/2024

Dahir, Balqiis - ECSE Paraprofessional, Community Education Building, effective 6/6/2024

Desu, Sahiti - Preschool Paraprofessional, Forest Hills Elementary, effective 6/6/2024

Ekambaram, Sumithra - Special Education/Lunchroom Paraprofessional, Prairie View Elementary, effective 10/16/2024

Hallstrom, Susan - Special Education Paraprofessional, TASSEL, effective 10/2/2024

Maltseva, Olha - Lunchroom and Special Education Paraprofessional, Forest Hills Elementary, effective 9/24/2024

Mehta, Gurusha - Preschool Paraprofessional, Community Education Building, effective 6/6/2024

Musse, Zemzem - Eagle Zone Special Education Paraprofessional, Eden Lake Elementary, effective 6/6/2024

Patera, Christopher - Security Monitor, Eden Prairie High School, effective 9/23/2024

Natarajan, Gayathrithilaka - Eagle Zone Special Education Paraprofessional, Cedar Ridge Elementary, effective 6/6/2024

Port, Melanie - Lunchroom Paraprofessional, Eagle Heights Spanish Immersion, effective 6/6/2024

Sathyanarahyanan, Vidya - Lunchroom Paraprofessional, Oak Point Elementary, effective 9/16/2024

Weber, Joelle - Eagle Zone Special Education Paraprofessional, Forest Hills Elementary, effective 6/6/2024

Wittman, Atina - Lunchroom Paraprofessional, Eagle Heights Spanish Immersion, effective 10/16/2024

PRESCHOOL TEACHERS

Kaur, Amrit - Preschool Teacher, Community Education, effective 11/7/2024

TRANSPORTATION

West, Albert - Bus Driver, Transportation, effective 11/8/2024

Board Business

General Consent Agenda

Approval of Payments, all funds, September 2024

Check #421783-422040	\$1,608,408.15
Electronic Disbursements	\$ 5,194,256.80
TOTAL	\$ 6,802,664.95

Acknowledgment of Electronic Transfers September 2024

INVEST DATE	FROM	TO	INTEREST RATE	MATURITY DATE	PRINCIPAL
03/30/2023	PMA Financial	MNTrust	4.260%	09/30/2024	\$249,872.58
03/30/2023	PMA Financial	MNTrust	4.509%	09/30/2024	\$249,661.42
03/30/2023	PMA Financial	MNTrust	4.260%	09/30/2024	\$249,872.56
08/22/2023	PMA Financial	MNTrust	5.190%	10/11/2024	\$249,854.62
08/22/2023	PMA Financial	MNTrust	5.225%	10/11/2024	\$249,895.03
08/22/2023	PMA Financial	MNTrust	5.203%	10/11/2024	\$249,888.17
11/01/2023	PMA Financial	MNTrust	5.644%	10/15/2024	\$249,895.54
11/01/2023	PMA Financial	MNTrust	5.422%	10/15/2024	\$249,866.32
11/01/2023	PMA Financial	MNTrust	5.358%	10/15/2024	\$249,877.34
11/01/2023	PMA Financial	MNTrust	5.363%	10/15/2024	\$249,889.04

EDEN PRAIRIE SCHOOLS
GENERAL FUNDS
MONTHLY REVENUE/EXPENDITURE REPORT
FOR THE MONTH ENDING: Sep-24

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	\$ 460,103	\$ 32,682,551	1.41%	4.49%
021-040	TUITION	(5,596)	152,000	-3.68%	9.67%
041-089	FEES & ADMISSIONS	344,317	701,000	49.12%	54.62%
090-199	MISC REVENUE	(1,176,991)	2,146,000	-54.85%	-24.77%
200-399	STATE AID	23,567,577	103,200,344	22.84%	22.13%
400-499	FEDERAL PROGRAMS	(986,059)	3,553,000	-27.75%	-45.04%
600-649	SALES	30,309	50,000	60.62%	100.92%
		\$ 22,233,659	\$ 142,484,895	15.60%	10.95%
	CAPITAL OUTLAY	414,717	18,640,907	2.22%	1.32%
	STUDENT ACTIVITIES	992,717	1,900,000	52.25%	58.74%
	MEDICAL ASSISTANCE	12,161	290,000	4.19%	0.99%
	SCHOLARSHIPS	48	8,500	0.56%	7.72%
Revenue Notes:					

EXPENDITURES/TRANSFERS OUT (BY OBJECT CODE)					
OBJECT	DESCRIPTION	YEAR TO DATE EXPENDED	CURRENT FULL YEAR PROJECTION	THIS YEAR % EXPENDED	LAST YEAR % EXPENDED
100	SALARIES	\$ 11,550,768	\$ 94,584,945	12.21%	11.78%
200	BENEFITS	3,590,914	29,534,393	12.16%	11.30%
300	PURCHASED SVCS	1,953,380	14,550,145	13.43%	16.45%
400	SUPPLIES & EQUIPMENT	1,375,855	4,376,275	31.44%	38.15%
800	OTHER EXPENSES	127,029	627,715	20.24%	20.44%
900	TRANSFERS & CONTINGENCY	-	100,000	0.00%	0.00%
		\$ 18,597,946	\$ 143,773,473	12.94%	13.22%
	CAPITAL OUTLAY	6,879,814	18,520,181	37.15%	40.94%
	STUDENT ACTIVITIES	1,031,433	1,900,000	54.29%	52.27%
	MEDICAL ASSISTANCE	11,565	223,870	5.17%	10.19%
	SCHOLARSHIPS	-	11,000	0.00%	0.00%
Expenditure Notes:					

FORM A

RESOLUTION OF GOVERNING BOARD SUPPORTING FORM A APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of Eden Prairie Schools recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools in recognizing, promoting and funding extracurricular participation by high school students in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of Eden Prairie Schools supports the school's application to the Minnesota State High School League Foundation for a FORM A grant to offset student activity fees.

October 28, 2024

Date

Aaron Casper, Board Chair

October 28, 2024

Date

Abby Libsack, Board Clerk

FORM A WORKSHEET

ASSISTING WITH FILLING OUT **FORM A** APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

This is for your assistance only and does not need to be submitted with the Application Form

STEP 1

List the number of free and reduced lunch students identified in the October 1, 2023 report submitted by your school to the Minnesota Department of Education. Enter these numbers on FORM A

Grade 9: 211
Grade 10: 231
Grade 11: 226
Grade 12: 185

TOTAL: 853

Enter these numbers on FORM A

STEP 2

Identify the **UNDUPLICATED** number of free or reduced lunch students who participated in your activities program during the 2023-2024 school year.

- Unduplicated: Only count each student participant one time.
- In calculating your unduplicated number, count each student once regardless of the number of activities in which the student might participate. **The total unduplicated count below must not be more than the total number in Step 1.**

*Example: Sally Smith: Fall-volleyball; Winter-dance; Spring-golf.
Sally counts as one student regardless of the number of activities in which she participates.*

*Bill Johnson: Winter-wrestling.
Bill counts as one student and only participated in one activity.*

TOTAL UNDUPLICATED COUNT
of free/reduced lunch students

125

Enter this number on FORM A

STEP 3: NOT LATER THAN NOVEMBER 15, 2024

Complete the online Form A application at mshslfoundation.org

Contact your school administrator and have the MSHSL Foundation Form A Resolution approved by the Governing Board of your school.

Once approved, the Governing Board Chair and Governing Board Clerk/Treasurer shall sign the Resolution.

Upload the PDF of the Resolution on the Form A application or email MSHSL Foundation Resolution to mshslfoundation@gmail.com.

Enrollment Report

October 28, 2024



EDEN PRAIRIE SCHOOLS



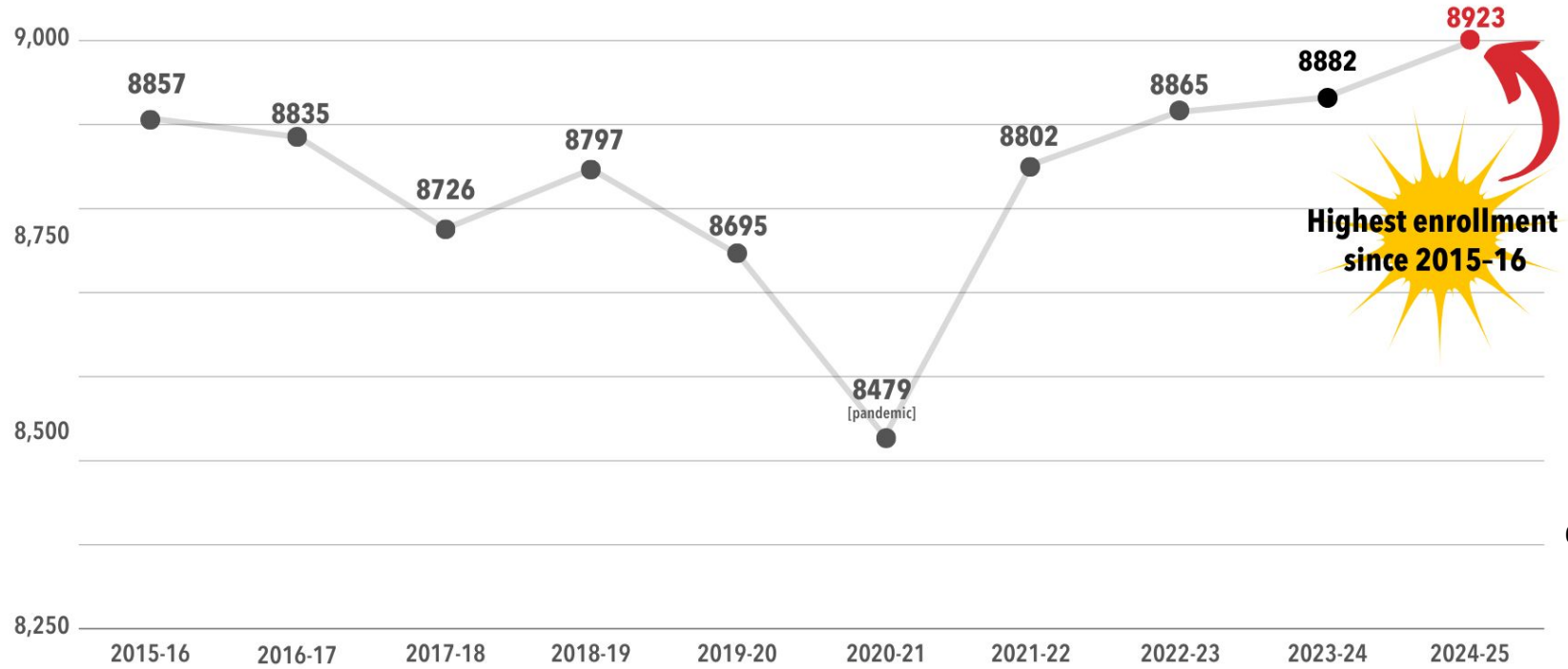
General Enrollment Definitions

1. Enrollment Counts
 - Official October 1 Count
 - Establishes funding structure for the year
 - Categorical funding is based on Oct 1, Gen Ed aid on student daily membership for the year
 - Changing enrollment throughout the Year
 - Enrollment changes everyday - Funding is adjusted
 - EPO enrollment at 550 FT

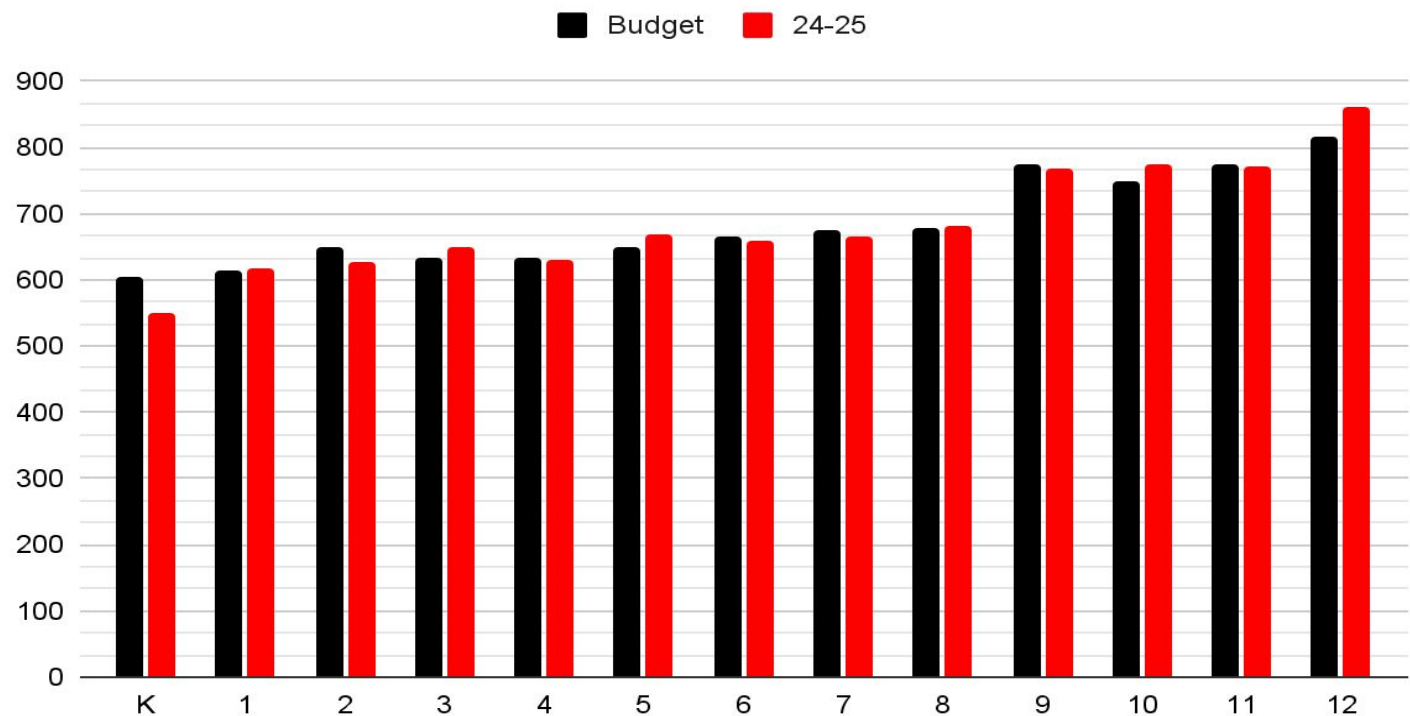
61

INCREASING ENROLLMENT

Data based on October 1 student seat count



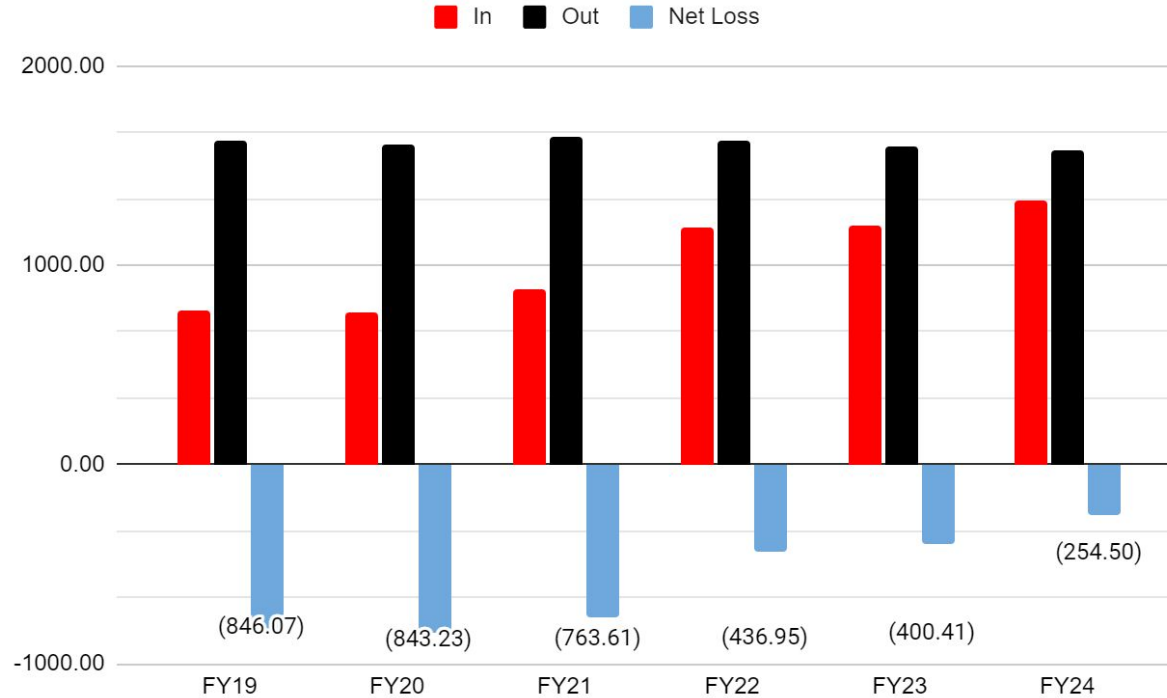
Enrollment by Grade (Compared to Budget)



Budget vs Actual Projection

Building	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	%/+-
Cedar Ridge	-14	6	1	4	7	6								10	+2.03
Forest Hills	-8	4	-8	6	-5	8								-3	-.56
Eden Lake	-7	-3	3	6	2	-1								-	0
Oak Point	-19	-2	-13	8	-14	-3								-43	-6.73
Prairie View	-16	-1	7	3	4	-								-3	-.50
Eagle Heights	21	4	-3	-5	-	2								19	+2.57
EP Online	-10	-4	-11	-7	2	5	-9	7	7	0	17	-3	6	-	0
CMS							1	-17	-5					-21	64-1.11
EPHS										-7	8	-	39	40	+ .99
Total	-53	4	-24	15	-4	17	-8	-10	2	-7	25	-3	45	-1	-.01
% from budget	-9.64	0.65	-3.83	2.31	-0.63	2.54%	-1.22	-1.50	0.29	-0.91	3.23	-0.39	5.23	-0.01	

Open Enrollment History



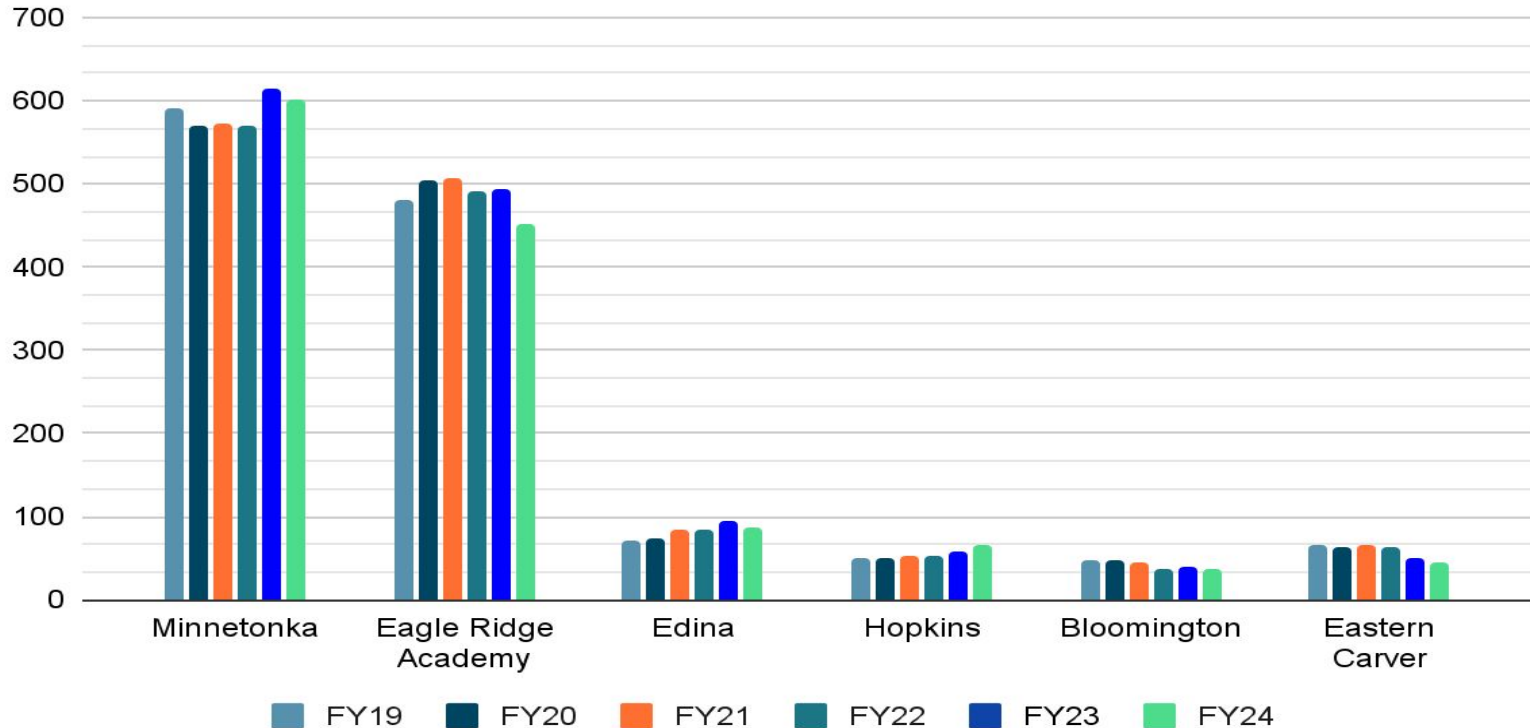
New Open Enrollments (OE)

Incoming vs Outgoing OE	2023-24	2024-25	Variance
Total Incoming OE	309	327	+18
EPO Incoming OE	164	173	+9
Non EPO Incoming OE	145	154	+9
Total Outgoing OE	114	195	+81
Total Outgoing Kindergarten	42	79	+37

66



Residents Served Elsewhere





Why Students Leave

Reason for not returning	Students Not Re-Enrolled as of 10/1/24
Transferred to another public district in MN	337
No Show (enrollment cancelled)	194
Moved out of MN	141
Transferred to Homeschool or Non-Public	57
Dropouts	9
Summer Graduate	23
Grand Total	761



Takeaways

Enrollment is at a 10-year high and remains stable, which helps us fulfill our mission and our promises to the community

- EPO enrollment has helped significantly

Our recruitment and retention efforts show sustained effectiveness (67% decrease in net loss over three years)

- Even without EPO, our net loss is decreasing

Kindergarten numbers were under projection for a second year; we will be reviewing 2022-23 RSP enrollment analysis⁶⁹

Overall, our projections were strong, which helps us budget more accurately



Next steps – Enrollment

Review enrollment analysis and demographic data to determine root cause of kindergarten enrollment being under projection

Continue exploring trends in delayed school entry (redshirting)

Systematize retention efforts with updated withdrawal processes and scripts based on data about why students are leaving (transferring districts, moving out of state, homeschooling, etc.)

Continue work to understand and improve the customer experience

70

Continue with revamped kindergarten events, look at CMS and EPHS events, and utilize EPO research to market most effectively

Next Steps – Budget

- 2024-25 Mid-Year Budget Update (January 27)
 - Analyze revenue impact
 - Re-balance the budget
- 2025-26 Enrollment Projection & Beyond (January 27)
 - Trends/Cohort Survival Rate
- Long-Range Financial Projection (January 6)
 - 5-Year Forecast

71

Thank you!



EDEN PRAIRIE SCHOOLS
Inspiring each student every day™

Policy Type:	Governance Process
Policy Title:	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.~~

A School Board-level committee is created by a majority vote of the School Board to assist in the completion of School Board business. The community linkage and board development committees submit a yearly plan of action to the Board. The policy and negotiations committees act as needed by the board and do not submit yearly plans. Each committee 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.

4.8.1 Community Linkage Committee:

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.

4.8.2 Policy Committee:

This committee will meet at the request of the School Board to create and recommend new School Board policies and/or School Board policy revisions for School Board consideration. The Policy Committee may bring forward additional recommendations on reordering or re-wording related policies to ensure consistency. In addition, this committee will maintain the necessary processes and procedures for the School Board's review of the Ends and Executive Limitation policies.

4.8.3 Board Development Committee:

This committee will ensure ongoing School Board development and oversee self-monitoring of the School Board's performance related to Governance Process and Board-Management Delegation policies.

4.8.4 Negotiations Committee:

This committee will observe the collective bargaining of union contracts of the district. The School Board will determine annually which group contract negotiations will be observed during the upcoming fiscal year. When convened, the committee, which shall consist of three School Board members appointed by the Chair, will have at least one School Board member in attendance for each negotiating session. The committee will also conduct Superintendent contract negotiations prior to the expiration of the current contract or upon the hiring of a new Superintendent.

Eden Prairie School Board
2023–24 WORK PLAN CHANGES
“Proposed” Changes
October 28, 2024

Date of Meeting/Workshop	Changes Requested
Monday, October 28, 2024	
Tuesday , November 12, 2024 – Special Business Meeting (<i>Canvass Elections</i>)	
Tuesday , November 12, 2024 – Workshop	
Monday, November 25, 2024	
Monday, December 9, 2024	
Monday, January 6, 2025 (6:00 p.m.) Annual Org. Meeting	
Monday, January 6, 2025 (6:30 p.m.) – Workshop	
Monday, January 27, 2025	
Monday, February 10, 2025 – Workshop	-
Monday, February 24, 2025	
Monday, March 10, 2025 – Workshop	
Monday, March 24, 2025	
Monday, April 14, 2025 – Workshop	
Monday, April 28, 2025	
Monday, May 12, 2025 – Workshop	
Tuesday , May 27, 2025	
Monday, June 9, 2025 – Workshop	
Monday, June 23, 2025	
Placeholder – General Board Work	
Placeholder – Policy Review	
Policy GP 4.8 – School Board Committee Structure – Referred to the Policy Committee for Review	

EDEN PRAIRIE SCHOOL BOARD
2024-2025 ANNUAL WORK PLAN

Board Meetings

Board Workshops

Other Meetings

October 28, 2024

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			
****2024**** Board Meeting Mon, Jul 22, 2024 7:30 AM					<ul style="list-style-type: none"> •Monthly Reports •TASSEL Student Handbook •Student Handbooks: <ul style="list-style-type: none"> - High School - Middle School - Elementary Schools (Summary Detail Included) 		75
School Board “New Candidate” Informational Session – <i>Thursday, July 25, 2024, at 6:00 p.m. (1 of 2) – ASC/EDC</i>							
School Board “New Candidate” Informational Session – <i>Monday, August 5, 2024, at 6:00 p.m. (2 of 2) – ASC/EDC</i>							
Board Meeting Mon, Aug 26, 2024 6:00 PM	<ul style="list-style-type: none"> •EL 2.1 Emergency Supt. Succession •EL 2.2 Treatment of Students •EL 2.7 Asset Protection •Ends 1.6 Monitoring Measuring Plan 		Record of Board Self-Evaluation	Approval of 2025 September Inspiring News	•Monthly Reports		
Post Meeting Board Workshop Mon, Aug 26, 2024							School Board Mtg. Self-Assessment
Board Workshop Mon, Sep 9, 2024 6:45 PM 6:00 PM							<ul style="list-style-type: none"> •Morris Leatherman Survey Update •Discussion: School Board Member Long-

EDEN PRAIRIE SCHOOL BOARD
2024-2025 ANNUAL WORK PLAN

Board Meetings

Board Workshops

Other Meetings

October 28, 2024

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>term Absence Discussed at the 6/24/24 Mtg.</p> <ul style="list-style-type: none"> ADMIN Proposals for FY 2024-25 Workshops Policy Monitoring: All BMD Policies – BMD 3.0 – 3.3 Policy Monitoring: GP's: 4.4, 4.5, 4.6, 4.7, 4.8, & 4.10 Confirm agenda for next Board Workshop
Board Meeting Mon, Sep 23, 2024 6:00 PM	<ul style="list-style-type: none"> Ends 1.1 – 1.6 Evidence (FY 2023-24) <i>Moved from October 28, 2024 Meeting</i> EL 2.3 Treatment of Parents (Moved to 11/25/24 Board Mtg.) EL 2.6 Financial Management & Operations All BMD Policies BMD 3.0 Single Point of Connection BMD 3.1 Unity of Control BMD 3.2 Delegation to the Superintendent BMD 3.3 Superintendent Accountability & Performance 		<ul style="list-style-type: none"> Approval of Preliminary FY 2025-26 Levy Tax Levy Comparison - Tax Levy Presentation Pay 25 Record of Board Self-Evaluation 		<ul style="list-style-type: none"> Monthly Reports 	<u>Superintendent Incidentals:</u> <ul style="list-style-type: none"> FY 2023-2024 Year-end Preliminary Financial Report FY 2024-2025 Preliminary Enrollment Report 	

EDEN PRAIRIE SCHOOL BOARD
2024-2025 ANNUAL WORK PLAN

Board Meetings

Board Workshops

Other Meetings

October 28, 2024

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"> •GP 4.4 Officer Roles •GP 4.5 School Board Members Code of Conduct •GP 4.6 Process for Addressing School Board Member Violations •GP 4.7 School Board Committee Principles •GP 4.8 School Board Committee Structure •GP 4.10 Operation of the School Board Governing Rules 						77
Post Meeting Board Workshop Mon, Sep 23, 2024							School Board Mtg. Self-Assessment
Joint Meeting: Eden Prairie City Council & Eden Prairie School Board (Hosting) Monday, October 14, 2024, 5:30 PM – Eden Prairie Valley View Building							
Board Workshop Mon, Oct 14, 2024 6:30 PM							<ul style="list-style-type: none"> •Discuss January Topics for Inspiring News •Administration: Setting Stage for FY 2025-26 Budget Guidelines •Policy Monitoring: GP 4.0, 4.1, 4.2, 4.3, 4.9 •Confirm agenda for next Board Workshop

EDEN PRAIRIE SCHOOL BOARD
2024-2025 ANNUAL WORK PLAN

Board Meetings

Board Workshops

Other Meetings

October 28, 2024

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			
Board Meeting Mon, Oct 28, 2024 6:30 PM	<ul style="list-style-type: none"> • Ends 1.1 – 1.6 Evidence (FY 2023-24) Moved to September 23, 2024 Mtg. • EL 2.4 Treatment of Staff • EL 2.8 Compensation and Benefits • GP 4.0 Global Governance Commitment • GP 4.1 Governing Style • GP 4.2 School Board Job Products • GP 4.3 Annual Work Plan • GP 4.9 Governance Investment 		<ul style="list-style-type: none"> • Record of Board Self-Evaluation 		<ul style="list-style-type: none"> • Monthly Reports MSHSL Form A • Triennial Health Review 	<u>Superintendent Incidentals:</u> <ul style="list-style-type: none"> • Enrollment Report as of 10/1/2024 • World's Best Workforce Report (Moved to 11/25/24) • FY 2023-2024 Achievement Integration Summary Report – (Moved to 11/25/24) 	78
Post Meeting Board Workshop Mon, Oct 28, 2024							<ul style="list-style-type: none"> • School Board Mtg. Self-Assessment
Special Board Meeting Tues, Nov 12, 2024* 6:00 PM			<ul style="list-style-type: none"> • Resolution Approving of Elections • Resolution Issuance of Certificates of Elections 				
Board Workshop Tues, Nov 12, 2024* 6:15 PM *Veterans Day, Mon, Nov 11, 2024							<ul style="list-style-type: none"> • Review of School Board Treasurers Mid-Year Report • Discuss January January 2025 inspiring News Topic

EDEN PRAIRIE SCHOOL BOARD
2024-2025 ANNUAL WORK PLAN

Board Meetings

Board Workshops

Other Meetings

October 28, 2024

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"> • EL Monitoring Process • Confirm agenda for next Board Workshop
School Board “New Director Orientation” Session Date/Time/Location TBD							
Board Meeting Mon, Nov 25, 2024 6:00 PM	EL 2.9 Communication and Support to the School Board •EL 2.2 and EL 2.2.1 •EL 2.3 Treatment of Parents (Moved from 9/23/24 Board Mtg.)	School Board Mid-Year Treasurer’s Report	•Record of Board Self-Evaluation	<i>Draft:</i> January 2025 Inspiring News	Monthly Reports	•World’s Best Workforce Report <i>(Moved from 10/28/24)</i> • FY 2023-2024 Achievement Integration Summary Report <i>(Moved from 10/28/24)</i> • Incidental: - READ Act	79
Post Meeting Board Workshop Mon, Nov 25, 2024							•School Board Mtg. Self-Assessment
Board Meeting Mon, Dec 9, 2024 6:00 PM	•EL 2.5 Financial Planning and Budgeting •EL 2.0 Global Executive Constraint		• Approval of Final FY 2025-26 Levy • Approval of School Board Mid-Year Treasurer’s Report • <u>Closed Session:</u> Review of FY 2023-24 Superintendent Annual Review -Minnesota Statute 13D.05, Subd. 3	•Final Approval for January 2025 Inspiring News Article	•Monthly Reports •MSHSL Grant Application	•Truth in Taxation Hearing Planning and Budgeting •FY 2023-24 Audited Financial Presentation •Pathways/New Programming	

EDEN PRAIRIE SCHOOL BOARD
2024-2025 ANNUAL WORK PLAN

Board Meetings

Board Workshops

Other Meetings

October 28, 2024

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			
			•Record of Board Self-Evaluation				
Post Meeting Board Workshop Mon, Dec 9, 2024							• School Board Mtg. Self-Assessment

<p>****2025****</p> <p>Annual Organizational Meeting Mon, Jan 6, 2025 6:00 PM</p>			<ul style="list-style-type: none"> • 2025 Annual Organizational Mtg. <ul style="list-style-type: none"> - Election of Officers - School Board Compensation - School Board Calendar • School Board Meeting Calendar: January 1, 2025, through June 30, 2025 • Resolution for Combining Polling Places for the General Elections for 2026 • Appointment of Intermediate District 287 Representative 		<ul style="list-style-type: none"> • 2025 Annual School District Organizational Items: <ul style="list-style-type: none"> - School District Newspaper - School District Depository/Financial Institutions - Money Wire Transfers - Early Claims Payment - School District Legal Counsel - School District Responsible Authority - Deputy Clerk & Deputy Treasurer - Facsimile Signature Authorization - Authorization to Sign Contracts - Local Education Agency (LEA) Representative - MDE Designation of Identified Official with Authority (IOWA) 		80
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EDEN PRAIRIE SCHOOL BOARD
2024-2025 ANNUAL WORK PLAN

Board Meetings

Board Workshops

Other Meetings

October 28, 2024

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			
Board Workshop Mon, Jan 6, 2025 6:30 PM Convene following the Annual Organizational Meeting							<ul style="list-style-type: none"> • 2025 Committees & Outside Organization Discussion • Budget: 5-Year Financial Forecast • Discuss April 2025 Inspiring News Topic • Confirm agenda for next Board Workshop
Board Meeting Mon, Jan 27, 2025 6:00 PM		<ul style="list-style-type: none"> • FY 2025-26 Final School Calendar (<i>Draft</i>) • FY 2026-27 Preliminary School Calendar (<i>Draft</i>) • FY 2025-26 Budget Timelines – <i>First Reading</i> • FY 2025-26 Budget Assumptions – <i>First Reading</i> 	<ul style="list-style-type: none"> • FY 2024-25 Mid-Year Budget Approval • <i>Resolution:</i> 2025 Facilities Maintenance Bonds (LTFM) Issuance – Intent to Issue • Record of Board Self-Evaluation 	2025 School Board Committee & Outside Organization Assignments	<ul style="list-style-type: none"> • Monthly Reports • FY 2025-26 Bus Purchase • Pay Equity Reporting 	Incidental: - Artificial Intelligence (AI)	
Post Meeting Board Workshop Mon, Jan 27, 2025							School Board Meeting Self-Assessment
Board Workshop <i>Governance Training</i> February 2025 Date: TBD							<i>Governance Training (for new Board Members)</i>

EDEN PRAIRIE SCHOOL BOARD
2024-2025 ANNUAL WORK PLAN

Board Meetings

Board Workshops

Other Meetings

October 28, 2024

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			
Board Workshop Mon, Feb 10, 2025 6:00 PM							<ul style="list-style-type: none"> • Finance Overview • <i>EL Monitoring Process</i> • Agenda Items: Walk-through School Board Agenda • Sample Agenda & Discussion of Agenda Elements • Source of Agenda Items: Board Request for Information; Superintendent Information; Agenda Timeline • Confirm agenda for next Board Workshop
Board Meeting Mon, Feb 24, 2025 6:00 PM			<ul style="list-style-type: none"> • Closed Session – Safety & Security Update (Minnesota Statute 13D.05, Subdivision 3(d)) • Record of Board Self-Evaluation 	<ul style="list-style-type: none"> • Draft for April 2025 Inspiring News • Draft for June 2025 Community Magazine Joint Messaging 	<ul style="list-style-type: none"> • Monthly Reports • Approval of FY 2025-26 School Calendar • Approval of Preliminary FY 2026-27 School Calendar • American Indian Education Report 		
Post Meeting Board Workshop Mon, Feb 24, 2025							School Board Meeting Self-Assessment

EDEN PRAIRIE SCHOOL BOARD
2024-2025 ANNUAL WORK PLAN

Board Meetings

Board Workshops

Other Meetings

October 28, 2024

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			
Board Workshop Mon, Mar 10, 2025 6:00 PM							<ul style="list-style-type: none"> • Mechanics of Monitoring • Communication: Supporting the Board in the Role of Governance • Define Policy under Policy Governance: Ends, EL's, GP's & BMD's (Goals, Purpose & Structure of Policies) • Process for Monitoring and Changes in Policy • Confirm agenda for next Board Workshop
Board Meeting Mon, Mar 24, 2025 6:00 PM		<ul style="list-style-type: none"> • FY 2025-26 Capital Budget – <i>First Reading</i> 	<ul style="list-style-type: none"> • Final FY 2025-26 Budget Assumptions • Resolution: 2025 Facilities Maintenance Bonds (LTFM) – “Sale Day Report” (Ratify Bonds) • Record of Board Self-Evaluation • Closed Session – Negotiation Strategy (Minnesota Statute 13D.03, Subdivision 1) 	<ul style="list-style-type: none"> • Approval for April 2025 Inspiring News • Approval for June 2025 Community Magazine Joint Messaging 	<ul style="list-style-type: none"> • Monthly Reports • Resolution to Release Probationary Teachers 		

EDEN PRAIRIE SCHOOL BOARD
2024-2025 ANNUAL WORK PLAN

Board Meetings

Board Workshops

Other Meetings

October 28, 2024

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, Mar 24, 2025							School Board Meeting Self-Assessment
Board Workshop Mon, Apr 14, 2025 6:00 PM							<ul style="list-style-type: none"> • FY 2025-2025 Annual Work Plan Calendar Discussion • Discussion/Review all items in Placeholder area on "Work Plan Changes Document." • FY 2025-2026 School Board Meeting Calendar Discussion • FY 2025-2026 School Board Budget Discussion • Discuss Policy Change Process (Timelines and Process for Monitoring and Changes in Policy) • New Policy Introductions • Confirm agenda for next Board Workshop

EDEN PRAIRIE SCHOOL BOARD
2024-2025 ANNUAL WORK PLAN

Board Meetings

Board Workshops

Other Meetings

October 28, 2024

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			
Board Meeting Mon, Apr 28, 2025 6:00 PM		<ul style="list-style-type: none"> FY 2025-26 School Board Work Plan – <i>First Reading</i> FY 2025-26 School Board Budget – <i>First Reading</i> 	<ul style="list-style-type: none"> Approval of FY 2025-26 Capital Budget Approval of FY 2025-26 School Board Meeting Calendar <u>Closed Session:</u> Negotiation Strategy (Minnesota Statute 13D.03, Subdivision.1) Record of Board Self-Evaluation 		<ul style="list-style-type: none"> Monthly Reports 		85
Post Meeting Board Workshop Mon, Apr 28, 2025							School Board Meeting Self-Assessment
Board Workshop Mon, May 12, 2025 6:00 PM							Confirm agenda for next Board Workshop
Board Meeting <i>Tues, May 27, 2025*</i> 6:00 PM <i>*Memorial Day on Mon, May 27, 2025</i>		<ul style="list-style-type: none"> FY 2025-26 Budget – <i>First Reading</i> FY 2025-26 School Meal Prices - <i>DRAFT</i> 	<ul style="list-style-type: none"> Approval of FY 2025-26 School Board Work Plan Approval of FY 2025-26 School Board Budget Record of Board Self-Evaluation 		<ul style="list-style-type: none"> Monthly Reports 		

EDEN PRAIRIE SCHOOL BOARD
2024-2025 ANNUAL WORK PLAN

Board Meetings

Board Workshops

Other Meetings

October 28, 2024

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 Tues, May 27, 2025							•School Board Meeting Self-Assessment
Board Workshop Mon, June 9, 2025 6:00 PM							<ul style="list-style-type: none"> •General Fund Budget Q&A •All Ends 1.1 – 1.6 OI's •Discuss September 2025 Inspiring News Topic •Confirm agenda for next Board Workshop
Board Meeting Mon, June 23, 2025 6:00 PM	OI's for FY 2025-26 all Ends 1.1 through 1.6		<ul style="list-style-type: none"> •Approval of FY 2025-26 Adopted Budget •ISD 287 10-Year Facilities Maintenance Resolution •Approval of FY 2025-26 School Meal Prices •Record of Board Self-Evaluation 	Review Draft for Inspiring News for September 2025	<ul style="list-style-type: none"> • Monthly Reports • EPS 10-Year Facilities Maintenance Plan • Q-Comp Annual Report • Summary Update of General District Policies • Annual Review of District Mandated Policies • MSHSL Resolution for Membership 		
Post Meeting Board Workshop Mon, Jun 23, 2025							•School Board Meeting Self-Assessment