

**INDEPENDENT SCHOOL DISTRICT 272 ~ EDEN PRAIRIE SCHOOLS**  
**UNOFFICIAL MINUTES OF THE SEPTEMBER 22, 2025**  
**SCHOOL BOARD MEETING**

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A Regular Meeting of the Independent School District 272, Eden Prairie Schools, was held on September 22, 2025, in the Eden Prairie District Administrative Offices, 8100 School Road, Eden Prairie, MN 55344.

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**1. Convene: 6:00 PM – Call to Order – School Board**

*Present:* Ann Bradsher, Steve Bartz, Aaron Casper, Kim Ross, Jody Ward-Rannow; Debjyoti Dwivedy participated remotely

*Not Present:* Abby Libsack

*Present:* Superintendent Josh Swanson

**2. Pledge of Allegiance**

**3. Agenda Review and Approval – Motion by K. Ross, Seconded by S. Bartz to approve of the agenda for Monday, September 22, 2025, meeting of the School Board of Independent School District 272, Eden Prairie Schools – Passed 6-0**

**4. Approval of Previous Minutes – Motion by S. Bartz, Seconded by K. Ross, to approve the UNOFFICIAL Minutes of the Regular School Board Meeting on August 25, 2025, the UNOFFICIAL Minutes of the Brief Business Meeting on September 8, 2025, and the Workshop Notes on September 8, 2025 – Passed 6-0**

**5. Spotlight on Success – EPHS - New EPHS Framework**

**6. Public Comment – None to Report**

**7. Announcements – Eagles Excellence**

- Starting strong tonight with an incredible showing from our students at EPHS: The Class of 2026 has 10 National Merit Semifinalists! Twelfth graders Alice Ling, Jessica Cao, Vivian Nguyen, Gwendolyn Glasrud, Kotono Kazama, Syon Shetty, Devanshu Shah, Ojas Sonbarse, Alexander Wycoff and Eshaan Salunke are among only 16,000 Semifinalists out of the 1.6 million students who took the Preliminary Scholastic Assessment Test (PSAT) last October. These Eagles now have the opportunity to continue in the National Merit Scholarship competition, in which approximately 7,500 scholarships will be awarded. Join me in **congratulating** these students on their incredible achievement!
- Earlier this month during an EPHS girls volleyball game, Sarah Wilhite Parsons ('13) was honored as one of the inductees to the Eden Prairie Schools Hall of Fame! During her time at EPHS, Parsons led the Eagles to their first-ever Class AAA state volleyball title, earned back-to-back Gatorade Player of the Year honors for Minnesota in 2011 and 2012, and was twice named to the Minnesota State Volleyball All-Tournament Team. While attending the University of Minnesota, Parsons made history in 2016 as the first Gopher to be named AVCA, ESPNW, and Big Ten Player of the Year. Her professional volleyball career has taken her around the world, and she was happy to be back in Eden Prairie celebrating her accomplishments! We'll be celebrating Sarah and 19 other exceptional inductees to our Hall of Fame on October 4 at the Eagle Excellence Showcase. As a preview of the night and to highlight Sarah since she can't be in attendance, we'd like to debut her Hall of Fame inductee video that will be shown at the Showcase.  
There are still tickets available for the Showcase! It's going to be an awesome night of community and celebration. You can find the link to tickets on our website.
- After the recent tragedy at Annunciation Catholic Church and School in Minneapolis, EPHS student leaders wondered what action they could take to express their support. The resulting project, Messages that Matter, involved EPHS students writing thousands of cards. A couple weeks ago, student leaders from across EPHS delivered blank cards to classrooms, where all students had the opportunity to write messages of support and encouragement to students, staff and community members at Annunciation. Student leaders are now determining how the notes can best be shared with the Annunciation community considering the school's evolving needs. Thank you, EPHS students, for contributing to your community.
- Also, this month, around 30 EPHS students performed and produced "Trajectories," a 41-year-old tradition of the drama department that features skits and dances entirely written, directed and choreographed by students.

This year's show featured six dances and nine skits, ranging from mystery to comedy to drama. It's so fun to see Eagles carrying forward a longstanding tradition that celebrates student creativity!

- September is **School Board Recognition Month!** Hopefully you saw the post we did on social media and the acknowledgements in Staff and Parent Post. I just wanted to take a moment to thank you for helping guide our district and support the success of our students and staff. We have a unique but effective structure here in Eden Prairie, where you give me a lot more latitude to make decisions that happens in other districts—but that also comes with a lot more accountability. So, thank you for the trust you place in me and all of our district staff, for the connections you build across our community, and for your deep care for each of our students. (And I'm not just saying this because you are my bosses.)
- On September 16, we celebrated National IT Professional Day! We're grateful for our Technology team that puts in so much work to ensure our students, families and staff are always able to use their tech for learning. Their expertise, patience and understanding are what make them so great! Thank you, Tech team!

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

- A. FY 2024-25 Year-end Preliminary Financial Report
- B. FY 2025-26 Preliminary Enrollment Report
- C. Kindergarten Marketing for 2026-2027

#### 9. Board Work

- A. Decision Preparation
- B. Required Board Action

- 1) Approval of Preliminary FY 2026-27 Levy Comparison – **Motion** by S. Bartz, **Seconded** by A. Casper, move that the School Board of Independent School District #272, approve the preliminary tax levy at the 'maximum' for taxes payable in 2026 – Passed 6-0
  - a. Executive Summary
  - b. Levy Comparison
  - c. Levy Presentation Pay 26

**Motion** by A. Casper, **Seconded** by S. Bartz to move into recess at 7:11 PM – Passed 6-0; resumed at 7:18 PM

#### C. Policy Monitoring

- 1) Ends 1.1 through 1.6 Evidence (FY 2024-25)
 

*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 K. Ross, to accept the Superintendent Monitoring Report for Policy Ends 1.1, with the assertion that the evidence demonstrates expected progress – Passed 6-0
  - b. Ends Policy 1.2 - Each student is reading at grade level by the end of third grade.
 

**Evidence Motion** by S. Bartz, **Seconded** by A. Casper to accept the Superintendent Monitoring Report for Ends Policy 1.2 with the assertion that the evidence did not demonstrate expected progress – Passed 6-0
  - 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 K. Ross, **Seconded** by S. Bartz to accept the Monitoring Report for End 1.3 and the Superintendent's assertion that the evidence does not support that expected progress was made – Passed 6-0
  - d. Ends Policy 1.4 - Each student receives a broad-based education that exceeds the Minnesota State Graduation Requirements.
 

**Evidence Motion** by S. Bartz, **Seconded** by A. Casper to accept the Superintendent's Monitoring Report for Policy Ends 1.4 with the assertion that the evidence demonstrates expected progress – Passed 6-0
  - 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 A. Bradsher to accept the Superintendent's assertion that the evidence for Ends Policy 1.5 demonstrates expected progress – Passed 6-0

- 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 A. Bradsher to accept the Superintendent's assertion that the evidence demonstrated in Ends Policy 1.6 demonstrates expected progress – Passed 6-0

2) Executive Limitations (EL's)

- 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** by S. Bartz, **Seconded** by A. Casper, the OI for the overarching Policy EL 2.3 is reasonable – Passed 6-0

**Evidence Motion** by K. Ross, **Seconded** by S. Bartz, to accept the Superintendent's assertion that EL 2.3 is in compliance – Passed 6-0

- (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.
- (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.
- (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** by S. Bartz, **Seconded** by K. Ross, OI for EL 2.3.1 to EL 2.3.3 is reasonable – Passed 6-0

**Evidence Motion** by K. Ross, **Seconded** by S. Bartz to accept the Superintendent's assertion of being in compliance for EL 2.3.1, EL 2.3.2 and EL 2.3.3 – Passed 6-0

- 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 A. Casper, **Seconded** by S. Bartz, EL Policy 2.6, the OI is reasonable – Passed 6-0

**Evidence Motion** by K. Ross, **Seconded** by A. Casper, accept the Superintendent's assertion that EL 2.6 is in compliance – Passed 6-0

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

**OI Motion** by S. Bartz, **Seconded** by A. Casper, the OI for EL 2.6.1 through EL 2.6.7 is reasonable – Passed 6-0

**Evidence Motion** by K. Ross, **Seconded** by A. Casper, to accept the Superintendent's assertion that EL 2.6.1 through EL 2.6.7 are in compliance – Passed 6-0

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

- 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.

**Motion** by K. Ross, **Seconded** by A. Casper, to find the board in compliance with BMD 3.0, 3.1, 3.2 and 3.3 – Passed 6-0

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

- 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.
- 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.

**Motion** by K. Ross, **Seconded** by A. Casper, that the board find that we are in compliance with GP 4.4, 4.5, 4.6, 4.7, 4.8 and 4.10 – Passed 6-0

D. Record of Board Self-Evaluation

- 1) 2024-25 Record of Board Policy Monitoring - Board-Management Delegation Policies - BMD's (*No Updates*)
- 2) 2024-25 Record of Board Policy Monitoring - Governance Process Policies - GP's (*No Updates*)
- 3) 2024-25 Record of Board Policy Monitoring - Executive Limitation - EL's

**Motion** by A. Casper, **Second** by A. Bradsher, we are in compliance with the 2024-25 Record of Board Policy Monitoring, accepting as presented – Passed 6-0

- 4) 2024-25 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 Superintendent's Consent Agenda as presented – Passed 6-0

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 2025
  - (2) July 2025
  - (3) August 2025

C. Accept Bid: EPHS Chiller Replacement

**11. Board Education, Required Reporting, Incidentals, Etc.**

A. Comprehensive Achievement & Civic Readiness and FY 2024-25 Achievement Integration Update

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

A. Board Development Committee

- 1) BDC Minutes for 9/2/2025 Meeting – **Motion** by K. Ross, **Seconded** by A. Casper, accept the BDC minutes for 9/2/2025 – Passed 6-0

B. Community Linkage Committee

- 1) *Final Approval*: Fall 2025 Inspiring News – **Motion** by S. Bartz, **Seconded** by K. Ross, accept final edition of the September 2025 Inspiring News article – Passed 6-0
- 2) CLC Committee Minutes for 9/4/2025 Meeting – **Motion** by S. Bartz, **Seconded** by A. Bradsher, to approve the CLC Committee meeting minutes – Passed 6-0

C. Negotiations Committee

D. Policy Committee

- 1) Policy Committee Minutes for 9/5/2025 Meeting.
- 2) 2025 Policy Update Project
- 3) Policy Update Process

**Motion** by A. Casper, **Seconded** by S. Bartz to accept the Policy Committee minutes from 9/5/2025 meeting, Policy Update Project and Update Process - Passed 6-0

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

- A. AMSD (Association of Metropolitan Schools) – *Superintendent Swanson (Brief update)*
- B. BrightWorks (formerly ECSU) – *Ann Bradsher (Brief update)*
- C. ISD 287 (Intermediate School District 287) - *Kim Ross (Update)*
- D. MSHSL (Minnesota State High School League) - *Ann Bradsher (Brief Update)*

**14. Board Work Plan**

- A. Work Plan "Change" Document – **Motion** by A. Casper, **Seconded** by S. Bartz, to accept Work Plan Changes for the October 13, 2025 Workshop, Placeholder item, and the February 23, 2026 Business Meeting – Passed 6-0

**Eden Prairie School Board 2025-26 Work Plan (*Proposed*) Changes – October 27, 2025**

Date of Meeting/Workshop	Changes Requested
Tuesday, October 7, 2025 – <b>Joint Meeting w/City of Eden Prairie &amp; City Council</b> (5:30 p.m.)	
Monday, October 13, 2025 – <b>Workshop</b>	<ul style="list-style-type: none"> <li>- CLC Community Engagement Discussion</li> <li>- Policy Update: Ends Policy Review Discussion</li> </ul>
Monday, October 27, 2025	
Monday, November 10, 2025 – <b>Workshop</b>	
Monday, November 24, 2025	
Monday, December 8, 2025	
Monday, January 5, 2025 – <b>Annual Board Meeting</b>	

Monday, January 5, 2025 – <b>Workshop</b>	
Monday, January 26, 2026	
Monday, February 9, 2026 – <b>Workshop</b>	
Monday, February 23, 2026	- Ends Report Update for Ends 1.2 & 1.3
Monday, March 9, 2026 – <b>Workshop</b>	
Monday, March 23, 2026	
Monday, April 13, 2026 – <b>Workshop</b>	
Monday, April 27, 2026	
Monday, May 11, 2026 – <b>Workshop</b>	
<i>Tuesday</i> , May 26, 2026	
Monday, June 8, 2026 – <b>Workshop</b>	
Monday, June 22, 2026	
<b>Placeholder – General Board Work</b>	
- Policy Education Meeting – Dr. John Tanner	
<b>Placeholder – Policy Review</b>	

B. 2025-26 Annual Board Work Plan

15. **Adjournment – Motion** by A. Casper, **Seconded** by K. Ross to adjourn at 9:23 PM – Passed 6-0

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Aaron Casper – Board Chair