

INDEPENDENT SCHOOL DISTRICT 272 ~ EDEN PRAIRIE SCHOOLS
OFFICIAL MINUTES OF THE OCTOBER 27, 2025
SCHOOL BOARD MEETING

A Regular Meeting of the Independent School District 272, Eden Prairie Schools, was held on October 27, 2025, in the Eden Prairie District Administrative Offices, 8100 School Road, Eden Prairie, MN 55344.

1. **Convene: 6:01 PM – Call to Order** – School Board
Present: Ann Bradsher, Aaron Casper, Debjyoti "DD" Dwivedy, Abby Libsack, Kim Ross, Jody Ward-Rannow;
Board Vice Chair, Steve Bartz, participated remotely
Present: Superintendent Josh Swanson
2. **Pledge of Allegiance**
3. **Agenda Review and Approval – Motion** by K. Ross, **Seconded** by A. Libsack to approve of the agenda for the Monday, October 27, 2025, meeting of the School Board of Independent School District 272, Eden Prairie Schools – Passed Unanimously
4. **Approval of Previous Minutes – Motion** by A. Bradsher, **Seconded** by K. Ross to approve the September 22, 2025 UNOFFICIAL Minutes of the School Board Regular Business Meetings, the October 13, 2025 Board Workshop Notes – Passed Unanimously
5. **Spotlight on Success** – Forest Hills Elementary — *Partnership with Senior Community Volunteer Members*
6. **Public Comment** – None to Report
7. **Announcements**
 - Starting off tonight with incredible news: Forest Hills has been recognized by the Minnesota Department of Education with a 2025 National Blue Ribbon Schools Award! This is an amazing honor for Principal Knorr and his team and a reflection of the outstanding work our students and staff do each day. Forest Hills' recognition as a Blue Ribbon school was built on several key strengths, including student achievement; designation as a PBIS (Positive Behavioral Interventions and Supports) Exemplar School for helping students be safe, kind and responsible; and a strong, positive school climate that helps every child thrive. This is our second time winning the nation's highest honor for schools in just two years, since Oak Point received the award in 2023. We couldn't be more proud of the work our students and staff are doing at Forest Hills. **Congratulations!**
 - Earlier this month, we hosted an incredible weekend celebration of Eagle Excellence at our Hall of Fame unveiling and the first-ever Eagle Excellence Showcase! From classroom visits from our inaugural inductees to a halftime recognition ceremony at the homecoming football game to an evening honoring the 20 members of our first Hall of Fame class — plus even more remarkable Eagles! — the weekend was rich with the amazing accomplishments and contributions of our school community. Thank you to everyone who made this inspiring celebration possible, including the several Board members who joined us!
 - **Congratulations** to 12th grader Tarun Tamma, who has been selected from more than 107,000 students as a semifinalist for the 2026 Coke Scholars Program! Just over 1% of students who apply are selected as semifinalists. The eventual winners of the \$20,000 scholarships, which are granted to students who have made significant impacts on their schools and communities through leadership and service, will be announced in the spring. Well done, Tarun! We're so proud of your achievement and grateful for your contributions to our school community!
 - October 6 was National Coaches Day, a time to celebrate the incredible people who both challenge and encourage Eagles to be their best on and off the field. From fall to spring sports, our coaches work hard to inspire our students year-round! Their commitment to students' growth and achievement alongside their dedicated mentorship make a lasting impact on our students' lives. We especially want to acknowledge Eagles football coach Mike Grant! With Friday night's win, Coach Grant has achieved his 400th career victory — making him just the third coach in Minnesota high school football history to reach this incredible milestone! A brief announcement was made post-game, and true to form, Coach Grant kept the focus on the team and the playoff journey ahead. **Congratulations**, Coach Grant, and thank you for your decades of Eagle Nation leadership!
 - We're so proud of EPHS industrial technology teacher Sheila Stalberger, who was surprised last month as a winner of the Harbor Freight Tools for Schools Prize for Teaching Excellence! Ms. Stalberger is one of just 25 national winners of the prize this year and the only winner in Minnesota. The prestigious prize included \$35,000

for the EPHS industrial technology program and \$15,000 for Ms. Stalberger herself. There were some exciting virtual special guests at Sheila's surprise

celebration: One was me, which I thought was pretty cool, but apparently, I was upstaged a bit by Senator Amy Klobuchar. **Congratulations**, Ms. Stalberger — thank you for everything you do to encourage our students!

- **Congratulations** also to Oak Point Elementary School art teacher Jules Belmont, who was recognized this month as the Elementary Art Educator of the Year by Art Educators Minnesota! Ms. Belmont, who has been with Eden Prairie Schools since 2019, organizes the Oak Point art show each spring. That night celebrates students' favorite pieces of work from the whole year. "Getting to teach art means creating a space in the school where students can foster their creativity and imagination," she said. Congratulations, Ms. Belmont, on this well-deserved award!
- This fall, 17 12th graders from EPHS were selected as Commended Students in the 2026 National Merit Scholarship Program! Commended Students are recognized for exceptional academic potential demonstrated by their outstanding performance on the qualifying test for program entry, the 2024 Preliminary SAT/National Merit Scholarship Qualifying Test. Having 17 Commended students is really just tremendous and reflects the high school's commitment to academic excellence. **Congratulations** to this incredible group on their achievement!
- It was really a great month of recognitions for our staff across many areas of responsibility: On October 2, we celebrated National Custodian Day! We are so grateful for our hardworking team of custodians for keeping our schools and offices clean. They are crucial to making sure our spaces are welcoming, safe and ready for learning and supporting students. As for special honors on the Facilities team: **Congratulations** to Kyle Fisher, Director of Facilities, Safety & Grounds, and Seth Hamm, EPHS Maintenance and Operations Coordinator, for their recent recognitions by the Minnesota Educational Facilities Management Professionals Association! Mr. Fisher was awarded Facilities Management Professional of the Year for his professionalism, leadership and service, and Mr. Hamm was awarded Outstanding Educational Contributor for his dedication and commitment to educational facilities management. We're so proud of the inspiring work these two leaders accomplish each day!
- October is National Principals Month, a time to recognize the leadership, care and dedication that each of our principals brings to Eden Prairie Schools. From supporting staff to building meaningful connections with families to championing our students and their success, our principals make our schools a fantastic place to learn and grow. Thank you, principals! And special shout-out to Eden Lake Principal Brett Lobben, who is now Dr. Lobben! He recently defended his thesis on Elementary Principals' Descriptions and Perceptions of Effective Data Use, and we are so proud! Well done, Dr. Lobben!
- On Friday, September 26, we celebrated HR Professional Day! Our exceptional Human Resources team supports each of our employees, and their work allows staff members to be at their best as they serve our students each day. Thank you, HR team, for fostering a positive work environment and welcoming new staff with enthusiasm and care. We're grateful for you!
- Senior Daniel Siegert with Troop 695 celebrated earning the rank of Eagle Scout at the end of September at his Court of Honor ceremony at Prairie Lutheran Church. **Congratulations** Daniel on achieving this esteemed recognition for all your hard work over the years.

8. Board Work

A. Decision Preparation

B. Required Board Action

C. Policy Monitoring

1) Executive Limitations (EL's)

a. EL 2.4 - Treatment of Staff - The Superintendent shall not cause or allow a work environment that is unsafe, unwelcoming, inequitable, disrespectful, unclear or that otherwise inhibits effective staff performance.

OI Motion by D. Dwivedy, **Seconded** by A. Casper, that the OI for EL 2.4 and the child policies, EL 2.4.1 – EL2.4.5 are reasonable – Passed Unanimously

Evidence Motion by D. Dwivedy, **Seconded** by A. Casper that the Superintendent is in compliance with EL 2.4 and the subsequent child policies, EL 2.4.1 – EL 2.4.5 – Passed Unanimously

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

- (2) EL 2.4.2 - *The Superintendent shall not:* Operate without accessible, clearly-written personnel policies.
- (3) EL 2.4.3 - *The Superintendent shall not:* Operate without a reasonable, formal evaluation policy for all staff.
- (4) EL 2.4.4 - *The Superintendent shall not:* Allow staff to be unprepared to deal with emergency situations.
- (5) EL 2.4.5 - *The Superintendent shall not:* Operate without policies and procedures which prevent conflict of interest.

- b. EL 2.8 - Compensation and Benefits - *With respect to employment, compensation, and benefits to employees, consultants, and contract workers, the Superintendent shall not cause or allow jeopardy to financial integrity or to public image.*

OI Motion by K. Ross, **Seconded** by D. Dwivedy to find the OI for EL 2.8.1 and EL 2.8.2 to be reasonable and to roll up to the over-arching EL 2.8 – Passed Unanimously

Evidence Motion by K. Ross, **Seconded** by D. Dwivedy to accept the Superintendent’s assertion of compliance for EL 2.8.1 and EL 2.8.2 and by definition the over-arching EL 2.8 – Passed Unanimously

- (1) EL 2.8.1 - *The Superintendent shall not:* Promise or imply permanent or guaranteed employment.
- (2) EL 2.8.2 - *The Superintendent shall not:* Establish current compensation and benefits that deviate materially from the geographical or professional market for the skills employed. Further, compensation and benefits must not deviate from School Board-established parameters.

2) Governance Process (GP's)

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

Motion by K. Ross, **Seconded** by A. Casper to find the Board in compliance with the over-arching GP 4.0 – Passed Unanimously

- 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.*

- 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:*

- 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.*

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

Motion by K. Ross, **Seconded** by A. Casper to find the Board in compliance with GP 4.1, GP 4.2, GP 4.3, GP 4.9 – Passed Unanimously

D. Record of Board Self-Evaluation

- 1) 2024-25 Record of Board Policy Monitoring - Board Management Delegation Policies (BMD's) & Governance Policies (GP's)
- 2) 2023-24 Record of Board Policy Monitoring - Executive Limitations (EL's)
- 3) 2023-24 Record of Board Policy Monitoring - Ends 1.1 - 1.6

Motion by D. Dwivedy, **Seconded** by K. Ross to accept 8D-1, 2024-25 Record of Board Policy Monitoring for BMD'S and GP's, 8D-2, 2023-24 Record of Board Policy Monitoring for EL's, and 8D-3, 2023-24 Record of Board Policy Monitoring for Ends 1.1-1.6 – Passed Unanimously

- 9. **Superintendent Consent Agenda – Motion** by A. Casper, **Seconded** by A. Bradsher to accept the Superintendent’s Consent Agenda as presented – Passed Unanimously

A. Monthly Reports

- 1) Resolution of Acceptance of Donations

- 2) Human Resources Report
- 3) Business Services Reports
 - a. Board Business
 - b. Financial Report - Monthly Revenue/Expenditure Report
- B. MSHSL Form A
- 10. **Superintendent's Incidental Information Report**
 - A. Enrollment Report as of October 1, 2025
- 11. **Board Education, Required Reporting, Incidentals, Etc.**
- 12. **Board Action on Committee Reports & Minutes**
 - A. Board Development Committee
 - B. Community Linkage Committee
 - C. Negotiations Committee
 - D. Policy Committee – *Brief Update*
- 13. **Other Board Updates (AMSD, BRIGHTWORKS, ISD 287, MSHSL)**
 - A. AMSD (Association of Metropolitan Schools) - Abby Libsack (*Brief update to the Board*)
 - B. BrightWorks - Ann Bradsher (*Brief update to the Board*)
 - C. ISD 287 (Intermediate School District 287) - Kim Ross (*Update to the Board*)
 - D. MSHSL (Minnesota State High School League) - Ann Bradsher (*No update*)
- 14. **Board Work Plan**
 - A. Work Plan "Change" Document – **Motion** by A. Casper, **Seconded** by A. Libsack to approve as presented – Passed Unanimously

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

Date of Meeting/Workshop	Changes Requested
Monday, November 10, 2025 – Workshop	<ul style="list-style-type: none"> - Remove Treasurer's Report Update (will take place at the 11/24/2025 Mtg) - Board Education Training with Dr. John Tanner
Monday, November 24, 2025	<u>Incidentals:</u> <ul style="list-style-type: none"> - Flight Plan 2035 Study Team Process - Artificial Intelligence (AI) Updates
Monday, December 8, 2025	
Monday, January 5, 2025 – Board Annual Organizational Meeting	
Monday, January 5, 2025 – Workshop	<ul style="list-style-type: none"> - Policy Update Prioritization Discussion
Monday, January 26, 2026	
Monday, February 9, 2026 – Workshop	
Monday, February 23, 2026	<u>Board Education:</u> <ul style="list-style-type: none"> - Flight Plan 2035 Study Team Update
Monday, March 9, 2026 – Workshop	<ul style="list-style-type: none"> - Demographics Study
Monday, March 23, 2026	<u>Board Education:</u> <ul style="list-style-type: none"> - Flight Plan 2035 Facilities Update
Monday, April 13, 2026 – Workshop	
Monday, April 27, 2026	
Monday, May 11, 2026 – Workshop	
Tuesday, May 26, 2026	<u>Board Education:</u> <ul style="list-style-type: none"> - Flight Plan 2035 Facilities Update
Monday, June 8, 2026 – Workshop	
Monday, June 22, 2026	
Placeholder – General Board Work	
<ul style="list-style-type: none"> - Policy Education Meeting – Dr. John Tanner (moved to 11/10/2025) - Board Development Team Building – Strength Finder 	
Placeholder – Policy Review	

B. 2025-26 Board Annual Work Plan

15. **Adjournment – Motion** by K. Ross, **Seconded** by A. Bradsher to adjourn at 7:21 PM.



Abby Libsack – Board Clerk