



TO: School Board Members

FROM: Brian Schultz, Director of Finance

DATE: October 12, 2026

SUBJECT: Administrative Review of Policy 421, Gifts to Employees

BACKGROUND

An administrative review of Policy 421 has been performed and the current policy adheres to the district's processes and procedures currently in place. The district's current policy was reviewed against MSBA's model policy and continues to match that language. Based on this review, no changes are recommended at this time other than adding the term "guardian" where needed. This policy was last updated in October of 2023.

School District 197 reviews its policies on a 3-year cycle unless otherwise required by law. Typically, recommended policy changes are brought to the school board for three readings, with approval at the third reading. However, when the administration is recommending minor or no changes to the policy, it is labeled as an "administrative review." Consistent changes the board has asked to be applied to policies are considered minor. One example is using more inclusive language such as using "parent/guardian" instead of just "parent."

When labeled an "administrative review" the policy is placed on the consent agenda for a single reading with a recommendation to approve the policy as presented. As a reminder, board members always have the opportunity to remove a policy from the consent agenda to discuss it as part of the main agenda.

The policy was reviewed using the district's Four-Way Equity Test. This policy does not provide specific opportunities for the underserved, underrepresented or disadvantaged, but rather provides compliance procedures in order for the district to be in compliance with state statutes.

RECOMMENDED RESOLUTION

BE IT RESOLVED by the School Board of School District 197 to approve Policy 421, Gifts to Employees, as presented.