# Redline: Fridley Policy 208 with 2026 MSBA/MASA Updates

## 208 DEVELOPMENT, ADOPTION, AND IMPLEMENTATION OF POLICIES

### I. PURPOSE

The purpose of this policy is to emphasize the importance of the policy-making role of the School Board and provide the means for it to be an ongoing effort.

### II. GENERAL STATEMENT OF POLICY

Formal guidelines are necessary to ensure the school community that the school system responds to its mission and operates in an effective, efficient, and consistent manner. A set of written policies shall be maintained and modified as needed. Policies shall define the desire and intent of the School Board and should be in a form that is sufficiently explicit to guide administrative action. All employees are responsible to implement and comply with School Board policies in a conscientious and professional manner.

### III. DEVELOPMENT OF POLICY

A. The School Board has jurisdiction to legislate policy with the force and effect of law for the school district. School district policy provides the school board's general direction for the school district while delegating policy implementation to the administration.

B. The School district's policies provide guidelines and goals to the school community. The policies are the basis for guidelines and directives created by the administration. The School Board shall determine the effectiveness of policies by evaluating periodic reports from the administration.

C. Policies may be proposed by a School Board member, employee, student, or resident of the school district. Proposed policies or ideas shall be submitted to the superintendent for review prior to possible placement on the School Board agenda. The superintendent will be responsible to provide for regular policy revisions or new policies to be recommended to the School Board.

### IV. ADOPTION AND REVIEW OF POLICY

A. The School Board shall give notice of proposed policy changes or adoption of new policies by placing the item on the agenda of two School Board meetings. The proposals shall be ~~read~~distributed and public comment will be allowed at both meetings.

B. The final action taken to adopt the proposed policy shall be approved by a simple majority vote of the School Board at a meeting after the two meetings at which public input was received. The policy will be effective on the latter of the date of passage or the date stated in the motion.

C. In an emergency, a new or modified policy may be adopted by a majority vote of a quorum of the School Board in a single meeting. A statement regarding the emergency and the need for immediate adoption of the policy shall be included in the minutes. The policy adopted in an emergency shall expire within one year following the emergency action unless the policy adoption procedure stated above is followed and the policy is reaffirmed. The School Board shall have discretion to determine what constitutes an emergency.

D. If a policy is ~~modified~~revised with minor, technical changes that do not affect the substance of the policy ~~or because of a legal change over which the School Board has no control, the modified policy may be approved at one meeting at the discretion of the School Board.~~, the School Board directs school district staff to incorporate the technical revisions in the relevant policy.

If a policy is revised because of a legal change over which the School Board has no control, the modified policy may be approved at one meeting at the discretion of the School Board.

**V. IMPLEMENTATION OF AND ACCESS TO POLICY**

A. The superintendent shall be responsible for implementing School Board policies, other than the policies that cover how the school board will operate. The superintendent shall develop administrative guidelines and directives to provide greater specificity and consistency in the process of implementation. These guidelines and directives, including employee and student handbooks, shall be subject to annual review and approval by the School Board. It shall be the responsibility of all employees to keep informed about and to implement School Board policies.

B. Each School Board member shall have access to school district policies. A copy of the school district policies is available online on the school website. A QR Code shall be placed in the office of each school and in the district office and shall be available for reference purposes to employees or other interested persons.

C. The superintendent, employees designated by the superintendent, and individual School Board members shall be responsible for keeping the policy current.

D. The school board shall review policies at least once every three years. The superintendent shall be responsible for developing a system of periodic review, addressing approximately one third of the policies annually. In addition, the school board shall review the following policies annually: 410 Family and Medical Leave Policy; 506 Student Discipline; 722 Public Data Requests; and 806 Crisis Management Policy.

E. When no School Board policy exists to provide guidance on a matter, the superintendent is authorized to act appropriately under the circumstances keeping in mind the mission, educational philosophy, and financial condition of the school district. Under such circumstances, the superintendent shall advise the School Board of the need for a policy and present a recommended policy to the School Board for approval.

**Legal References:**

~~Minn. Stat. 123.33, Subd. 1 (School Boards Powers) Minn. Stat. 123.35, Subd. 1 (School District Powers)~~

Minn. Stat. § 123B.02, Subd. 1 (School District Powers)

Minn. Stat. § 123B.09, Subd. 1 (School Board Powers)

**Cross References:**

Policy 305 (Policy Implementation)

**SCHOOL BOARD ACTION:**

Adopted December 21, 1999

Revised July 19, 2011

Revised February 17, 2015

Revised May 17, 2016

Revised May 17, 2022

Revised October 18, 2022

Revised _____, 2026

# Part 2 — 2026 MSBA/MASA Model Policy 208

MSBA/MASA Model Policy 208

Orig. 1995

Rev. 2026

**208 DEVELOPMENT, ADOPTION, AND IMPLEMENTATION OF POLICIES**

*[Note: The provisions of this policy are recommendations. The procedures for policy development, adoption, and implementation are not specifically provided by statute.]*

**I. PURPOSE**

The purpose of this policy is to emphasize the importance of the policy-making role of the school board and provide the means for it to be an ongoing effort.

**II. GENERAL STATEMENT OF POLICY**

Formal guidelines are necessary to ensure the school community that the school system responds to its mission and operates in an effective, efficient, and consistent manner. A set of written policies shall be maintained and modified as needed. Policies should define the desire and intent of the school board and should be in a form that is sufficiently explicit to guide administrative action.

**III. DEVELOPMENT OF POLICY**

A. The school board has jurisdiction to legislate policy with the force and effect of law for the school district. School district policy provides the school board's general direction for the school district while delegating policy implementation to the administration.

B. The school district's policies provide guidelines and goals to the school community. The policies are the basis for guidelines and directives created by the administration. The school board shall determine the effectiveness of policies by evaluating periodic reports from the administration.

C. Policies may be proposed by a school board member, employee, student, or resident of the school district. Proposed policies or ideas shall be submitted to the superintendent for review prior to possible placement on the school board agenda.

**IV. ADOPTION AND REVIEW OF POLICY**

A. The school board shall give notice of proposed policy changes or adoption of new policies by placing the item on the agenda of two (2) school board meetings. The proposals shall be distributed and public comment will be allowed at both meetings.

B. The final action taken to adopt the proposed policy shall be approved by a simple majority vote of the school board at a meeting after the two (2) meetings at which public input was received. The policy will be effective on the latter of the date of passage or the date stated in the motion.

C. In an emergency, a new or modified policy may be adopted by a majority vote of a quorum of the school board in a single meeting. A statement regarding the emergency and the need for immediate adoption of the policy shall be included in the minutes. The policy adopted in an emergency shall expire within one (1) year following the emergency action unless the policy

adoption procedure stated above is followed and the policy is reaffirmed. The school board shall have discretion to determine what constitutes an emergency.

D. If a policy is revised with minor, technical changes that do not affect the substance of the policy, the school board directs school district staff to incorporate the technical revisions in the relevant policy.

If a policy is revised because of a legal change over which the school board has no control, the modified policy may be approved at one (1) meeting at the discretion of the school board.

*[Note: The school board may choose to direct school district staff or the school board's policy committee to incorporate technical revisions, such as statutory references, grammatical improvements, and similar matters without requiring formal school board approval of the technical revision.]*

**V. IMPLEMENTATION OF AND ACCESS TO POLICY**

A. The superintendent shall be responsible for implementing school board policies, other than the policies that cover how the school board will operate. The superintendent shall develop administrative guidelines and directives to provide greater specificity and consistency in the process of implementation. These guidelines and directives, including employee and student handbooks, shall be subject to annual review and approval by the school board.

B. Each school board member shall have access to school district policies. A copy of the school district policies shall be placed in the office of each school attendance center and in the central school district office and shall be available for reference purposes to other interested persons.

C. The superintendent, employees designated by the superintendent, and individual school board members shall be responsible for keeping the policy current.

D. The school board shall review policies at least once every three (3) years. The superintendent shall be responsible for developing a system of periodic review, addressing approximately one third of the policies annually. In addition, the school board shall review the following policies annually: 506 Student Discipline; 722 Public Data Requests; and 806 Crisis Management Policy.

E. When no school board policy exists to provide guidance on a matter, the superintendent is authorized to act appropriately under the circumstances keeping in mind the mission, educational philosophy, and financial condition of the school district. Under such circumstances, the superintendent shall advise the school board of the need for a policy and present a recommended policy to the school board for approval.

**Legal References:**

Minn. Stat. § 123B.02, Subd. 1 (School District Powers)

Minn. Stat. § 123B.09, Subd. 1 (School Board Powers)

**Cross References:**

MSBA/MASA Model Policy 305 (Policy Implementation)

## Part 3 — The Two New Changes

- **Change 1: Technical revisions no longer need a board vote (Section IV.D)**
  - **Current Fridley:** Minor changes and legally required changes are both approved by the board at one meeting.
  - **2026 model:** The two are separated. Minor, technical changes that don't affect substance (statutory citations, grammar, similar fixes) are incorporated by district staff without a board vote.
  - **Unchanged:** Changes forced by a law change the board doesn't control can still be approved at one meeting at the board's discretion.
  - **Board decision needed:** Assign technical revisions to district staff (as drafted in the redline) or to the board's policy committee.
  - **Effect:** Fewer routine policy items on board agendas, faster cleanup of outdated references.
- **Change 2: Annual board approval of administrative guidelines and handbooks (Section V.A)**
  - **New requirement:** The superintendent's administrative guidelines and directives, including employee and student handbooks, are subject to annual review and approval by the school board.
  - **Current Fridley:** No such requirement; the superintendent develops guidelines without annual board approval.
  - **Effect:** Adds a recurring item to the board calendar and a preparation timeline for handbook owners.
  - **Recommended next step:** Review the workload and calendar impact with Dr. Lewis before first reading.
- **Also in the redline (technical, not substantive)**
  - IV.A: "read" changed to "distributed."
  - Legal references updated from outdated Minn. Stat. 123.33/123.35 to §§ 123B.02 and 123B.09.
  - Punctuation fixes in III.C, V.D, and V.E.
  - Fridley local language kept: employee responsibility (II, V.A), superintendent's revision role (III.C), website/QR-code access (V.B), and Policy 410 on the annual review list (V.D).