

Date: Oct 17, 2025

TO: Fellow POLSD Board Members

RE: Reviewing policies > 10 years old

FROM: Carol Hacherl & Stephanie Griffith

At the summer Board conference, OSBA's policy team recommended that Board Members review any policies over 10 years old for update or deletion. Per OSBA, having accurate policies in place and ensuring we follow those policies is how "school boards exercise leadership in the operation of the school system, inform the public, and establish a legal record as well as a legal basis for board actions."

As you know, we've found that ~2/3 of the policies in our online manual were last updated more than 10 years ago. Following discussion at a previous Board meeting, Stephanie and Carol met to consider if/how the Board could systematically review and update these older policies.

We realized that going through all (250+) of our older policies would take many hours of Board time over many months. We also considered that unless we have access to updated policy guidance from OSBA during this process, our reviews could miss important legal requirements and/or best practice recommendations.

Policy facts:

-POLSD has retained an OSBA Policy Update subscription for many years (at least since 2004?). While we may have passed on some optional updates over the years, we have no reason to believe that our manual is missing any required updates.

-POLSD's policy support from OSBA currently includes 25 sample policy documents per year, in addition to OSBA's recommended updates. Additional policies "would be billable and limited in number." This means that OSBA will NOT simply provide us with updated versions of all our 10+ year old policies.

-OSBA WILL do a comprehensive policy review for us, but at significant cost -- \$3900 - \$7840 depending on the level of service provided. Funds for such a review are not included in the '25-'26 budget.

Carol's Recommendation:

1. Consider the value to the District of a comprehensive OSBA policy review. Should the Board budget for this process in a future year?
2. Meanwhile, to make sure we use our limited OSBA resources to best meet District priorities, I suggest as individual Board members, we continuously take ownership to look into the policy manual when we have policy-related questions or concerns. Any one of us may propose policies to be reviewed or considered by the full Board for updating.