Section/File:	423
Title:	Employee-Student Relationships
Adoption Date:	May 22,1978
Revisited:	June 26, 2006; November 26, 2018; March 10, 2026; April 14,2026; June 23, 2026; October 13, 2026

I. Purpose

St. Louis Park Public Schools ~~The school district~~ is committed to an educational environment in which all students are treated with respect and dignity. Every St. Louis Park Public Schools ~~school district~~ employee is to provide students with appropriate guidance, understanding, and direction while maintaining a standard of professionalism and acting within accepted standards of conduct.

II. Definitions

For the purpose of this policy, the following terms are defined as follows:

A. Employee(s): Any ~~staff person of~~ person employed (on a full-time or part-time basis) by St. Louis Park Public Schools~~,~~; any intern or volunteer of St. Louis Park Public Schools; and ~~as well as~~ any agent, independent contractor, or other person engaging in work for or on behalf of St. Louis Park Public Schools.

III. General Statement of Policy

A. This policy applies to all ~~school district~~ St. Louis Park Public Schools employees at all times, whether on or off duty and on or off ~~of school district~~ St. Louis Park Public Schools locations.

B. At all times, students will be treated by ~~teachers and other school district~~ all employees with respect, courtesy, and consideration and in a professional manner. Each ~~school district~~ employee is expected to exercise good judgment and professionalism in all interpersonal relationships with students. Such relationships must be and remain on a teacher-student basis or an employee-student basis.

C. Teachers must be mindful of their inherent positions of authority and influence over students. Similarly, other ~~school district~~ employees also may hold positions of authority over students of St. Louis Park Public Schools ~~the school district~~ and must be mindful of their authority and influence over students.

D. Sexual relationships between ~~school district~~ employees and students, without regard to the age of the student, are strictly forbidden and may subject the employee to criminal liability.

E. Other actions that violate this policy include, but are not limited to, the following:

1. Dating students.

2. Having any interaction/activity of a sexual or romantic nature with a student.

3. Committing or attempting to induce students or others to commit an illegal act or

act of immoral conduct which may be harmful to others or bring discredit to St. Louis Park Public Schools ~~the school district~~.

4. Supplying alcohol, any recreational ~~stimulant~~ drug, or any illegal substance to a student, allowing a student access to such substances, or failing to take reasonable steps to prevent such access from occurring.

F. ~~School district e~~Employees shall, whenever possible, employ safeguards against improper relationships with students and/or claims of such improper relationships. Such safeguards may include, but are not limited to, the following: avoiding altogether or minimizing physical contact, keeping doors open when talking or meeting with students one-on-one, and/or making sure that such meetings with a student take place in rooms with windows and/or others nearby.

~~[Note: Such safeguards may include the following: avoiding altogether or minimizing physical contact, keeping doors open when talking or meeting with students one-on-one, and/or making sure that such meetings with a student take place in rooms with windows and/or others nearby.]~~

G. Excessive informal and social involvement with individual students is unprofessional, is not compatible with employee-student relationships, and is inappropriate. Examples of excessive informal and social involvement ~~could~~ include, but are not limited to, building a trusting relationship with a student in order to exploit them, such as for sexual activity (i.e. grooming); using manipulative tactics to cause a student to become emotionally dependent and/or to discourage a student from trusting other adults; making plans with students outside of school; disclosing unnecessar~~i~~ly personal information to students; complimenting students on factors unrelated to school; ~~using intimate nicknames~~ and flirtatious conduct, ~~or pet names~~ etc.

H. ~~School district e~~Employees will adhere to applicable standards of ethics and professional conduct in Minnesota law.

I. Unless the employee and student are related, district employees must ~~gain parent or guardian consent and~~ have authorization from the Superintendent, or designee, before communicating with students through means outside of ~~the District~~ St. Louis Park Public Schools communication~~s~~ channels or electronic technology network. ~~District staff must create a procedure to ensure documentation of parent / guardian consent and authorization.~~ This applies to the use of ~~employee's~~ employees' personal phones or email accounts, text messaging, or other digital electronic communication technologies.

1. Employees are strongly discouraged from engaging in any social media interaction with students, including encouraging students to follow ~~an~~ their personal account or equivalent, unless it is through a social media account set up solely to share educational or school-related information. Additional expectations for staff use of

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social media are outlined in Policy 439 (Use of Social Media).

IV. Reporting and Investigation

A. Complaints and/or concerns regarding alleged violations of this policy shall ~~be handled in accordance with MSBA/MASA Model Policy 103 (Complaints - Students, Employees, Parents, Other Persons) unless other specific complaint procedures are provided within any other policy of St. Louis Park Public Schools. the school district.~~ be brought to the building principal, director, or supervisor. If the complaint involves the building ~~leader~~ principal, director, or supervisor, it shall be brought to the S~~s~~uperintendent. Employees who are mandated reporters under the Maltreatment of Minors Act must also comply with all reporting obligations under that Act.

B. All employees shall cooperate with any investigation of alleged acts, conduct, or communications in violation of this policy.

V. School District Action

Upon receipt of a report, St. Louis Park Public Schools ~~the school district~~ will take appropriate action. Such action may include, but is not limited to, warning, suspension, ~~exclusion, expulsion,~~ transfer, remediation, termination, or discharge. It also may include reporting to appropriate state or federal authorities, including the Minnesota Professional Educator Licensing and Standards Board or the appropriate licensing authority and appropriate agencies responsible for investigating reports of maltreatment of minors and/or vulnerable adults. School D~~d~~istrict action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law, and S~~s~~chool D~~d~~istrict policies.

VI. Scope of Liability

Employees are placed on notice that if an employee acts outside the performance of the duties of the position for which the employee is employed or is guilty of malfeasance, willful neglect of duty, or bad faith, St. Louis Park Public Schools ~~the school district~~ is not required to defend and indemnify the employee ~~for damages in school-related~~ in litigation.

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Legal References:

Minn. Stat. § 13.43, Subd. 16 (~~School District or Charter School Disclosure of Violence or Inappropriate Sexual Contact~~ Personnel Data)
Minn. Stat. § 122A.20, Subd. 2 (~~Mandatory Reporting to Professional Educator Licensing and Standards Board or Board of School Administrators~~ Suspension or Revocation of Licenses)
Minn. Stat. § 122A.40, Subds. 5(b) and 13(b) (Employment; Contracts; Termination~~Mandatory immediate discharge of teachers with license revocations due to child or sex abuse convictions~~)
Minn. Stat. §§ 609.341-609.352 (~~Defining "intimate parts" and "position of authority" as well as detailing various sex offenses~~Definitions)
Minn. Stat. Ch. 260E ~~§ 626.556~~ (Reporting of Maltreatment of Minors)
Minn. Stat. § 626.557 (Reporting of Maltreatment of Vulnerable Adults)
Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)
Minn. Rules Part 8710.2100 (Code of Ethics for Minnesota Teachers)

Cross References:

~~MSBA/MASA Model Policy 103 (Complaints – Students, Employees, Parents, Other Persons)~~
~~MSBA/MASA Model Policy 211 (Criminal or Civil Action Against School District, School Board Member, Employee or Student)~~
~~MSBA/MASA Model Policy 306 (Administrator Code of Ethics)~~
~~MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)~~
ISD 283 ~~MSBA/MASA Model~~ Policy 413 (Harassment and Violence)
ISD 283 ~~MSBA/MASA Model~~ Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
ISD 283 ~~MSBA/MASA Model~~ Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)
~~MSBA/MASA Model Policy 421 (Gifts to Employees and School Board Members)~~
ISD 283 ~~MSBA/MASA Model~~ Policy 507 (Corporal Punishment)
St. Louis Park School District Policy 439 (Use of Social Media)