SCHOOL DISTRICT 197
West St. Paul • Mendota Heights • Eagan Area

TO: School Board Members

FROM: Tye Michaels, Director of Human Resources

DATE: November 23, 2026

SUBJECT: Administrative Review of Policy 423, Employee-Student Relationships

BACKGROUND

A review of Policy 423, Employee-Student Relationships, has been completed. The policy adheres to the district's processes and procedures currently in place. This policy was last reviewed in August of 2023.

The policy language was changed to reflect updates to the MSBA Model Policy. Updates reflect the new grooming prohibition enacted by the 2026 Minnesota legislative session and changed the guidelines for where to direct complaints and/or concerns regarding alleged violations of the policy.

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.

This policy was also reviewed using the district's Four-Way Equity Test. This policy does not provide specific opportunities for underserved, underrepresented, or disadvantaged students, but rather provides all students with appropriate guidance, understanding and direction, while maintaining a standard of professionalism, and acting within accepted standards of conduct.

RESOLUTION

BE IT RESOLVED by the School Board of School District 197 to approve Policy 423, Employee-Student Relationships, as presented.