

INDEPENDENT SCHOOL DISTRICT 283

DATE OF ADOPTION: 05/22/78

REVISED: 06/26/06; 11/26/18; 3/10/2026; 4/14/2026

SECTION/FILE: 423

TITLE: EMPLOYEE-STUDENT RELATIONSHIPS

I. PURPOSE

~~The school district~~ **St. Louis Park Public Schools** is committed to an educational environment in which all students are treated with respect and dignity. Every 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. **Employees:** Any staff person of St. Louis Park Public Schools, as well as any agent, independent contractor, or other person engaging in work for 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 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 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 stimulus** 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~~ Employees shall, whenever possible, employ safeguards against improper relationships with students and/or claims of such improper relationships. 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.
- ~~*[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 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 unnecessarily personal information to students; complimenting students on factors unrelated to school; using overly familiar nicknames; etc.
- H. ~~School district~~ 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 parental consent and authorization through the Superintendent, or designee, before communicating with students through means outside of the District communications channels or electronic technology network. The request for consent must define the methods and purpose of the communication. This applies to the use of employee's 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, unless it is through a social media account set up solely to share educational or school-related information. Additional expectations for staff use of social media are outlined in Policy 439 (Use of Social Media).

III. 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.~~ **St. Louis Park Public Schools**. If the complaint involves the building leader, it shall be brought to the building principal, director or supervisor. If the complaint involves the building leader, it shall be brought to the superintendent.
- B. All employees shall cooperate with any investigation of alleged acts, conduct, or communications in violation of this policy.

IV. SCHOOL DISTRICT ACTION

Upon receipt of a report, ~~St. Louis Park Public Schools, the school district~~ **St. Louis Park Public Schools** 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 district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law, and school district policies.

V. 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~~ **St. Louis Park Public Schools** is not required to defend and indemnify the employee for damages in school-related litigation.

Legal References: Minn. Stat. § 13.43, Subd. 16 (~~School District or Charter School Disclosure of~~ **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)~~
~~MSBA/MASA Model Policy 413 (Harassment and Violence)~~
~~MSBA/MASA Model Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)~~
~~MSBA/MASA Model Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)~~
~~MSBA/MASA Model Policy 421 (Gifts to Employees and School Board Members)~~
~~MSBA/MASA Model Policy 507 (Corporal Punishment)~~
[St. Louis Park School District Policy 439 \(Use of Social Media\)](#)