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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FIRST SESSION

H. F. No. 532

01/31/2019 Authored by Erickson, Gruenhagen, Runbeck, Bennett and Demuth
The bill was read for the first time and referred to the Committee on Education Policy

1.1 A bill for an act
1.2 relating to education; requiring background checks; expanding mandatory reporting;
1.3 amending Minnesota Statutes 2018, sections 122A.18, subdivision 8; 122A.187,
1.4 by adding a subdivision; 122A.20, subdivisions 1, 2; 122A.40, subdivision 13;
1.5 122A.41, subdivision 6; 123B.03, subdivisions 1, 2; 299C.17; 609.095; 626.556,
1.6 subdivisions 3, 10, 10e; 631.40, subdivision 1a; proposing coding for new law in
1.7 Minnesota Statutes, chapter 299C.

1.8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.9 Section 1. Minnesota Statutes 2018, section 122A.18, subdivision 8, is amended to read:

1.10 Subd. 8. Background checks. (a) The Professional Educator Licensing and Standards
1.11 Board and the Board of School Administrators must request a criminal history background
1.12 check from the superintendent of the Bureau of Criminal Apprehension on all first-time
1.13 teaching applicants for licenses under their jurisdiction. Applicants must include with their
1.14 licensure applications:

1.15 (1) an executed criminal history consent form, including fingerprints; and

1.16 (2) a money order or cashier's check payable to the Bureau of Criminal Apprehension
1.17 for the fee for conducting the criminal history background check.

1.18 (b) The superintendent of the Bureau of Criminal Apprehension shall perform the
1.19 background check required under paragraph (a) by retrieving criminal history data as defined
1.20 in section 13.87 and shall also conduct a search of the national criminal records repository.
1.21 The superintendent is authorized to exchange fingerprints with the Federal Bureau of
1.22 Investigation for purposes of the criminal history check. The superintendent shall recover
1.23 the cost to the bureau of a background check through the fee charged to the applicant under
1.24 paragraph (a).

2.1 ~~(e) The Professional Educator Licensing and Standards Board or the Board of School~~
 2.2 ~~Administrators may issue a license pending completion of a background check under this~~
 2.3 ~~subdivision, but must notify the individual and the school district or charter school employing~~
 2.4 ~~the individual that the individual's license may be revoked based on the result of the~~
 2.5 ~~background check.~~

2.6 **EFFECTIVE DATE.** This section is effective July 1, 2019.

2.7 Sec. 2. Minnesota Statutes 2018, section 122A.187, is amended by adding a subdivision
 2.8 to read:

2.9 Subd. 7. **Background check.** The Professional Educator Licensing and Standards Board
 2.10 must request a criminal history background check from the superintendent of the Bureau
 2.11 of Criminal Apprehension on a licensed teacher applying for a renewal license who has not
 2.12 had a background check consistent with section 122A.18, subdivision 8, within the preceding
 2.13 five years.

2.14 **EFFECTIVE DATE.** This section is effective July 1, 2019.

2.15 Sec. 3. Minnesota Statutes 2018, section 122A.20, subdivision 1, is amended to read:

2.16 Subdivision 1. **Grounds for revocation, suspension, or denial.** (a) The Professional
 2.17 Educator Licensing and Standards Board or Board of School Administrators, whichever
 2.18 has jurisdiction over a teacher's licensure, may, on the written complaint of the school board
 2.19 employing a teacher, a teacher organization, or any other interested person, refuse to issue,
 2.20 refuse to renew, suspend, or revoke a teacher's license to teach for any of the following
 2.21 causes:

2.22 (1) immoral character or conduct;

2.23 (2) failure, without justifiable cause, to teach for the term of the teacher's contract;

2.24 (3) gross inefficiency or willful neglect of duty;

2.25 (4) failure to meet licensure requirements; ~~or~~

2.26 (5) fraud or misrepresentation in obtaining a license; or

2.27 (6) intentional and inappropriate patting, touching, pinching, or other physical contact
 2.28 with a student that is sexually motivated.

2.29 The written complaint must specify the nature and character of the charges.

3.1 (b) The Professional Educator Licensing and Standards Board or Board of School
 3.2 Administrators, whichever has jurisdiction over a teacher's licensure, ~~shall~~ must refuse to
 3.3 issue, refuse to renew, or automatically revoke a teacher's license to teach without the right
 3.4 to a hearing upon receiving a certified copy of a conviction showing that the teacher has
 3.5 been convicted of:

3.6 (1) child abuse, as defined in section 609.185₂;

3.7 (2) sex trafficking in the first degree under section 609.322, subdivision 1₂;

3.8 (3) sex trafficking in the second degree under section 609.322, subdivision 1a₂;

3.9 (4) engaging in hiring, or agreeing to hire a minor to engage in prostitution under section
 3.10 609.324, ~~subdivision~~ subdivisions 1, 1a, and 2;

3.11 (5) criminal sexual abuse conduct under section 609.342, 609.343, 609.344, 609.345,
 3.12 or 609.3451, subdivision 3₂, ~~or~~;

3.13 (6) indecent exposure under section 617.23, subdivision 3₂;

3.14 (7) solicitation of children to engage in sexual conduct or communication of sexually
 3.15 explicit materials to children under section 609.352₂;

3.16 (8) interference with privacy under section 609.746 or stalking under section 609.749
 3.17 and the victim was a minor₂;

3.18 (9) using minors in a sexual performance under section 617.246₂;

3.19 (10) possessing pornographic works involving a minor under section 617.247₂; or

3.20 (11) any other offense not listed in this paragraph that requires the person to register as
 3.21 a predatory offender under section 243.166, or a crime under a similar law of another state
 3.22 or the United States.

3.23 In addition, the board may refuse to issue, refuse to renew, or automatically revoke a teacher's
 3.24 license to teach without the right to a hearing upon receiving a certified copy of a stay of
 3.25 adjudication for any offense. The board shall send notice of this licensing action to the
 3.26 district in which the teacher is currently employed.

3.27 (c) A person whose license to teach has been revoked, not issued, or not renewed under
 3.28 paragraph (b), may petition the board to reconsider the licensing action if the person's
 3.29 conviction ~~for child abuse or sexual abuse~~ is reversed by a final decision of the court of
 3.30 appeals or the supreme court or if the person has received a pardon for the offense. The
 3.31 petitioner ~~shall~~ must attach a certified copy of the appellate court's final decision or the
 3.32 pardon to the petition. Upon receiving the petition and its attachment, the board ~~shall~~ must

4.1 schedule and hold a disciplinary hearing on the matter under section 214.10, subdivision 2,
4.2 unless the petitioner waives the right to a hearing. If the board finds that, notwithstanding
4.3 the reversal of the petitioner's criminal conviction or the issuance of a pardon, the petitioner
4.4 is disqualified from teaching under paragraph (a), clause (1), the board ~~shall~~ must affirm
4.5 its previous licensing action. If the board finds that the petitioner is not disqualified from
4.6 teaching under paragraph (a), clause (1), it ~~shall~~ must reverse its previous licensing action.

4.7 (d) The Professional Educator Licensing and Standards Board or Board of School
4.8 Administrators, whichever has jurisdiction over a teacher's licensure, must refuse to issue,
4.9 refuse to renew, or revoke a teacher's license to teach if the teacher has engaged in sexual
4.10 penetration as defined in section 609.321, subdivision 11, with a student enrolled in a school
4.11 where the teacher works or volunteers.

4.12 (e) The Professional Educator Licensing and Standards Board or Board of School
4.13 Administrators, whichever has jurisdiction over a teacher's licensure, must review and may
4.14 refuse to issue, refuse to renew, or revoke a teacher's license to teach upon receiving a
4.15 certified copy of a conviction showing that the teacher has been convicted of:

4.16 (1) a qualified domestic-violence-related offense as defined in section 609.02, subdivision
4.17 16;

4.18 (2) embezzlement of public funds under section 609.54;

4.19 (3) a felony involving a minor as the victim; or

4.20 (4) a gross misdemeanor involving a minor as the victim.

4.21 If an offense included in clauses (1) to (4) is already included in paragraph (b), the provisions
4.22 of paragraph (b) apply to the conduct.

4.23 (f) A decision by the Professional Educator Licensing and Standards Board to refuse to
4.24 issue, refuse to renew, suspend, or revoke a license must be reversed if the decision is based
4.25 on a background check and the teacher or license application is not the subject of the
4.26 background check.

4.27 (g) Section 122A.188 does not apply to a decision by the board to refuse to issue, refuse
4.28 to renew, or revoke a license under this paragraph. A person whose license is revoked, not
4.29 issued, or not renewed under this subdivision may appeal the decision by filing a written
4.30 request with the Professional Educator Licensing and Standards Board or the Board of
4.31 School Administrators, as appropriate, within 30 days of notice of the licensing action. The
4.32 board must then initiate a contested case under the Administrative Procedure Act, sections
4.33 14.001 to 14.69.

5.1 (h) The Professional Educator Licensing and Standards Board or Board of School
 5.2 Administrators, whichever has jurisdiction over a teacher's licensure, may suspend a teacher's
 5.3 license pending an investigation into a report of conduct that would be grounds for revocation
 5.4 under paragraph (b), (d), or (e). The teacher's license is suspended until the licensing board
 5.5 completes its disciplinary investigation and determines whether disciplinary action is
 5.6 necessary.

5.7 ~~(d)~~ (i) For purposes of this subdivision, the Professional Educator Licensing and Standards
 5.8 Board is delegated the authority to suspend or revoke coaching licenses.

5.9 **EFFECTIVE DATE.** This section is effective the day following final enactment.

5.10 Sec. 4. Minnesota Statutes 2018, section 122A.20, subdivision 2, is amended to read:

5.11 Subd. 2. **Mandatory reporting.** (a) A school board must report to the Professional
 5.12 Educator Licensing and Standards Board, the Board of School Administrators, or the Board
 5.13 of Trustees of the Minnesota State Colleges and Universities, whichever has jurisdiction
 5.14 over the teacher's or administrator's license, when its teacher or administrator is discharged
 5.15 or resigns from employment after a charge is filed with the school board under section
 5.16 122A.41, subdivisions 6, clauses (1), (2), and (3), and 7, or after charges are filed that are
 5.17 grounds for discharge under section 122A.40, subdivision 13, paragraph (a), clauses (1) to
 5.18 (5), or when a teacher or administrator is suspended or resigns while an investigation is
 5.19 pending under section 122A.40, subdivision 13, paragraph (a), clauses (1) to (5); 122A.41,
 5.20 subdivisions 6, clauses (1), (2), and (3), and 7; or 626.556, or when a teacher or administrator
 5.21 is suspended without an investigation under section 122A.41, subdivisions 6, paragraph (a),
 5.22 clauses (1), (2), and (3), and 7; or 626.556. The report must be made to the appropriate
 5.23 licensing board within ten days after the discharge, suspension, or resignation has occurred.
 5.24 The licensing board to which the report is made must investigate the report for violation of
 5.25 subdivision 1 and the reporting board must cooperate in the investigation. Notwithstanding
 5.26 any provision in chapter 13 or any law to the contrary, upon written request from the licensing
 5.27 board having jurisdiction over the license, a board or school superintendent shall provide
 5.28 the licensing board with information about the teacher or administrator from the district's
 5.29 files, any termination or disciplinary proceeding, any settlement or compromise, or any
 5.30 investigative file. Upon written request from the appropriate licensing board, a board or
 5.31 school superintendent may, at the discretion of the board or school superintendent, solicit
 5.32 the written consent of a student and the student's parent to provide the licensing board with
 5.33 information that may aid the licensing board in its investigation and license proceedings.
 5.34 The licensing board's request need not identify a student or parent by name. The consent

6.1 of the student and the student's parent must meet the requirements of chapter 13 and Code
6.2 of Federal Regulations, title 34, section 99.30. The licensing board may provide a consent
6.3 form to the district. Any data transmitted to any board under this section is private data
6.4 under section 13.02, subdivision 12, notwithstanding any other classification of the data
6.5 when it was in the possession of any other agency.

6.6 (b) The licensing board to which a report is made must transmit to the Attorney General's
6.7 Office any record or data it receives under this subdivision for the sole purpose of having
6.8 the Attorney General's Office assist that board in its investigation. When the Attorney
6.9 General's Office has informed an employee of the appropriate licensing board in writing
6.10 that grounds exist to suspend or revoke a teacher's license to teach, that licensing board
6.11 must consider suspending or revoking or decline to suspend or revoke the teacher's or
6.12 administrator's license within 45 days of receiving a stipulation executed by the teacher or
6.13 administrator under investigation or a recommendation from an administrative law judge
6.14 that disciplinary action be taken.

6.15 (c) The Professional Educator Licensing and Standards Board and Board of School
6.16 Administrators must report to the appropriate law enforcement authorities a revocation,
6.17 suspension, or agreement involving a loss of license, relating to a teacher or administrator's
6.18 inappropriate sexual conduct with a minor. For purposes of this section, "law enforcement
6.19 authority" means a police department, county sheriff, or tribal police department. A report
6.20 by the Professional Educator Licensing and Standards Board or the Board of School
6.21 Administrators to appropriate law enforcement authorities does not diminish, modify, or
6.22 otherwise affect the responsibilities of a licensing board, school board, or any person
6.23 mandated to report abuse under section 626.556.

6.24 (d) The Professional Educator Licensing and Standards Board and Board of School
6.25 Administrators must, immediately upon receiving information that gives the board reason
6.26 to believe a child has at any time been neglected or physically or sexually abused, as defined
6.27 in section 626.556, subdivision 2, report the information to:

6.28 (1) the local welfare agency, agency responsible for assessing or investigating the report,
6.29 or tribal social services agency; and

6.30 (2) the police department, county sheriff, or tribal police department.

6.31 A report under this paragraph does not diminish, modify, or otherwise affect the
6.32 responsibilities of a licensing board under section 626.556.

6.33 **EFFECTIVE DATE.** This section is effective July 1, 2019.

7.1 Sec. 5. Minnesota Statutes 2018, section 122A.40, subdivision 13, is amended to read:

7.2 Subd. 13. **Immediate discharge.** (a) Except as otherwise provided in paragraph (b), a
7.3 board may discharge a continuing-contract teacher, effective immediately, upon any of the
7.4 following grounds:

7.5 (1) immoral conduct, insubordination, or conviction of a felony;

7.6 (2) conduct unbecoming a teacher which requires the immediate removal of the teacher
7.7 from classroom or other duties;

7.8 (3) failure without justifiable cause to teach without first securing the written release of
7.9 the school board;

7.10 (4) gross inefficiency which the teacher has failed to correct after reasonable written
7.11 notice;

7.12 (5) willful neglect of duty; or

7.13 (6) continuing physical or mental disability subsequent to a 12 months leave of absence
7.14 and inability to qualify for reinstatement in accordance with subdivision 12.

7.15 For purposes of this paragraph, conduct unbecoming a teacher includes an unfair
7.16 discriminatory practice described in section 363A.13.

7.17 Prior to discharging a teacher under this paragraph, the board must notify the teacher in
7.18 writing and state its ground for the proposed discharge in reasonable detail. Within ten days
7.19 after receipt of this notification the teacher may make a written request for a hearing before
7.20 the board and it ~~shall~~ must be granted before final action is taken. The board may suspend
7.21 a teacher with pay pending the conclusion of the hearing and determination of the issues
7.22 raised in the hearing after charges have been filed which constitute ground for discharge.
7.23 If a teacher has been charged with a felony and the underlying conduct that is the subject
7.24 of the felony charge is a ground for a proposed immediate discharge, the suspension pending
7.25 the conclusion of the hearing and determination of the issues may be without pay. If a
7.26 hearing under this paragraph is held, the board must reimburse the teacher for any salary
7.27 or compensation withheld if the final decision of the board or the arbitrator does not result
7.28 in a penalty to or suspension, termination, or discharge of the teacher.

7.29 (b) A board must discharge a continuing-contract teacher, effective immediately, upon
7.30 receipt of notice under section 122A.20, subdivision 1, paragraph (b), that the teacher's
7.31 license has been revoked due to a conviction for:

7.32 (1) child abuse, as defined in section 609.185;

- 8.1 (2) sex trafficking in the first degree under section 609.322, subdivision 1;
- 8.2 (3) sex trafficking in the second degree under section 609.322, subdivision 1a;
- 8.3 (4) engaging in hiring or agreeing to hire a minor to engage in prostitution under section
- 8.4 609.324, ~~subdivision~~ subdivisions 1, 1a, and 2;
- 8.5 (5) ~~criminal sexual abuse conduct~~ criminal sexual abuse conduct under section 609.342, 609.343, 609.344, 609.345,
- 8.6 or 609.3451, subdivision 3, or 617.23, subdivision 3;
- 8.7 (6) indecent exposure under section 617.23, subdivision 3;
- 8.8 (7) solicitation of children to engage in sexual conduct or communication of sexually
- 8.9 explicit materials to children under section 609.352;
- 8.10 (8) interference with privacy under section 609.746 or stalking under section 609.749
- 8.11 and the victim was a minor;
- 8.12 (9) using minors in a sexual performance under section 617.246;
- 8.13 (10) possessing pornographic works involving a minor under section 617.247; ~~or~~
- 8.14 (11) any other offense not listed in this paragraph that requires the person to register as
- 8.15 a predatory offender under section 243.166, or a crime under a similar law of another state
- 8.16 or the United States; or
- 8.17 (12) any other offense not listed in this paragraph that requires notice of a licensing
- 8.18 action to the district according to section 122A.20, subdivision 1, paragraph (b).
- 8.19 (c) When a teacher is discharged under paragraph (b) or when the commissioner makes
- 8.20 a final determination of child maltreatment involving a teacher under section 626.556,
- 8.21 subdivision 11, the school principal or other person having administrative control of the
- 8.22 school must include in the teacher's employment record the information contained in the
- 8.23 record of the disciplinary action or the final maltreatment determination, consistent with
- 8.24 the definition of public data under section 13.41, subdivision 5, and must provide the
- 8.25 Professional Educator Licensing and Standards Board ~~and the licensing division at the~~
- 8.26 ~~department~~ with the necessary and relevant information to enable the Professional Educator
- 8.27 Licensing and Standards Board ~~and the department's licensing division~~ to fulfill ~~their~~ its
- 8.28 statutory and administrative duties related to issuing, renewing, suspending, or revoking a
- 8.29 teacher's license. Information received by the Professional Educator Licensing and Standards
- 8.30 Board ~~or the licensing division at the department~~ under this paragraph is governed by section
- 8.31 13.41 or other applicable law governing data of the receiving entity. In addition to the
- 8.32 background check required under section 123B.03, a school board or other school hiring

9.1 authority must contact the Professional Educator Licensing and Standards Board and the
 9.2 department to determine whether the teacher's license has been suspended or revoked,
 9.3 consistent with the discharge and final maltreatment determinations identified in this
 9.4 paragraph. Unless restricted by federal or state data practices law or by the terms of a
 9.5 collective bargaining agreement, the responsible authority for a school district must
 9.6 disseminate to another school district private personnel data on a current or former teacher
 9.7 employee or contractor of the district, including the results of background investigations,
 9.8 if the requesting school district seeks the information because the subject of the data has
 9.9 applied for employment with the requesting school district.

9.10 **EFFECTIVE DATE.** This section is effective the day following final enactment.

9.11 Sec. 6. Minnesota Statutes 2018, section 122A.41, subdivision 6, is amended to read:

9.12 Subd. 6. **Grounds for discharge or demotion.** (a) Except as otherwise provided in
 9.13 paragraph (b), causes for the discharge or demotion of a teacher either during or after the
 9.14 probationary period must be:

9.15 (1) immoral character, conduct unbecoming a teacher, or insubordination;

9.16 (2) failure without justifiable cause to teach without first securing the written release of
 9.17 the school board having the care, management, or control of the school in which the teacher
 9.18 is employed;

9.19 (3) inefficiency in teaching or in the management of a school, consistent with subdivision
 9.20 5, paragraph (b);

9.21 (4) affliction with a communicable disease must be considered as cause for removal or
 9.22 suspension while the teacher is suffering from such disability; or

9.23 (5) discontinuance of position or lack of pupils.

9.24 For purposes of this paragraph, conduct unbecoming a teacher includes an unfair
 9.25 discriminatory practice described in section 363A.13.

9.26 (b) A probationary or continuing-contract teacher must be discharged immediately upon
 9.27 receipt of notice under section 122A.20, subdivision 1, paragraph (b), that the teacher's
 9.28 license has been revoked due to a conviction for:

9.29 (1) child abuse, as defined in section 609.185;

9.30 (2) sex trafficking in the first degree under section 609.322, subdivision 1;

9.31 (3) sex trafficking in the second degree under section 609.322, subdivision 1a;

10.1 (4) engaging in hiring or agreeing to hire a minor to engage in prostitution under section
 10.2 609.324, ~~subdivision~~ subdivisions 1, 1a, and 2;

10.3 (5) criminal sexual abuse conduct under section 609.342, 609.343, 609.344, 609.345,
 10.4 or 609.3451, subdivision 3, ~~or~~;

10.5 (6) indecent exposure under section 617.23, subdivision 3;

10.6 (7) solicitation of children to engage in sexual conduct or communication of sexually
 10.7 explicit materials to children under section 609.352;

10.8 (8) interference with privacy under section 609.746 or stalking under section 609.749
 10.9 and the victim was a minor;

10.10 (9) using minors in a sexual performance under section 617.246;

10.11 (10) possessing pornographic works involving a minor under section 617.247; ~~or~~

10.12 (11) any other offense not listed in this paragraph that requires the person to register as
 10.13 a predatory offender under section 243.166, or a crime under a similar law of another state
 10.14 or the United States-; or

10.15 (12) any other offense not listed in this paragraph that requires notice of a licensing
 10.16 action to the district according to section 122A.20, subdivision 1, paragraph (b).

10.17 (c) When a teacher is discharged under paragraph (b) or when the commissioner makes
 10.18 a final determination of child maltreatment involving a teacher under section 626.556,
 10.19 subdivision 11, the school principal or other person having administrative control of the
 10.20 school must include in the teacher's employment record the information contained in the
 10.21 record of the disciplinary action or the final maltreatment determination, consistent with
 10.22 the definition of public data under section 13.41, subdivision 5, and must provide the
 10.23 Professional Educator Licensing and Standards Board ~~and the licensing division at the~~
 10.24 ~~department~~ with the necessary and relevant information to enable the Professional Educator
 10.25 Licensing and Standards Board ~~and the department's licensing division~~ to fulfill ~~their~~ its
 10.26 statutory and administrative duties related to issuing, renewing, suspending, or revoking a
 10.27 teacher's license. Information received by the Professional Educator Licensing and Standards
 10.28 Board ~~or the licensing division at the department~~ under this paragraph is governed by section
 10.29 13.41 or other applicable law governing data of the receiving entity. In addition to the
 10.30 background check required under section 123B.03, a school board or other school hiring
 10.31 authority must contact the Professional Educator Licensing and Standards Board and the
 10.32 department to determine whether the teacher's license has been suspended or revoked,
 10.33 consistent with the discharge and final maltreatment determinations identified in this

11.1 paragraph. Unless restricted by federal or state data practices law or by the terms of a
 11.2 collective bargaining agreement, the responsible authority for a school district must
 11.3 disseminate to another school district private personnel data on a current or former teacher
 11.4 employee or contractor of the district, including the results of background investigations,
 11.5 if the requesting school district seeks the information because the subject of the data has
 11.6 applied for employment with the requesting school district.

11.7 **EFFECTIVE DATE.** This section is effective the day following final enactment.

11.8 Sec. 7. Minnesota Statutes 2018, section 123B.03, subdivision 1, is amended to read:

11.9 Subdivision 1. **Background check required.** (a) A school hiring authority ~~shall~~ must
 11.10 request a criminal history background check from the superintendent of the Bureau of
 11.11 Criminal Apprehension on all individuals who are offered employment in a school and on
 11.12 all individuals, except enrolled student volunteers, who are offered the opportunity to provide
 11.13 athletic coaching services or other extracurricular academic coaching services to a school,
 11.14 regardless of whether any compensation is paid. In order for an individual to be eligible for
 11.15 employment or to provide the services, the individual must provide an executed criminal
 11.16 history consent form and a money order or check payable to either the Bureau of Criminal
 11.17 Apprehension or the school hiring authority, at the discretion of the school hiring authority,
 11.18 in an amount equal to the actual cost to the Bureau of Criminal Apprehension and the school
 11.19 district of conducting the criminal history background check. A school hiring authority
 11.20 deciding to receive payment may, at its discretion, accept payment in the form of a negotiable
 11.21 instrument other than a money order or check and shall pay the superintendent of the Bureau
 11.22 of Criminal Apprehension directly to conduct the background check. The superintendent
 11.23 of the Bureau of Criminal Apprehension shall conduct the background check by retrieving
 11.24 criminal history data as defined in section 13.87. A school hiring authority, at its discretion,
 11.25 may decide not to request a criminal history background check on an individual who holds
 11.26 an initial entrance license issued by the Professional Educator Licensing and Standards
 11.27 Board or the commissioner of education within the 12 months preceding an offer of
 11.28 employment.

11.29 (b) A school hiring authority may use the results of a criminal background check
 11.30 conducted at the request of another school hiring authority if:

11.31 (1) the results of the criminal background check are on file with the other school hiring
 11.32 authority or otherwise accessible;

11.33 (2) the other school hiring authority conducted a criminal background check within the
 11.34 previous 12 months;

12.1 (3) the individual who is the subject of the criminal background check executes a written
12.2 consent form giving a school hiring authority access to the results of the check; and

12.3 (4) there is no reason to believe that the individual has committed an act subsequent to
12.4 the check that would disqualify the individual for employment.

12.5 (c) A school hiring authority may, at its discretion, request a criminal history background
12.6 check from the superintendent of the Bureau of Criminal Apprehension on any individual
12.7 who seeks to enter a school or its grounds for the purpose of serving as a school volunteer
12.8 or working as an independent contractor or student employee. In order for an individual to
12.9 enter a school or its grounds under this paragraph when the school hiring authority decides
12.10 to request a criminal history background check on the individual, the individual first must
12.11 provide an executed criminal history consent form and a money order, check, or other
12.12 negotiable instrument payable to the school district in an amount equal to the actual cost to
12.13 the Bureau of Criminal Apprehension and the school district of conducting the criminal
12.14 history background check. Notwithstanding section 299C.62, subdivision 1, the cost of the
12.15 criminal history background check under this paragraph is the responsibility of the individual
12.16 unless a school hiring authority decides to pay the costs of conducting a background check
12.17 under this paragraph. If the school hiring authority pays the costs, the individual who is the
12.18 subject of the background check need not pay for it.

12.19 (d) In addition to the initial background check required for all individuals offered
12.20 employment in accordance with paragraph (a), a school hiring authority must request a new
12.21 criminal history background check from the superintendent of the Bureau of Criminal
12.22 Apprehension on all employees every five years. Notwithstanding any law to the contrary,
12.23 to be eligible for continued employment, an individual must provide an executed criminal
12.24 history consent form and a money order or check payable to either the Bureau of Criminal
12.25 Apprehension or the school hiring authority, at the discretion of the school hiring authority,
12.26 in an amount equal to the cost to the Bureau of Criminal Apprehension and the school
12.27 district of conducting the criminal history background check. A school hiring authority
12.28 deciding to receive payment may, at its discretion, accept payment in the form of a negotiable
12.29 instrument other than a money order or check and pay the superintendent of the Bureau of
12.30 Criminal Apprehension directly to conduct the background check. A school hiring authority,
12.31 at its discretion, may decide not to request a criminal history background check on an
12.32 employee who provides the hiring authority with a copy of the results of a criminal history
12.33 background check conducted within the previous five years. A school hiring authority may,
12.34 at its discretion, decide to pay the costs of conducting a background check under this
12.35 paragraph.

13.1 (e) For all nonstate residents who are offered employment in a school, a school hiring
 13.2 authority shall request a criminal history background check on such individuals from the
 13.3 superintendent of the Bureau of Criminal Apprehension and from the government agency
 13.4 performing the same function in the resident state or, if no government entity performs the
 13.5 same function in the resident state, from the Federal Bureau of Investigation. Such individuals
 13.6 must provide an executed criminal history consent form and a money order, check, or other
 13.7 negotiable instrument payable to the school hiring authority in an amount equal to the actual
 13.8 cost to the government agencies and the school district of conducting the criminal history
 13.9 background check. Notwithstanding section 299C.62, subdivision 1, the cost of the criminal
 13.10 history background check under this paragraph is the responsibility of the individual.

13.11 ~~(e)~~ (f) At the beginning of each school year or when a student enrolls, a school hiring
 13.12 authority must notify parents and guardians about the school hiring authority's policy
 13.13 requiring a criminal history background check on employees and other individuals who
 13.14 provide services to the school, and identify those positions subject to a background check
 13.15 and the extent of the hiring authority's discretion in requiring a background check. The
 13.16 school hiring authority may include the notice in the student handbook, a school policy
 13.17 guide, or other similar communication. Nothing in this paragraph affects a school hiring
 13.18 authority's ability to request a criminal history background check on an individual under
 13.19 paragraph (c).

13.20 Sec. 8. Minnesota Statutes 2018, section 123B.03, subdivision 2, is amended to read:

13.21 Subd. 2. **Effect of background check or Professional Educator Licensing and**
 13.22 **Standards Board action.** (a) ~~A school hiring authority may hire or otherwise allow an~~
 13.23 ~~individual to provide a service to a school pending completion of a background check under~~
 13.24 ~~subdivision 1 or obtaining notice of a Professional Educator Licensing and Standards Board~~
 13.25 ~~action under subdivision 1a but shall notify the individual that the individual's employment~~
 13.26 ~~or other service may be terminated based on the result of the background check or~~
 13.27 ~~Professional Educator Licensing and Standards Board action.~~ A school hiring authority is
 13.28 not liable for failing to hire or for terminating an individual's employment or other service
 13.29 based on the result of a background check or Professional Educator Licensing and Standards
 13.30 Board action under this section.

13.31 (b) For purposes of this paragraph, a school hiring authority must inform an individual
 13.32 if the individual's application to be an employee or volunteer in the district has been denied
 13.33 as a result of a background check conducted under this section. The school hiring authority
 13.34 must also inform an individual who is a current employee or volunteer if the individual's

14.1 employment or volunteer status in the district is being terminated as a result of a background
 14.2 check conducted under subdivision 4.

14.3 **EFFECTIVE DATE.** This section is effective the day following final enactment.

14.4 Sec. 9. Minnesota Statutes 2018, section 299C.17, is amended to read:

14.5 **299C.17 REPORT BY COURT ADMINISTRATOR.**

14.6 The superintendent shall require the court administrator of every court ~~which~~ that (1)
 14.7 sentences a defendant for a felony, gross misdemeanor, or targeted misdemeanor, or (2)
 14.8 grants a stay of adjudication pursuant to section 609.095, paragraph (b), clause (2), for an
 14.9 offense that, if convicted of, would require predatory offender registration under section
 14.10 243.166, to electronically transmit within 24 hours of the disposition of the case a report,
 14.11 in a form prescribed by the superintendent providing information required by the
 14.12 superintendent with regard to the prosecution and disposition of criminal cases. A copy of
 14.13 the report shall be kept on file in the office of the court administrator.

14.14 Sec. 10. **[299C.77] BACKGROUND CHECKS; ADDITIONAL DISCLOSURE.**

14.15 The superintendent shall disclose to each applicant for a statutorily mandated or
 14.16 authorized background study all records of stays of adjudication granted to the subject of
 14.17 the background check or background study that the superintendent receives pursuant to
 14.18 section 299C.17, clause (2). The data required to be disclosed under this section is in addition
 14.19 to other data on the subject of the background check or background study that the
 14.20 superintendent is mandated to disclose.

14.21 Sec. 11. Minnesota Statutes 2018, section 609.095, is amended to read:

14.22 **609.095 LIMITS OF SENTENCES.**

14.23 (a) The legislature has the exclusive authority to define crimes and offenses and the
 14.24 range of the sentences or punishments for their violation. No other or different sentence or
 14.25 punishment shall be imposed for the commission of a crime than is authorized by this chapter
 14.26 or other applicable law.

14.27 (b) Except as provided (1) in section 152.18 or 609.375, or (2) upon agreement of the
 14.28 parties, a court may not refuse to adjudicate the guilt of a defendant who tenders a guilty
 14.29 plea in accordance with Minnesota Rules of Criminal Procedure, rule 15, or who has been
 14.30 found guilty by a court or jury following a trial. A stay of adjudication granted under clause

15.1 (2) must be reported to the superintendent of the Bureau of Criminal Apprehension pursuant
 15.2 to section 299C.17.

15.3 (c) Paragraph (b) does not supersede Minnesota Rules of Criminal Procedure, rule 26.04.

15.4 Sec. 12. Minnesota Statutes 2018, section 626.556, subdivision 3, is amended to read:

15.5 Subd. 3. **Persons mandated to report; persons voluntarily reporting.** (a) A person
 15.6 who knows or has reason to believe a child is being neglected or physically or sexually
 15.7 abused, as defined in subdivision 2, or has been neglected or physically or sexually abused
 15.8 within the preceding three years, shall immediately report the information to the local welfare
 15.9 agency, agency responsible for assessing or investigating the report, police department,
 15.10 county sheriff, tribal social services agency, or tribal police department if the person is:

15.11 (1) a professional or professional's delegate who is engaged in the practice of the healing
 15.12 arts, social services, hospital administration, psychological or psychiatric treatment, child
 15.13 care, education, correctional supervision, probation and correctional services, or law
 15.14 enforcement; ~~or~~

15.15 (2) employed as a member of the clergy and received the information while engaged in
 15.16 ministerial duties, provided that a member of the clergy is not required by this subdivision
 15.17 to report information that is otherwise privileged under section 595.02, subdivision 1,
 15.18 paragraph (c); or

15.19 (3) a member of a board or other entity whose licensees perform work within a school
 15.20 facility.

15.21 (b) Any person may voluntarily report to the local welfare agency, agency responsible
 15.22 for assessing or investigating the report, police department, county sheriff, tribal social
 15.23 services agency, or tribal police department if the person knows, has reason to believe, or
 15.24 suspects a child is being or has been neglected or subjected to physical or sexual abuse.

15.25 (c) A person mandated to report physical or sexual child abuse or neglect occurring
 15.26 within a licensed facility shall report the information to the agency responsible for licensing
 15.27 or certifying the facility under sections 144.50 to 144.58; 241.021; 245A.01 to 245A.16;
 15.28 or chapter 144H, 245D, or 245H; or a nonlicensed personal care provider organization as
 15.29 defined in section 256B.0625, subdivision 19a. A health or corrections agency receiving a
 15.30 report may request the local welfare agency to provide assistance pursuant to subdivisions
 15.31 10, 10a, and 10b. A board or other entity whose licensees perform work within a school
 15.32 facility, upon receiving a complaint of alleged maltreatment, shall provide information about
 15.33 the circumstances of the alleged maltreatment to the commissioner of education. Section

16.1 13.03, subdivision 4, applies to data received by the commissioner of education from a
16.2 licensing entity.

16.3 (d) Notification requirements under subdivision 10 apply to all reports received under
16.4 this section.

16.5 (e) For purposes of this section, "immediately" means as soon as possible but in no event
16.6 longer than 24 hours.

16.7 **EFFECTIVE DATE.** This section is effective the day following final enactment.

16.8 Sec. 13. Minnesota Statutes 2018, section 626.556, subdivision 10, is amended to read:

16.9 Subd. 10. **Duties of local welfare agency and local law enforcement agency upon**
16.10 **receipt of report; mandatory notification between police or sheriff and agency.** (a) The
16.11 police department or the county sheriff shall immediately notify the local welfare agency
16.12 or agency responsible for child protection reports under this section orally and in writing
16.13 when a report is received. The local welfare agency or agency responsible for child protection
16.14 reports shall immediately notify the local police department or the county sheriff orally and
16.15 in writing when a report is received. The county sheriff and the head of every local welfare
16.16 agency, agency responsible for child protection reports, and police department shall each
16.17 designate a person within their agency, department, or office who is responsible for ensuring
16.18 that the notification duties of this paragraph are carried out. When the alleged maltreatment
16.19 occurred on tribal land, the local welfare agency or agency responsible for child protection
16.20 reports and the local police department or the county sheriff shall immediately notify the
16.21 tribe's social services agency and tribal law enforcement orally and in writing when a report
16.22 is received. When a police department or county sheriff receives a report or otherwise has
16.23 information indicating that a child has been the subject of physical abuse, sexual abuse, or
16.24 neglect by a person licensed by the Professional Educator Licensing and Standards Board
16.25 or Board of School Administrators, it shall, in addition to its other duties under this section,
16.26 immediately inform the licensing board.

16.27 (b) Upon receipt of a report, the local welfare agency shall determine whether to conduct
16.28 a family assessment or an investigation as appropriate to prevent or provide a remedy for
16.29 child maltreatment. The local welfare agency:

16.30 (1) shall conduct an investigation on reports involving sexual abuse or substantial child
16.31 endangerment;

17.1 (2) shall begin an immediate investigation if, at any time when it is using a family
17.2 assessment response, it determines that there is reason to believe that sexual abuse or
17.3 substantial child endangerment or a serious threat to the child's safety exists;

17.4 (3) may conduct a family assessment for reports that do not allege sexual abuse or
17.5 substantial child endangerment. In determining that a family assessment is appropriate, the
17.6 local welfare agency may consider issues of child safety, parental cooperation, and the need
17.7 for an immediate response;

17.8 (4) may conduct a family assessment on a report that was initially screened and assigned
17.9 for an investigation. In determining that a complete investigation is not required, the local
17.10 welfare agency must document the reason for terminating the investigation and notify the
17.11 local law enforcement agency if the local law enforcement agency is conducting a joint
17.12 investigation; and

17.13 (5) shall provide immediate notice, according to section 260.761, subdivision 2, to an
17.14 Indian child's tribe when the agency has reason to believe the family assessment or
17.15 investigation may involve an Indian child. For purposes of this clause, "immediate notice"
17.16 means notice provided within 24 hours.

17.17 If the report alleges neglect, physical abuse, or sexual abuse by a parent, guardian, or
17.18 individual functioning within the family unit as a person responsible for the child's care, or
17.19 sexual abuse by a person with a significant relationship to the child when that person resides
17.20 in the child's household or by a sibling, the local welfare agency shall immediately conduct
17.21 a family assessment or investigation as identified in clauses (1) to (4). In conducting a family
17.22 assessment or investigation, the local welfare agency shall gather information on the existence
17.23 of substance abuse and domestic violence and offer services for purposes of preventing
17.24 future child maltreatment, safeguarding and enhancing the welfare of the abused or neglected
17.25 minor, and supporting and preserving family life whenever possible. If the report alleges a
17.26 violation of a criminal statute involving sexual abuse, physical abuse, or neglect or
17.27 endangerment, under section 609.378, the local law enforcement agency and local welfare
17.28 agency shall coordinate the planning and execution of their respective investigation and
17.29 assessment efforts to avoid a duplication of fact-finding efforts and multiple interviews.
17.30 Each agency shall prepare a separate report of the results of its investigation or assessment.
17.31 In cases of alleged child maltreatment resulting in death, the local agency may rely on the
17.32 fact-finding efforts of a law enforcement investigation to make a determination of whether
17.33 or not maltreatment occurred. When necessary the local welfare agency shall seek authority
17.34 to remove the child from the custody of a parent, guardian, or adult with whom the child is

18.1 living. In performing any of these duties, the local welfare agency shall maintain appropriate
18.2 records.

18.3 If the family assessment or investigation indicates there is a potential for abuse of alcohol
18.4 or other drugs by the parent, guardian, or person responsible for the child's care, the local
18.5 welfare agency shall conduct a chemical use assessment pursuant to Minnesota Rules, part
18.6 9530.6615.

18.7 (c) When a local agency receives a report or otherwise has information indicating that
18.8 a child who is a client, as defined in section 245.91, has been the subject of physical abuse,
18.9 sexual abuse, or neglect at an agency, facility, or program as defined in section 245.91, it
18.10 shall, in addition to its other duties under this section, immediately inform the ombudsman
18.11 established under sections 245.91 to 245.97. The commissioner of education shall inform
18.12 the ombudsman established under sections 245.91 to 245.97 of reports regarding a child
18.13 defined as a client in section 245.91 that maltreatment occurred at a school as defined in
18.14 section 120A.05, subdivisions 9, 11, and 13, and chapter 124E.

18.15 (d) Authority of the local welfare agency responsible for assessing or investigating the
18.16 child abuse or neglect report, the agency responsible for assessing or investigating the report,
18.17 and of the local law enforcement agency for investigating the alleged abuse or neglect
18.18 includes, but is not limited to, authority to interview, without parental consent, the alleged
18.19 victim and any other minors who currently reside with or who have resided with the alleged
18.20 offender. The interview may take place at school or at any facility or other place where the
18.21 alleged victim or other minors might be found or the child may be transported to, and the
18.22 interview conducted at, a place appropriate for the interview of a child designated by the
18.23 local welfare agency or law enforcement agency. The interview may take place outside the
18.24 presence of the alleged offender or parent, legal custodian, guardian, or school official. For
18.25 family assessments, it is the preferred practice to request a parent or guardian's permission
18.26 to interview the child prior to conducting the child interview, unless doing so would
18.27 compromise the safety assessment. Except as provided in this paragraph, the parent, legal
18.28 custodian, or guardian shall be notified by the responsible local welfare or law enforcement
18.29 agency no later than the conclusion of the investigation or assessment that this interview
18.30 has occurred. Notwithstanding rule 32 of the Minnesota Rules of Procedure for Juvenile
18.31 Courts, the juvenile court may, after hearing on an ex parte motion by the local welfare
18.32 agency, order that, where reasonable cause exists, the agency withhold notification of this
18.33 interview from the parent, legal custodian, or guardian. If the interview took place or is to
18.34 take place on school property, the order shall specify that school officials may not disclose
18.35 to the parent, legal custodian, or guardian the contents of the notification of intent to interview

19.1 the child on school property, as provided under this paragraph, and any other related
19.2 information regarding the interview that may be a part of the child's school record. A copy
19.3 of the order shall be sent by the local welfare or law enforcement agency to the appropriate
19.4 school official.

19.5 (e) When the local welfare, local law enforcement agency, or the agency responsible
19.6 for assessing or investigating a report of maltreatment determines that an interview should
19.7 take place on school property, written notification of intent to interview the child on school
19.8 property must be received by school officials prior to the interview. The notification shall
19.9 include the name of the child to be interviewed, the purpose of the interview, and a reference
19.10 to the statutory authority to conduct an interview on school property. For interviews
19.11 conducted by the local welfare agency, the notification shall be signed by the chair of the
19.12 local social services agency or the chair's designee. The notification shall be private data
19.13 on individuals subject to the provisions of this paragraph. School officials may not disclose
19.14 to the parent, legal custodian, or guardian the contents of the notification or any other related
19.15 information regarding the interview until notified in writing by the local welfare or law
19.16 enforcement agency that the investigation or assessment has been concluded, unless a school
19.17 employee or agent is alleged to have maltreated the child. Until that time, the local welfare
19.18 or law enforcement agency or the agency responsible for assessing or investigating a report
19.19 of maltreatment shall be solely responsible for any disclosures regarding the nature of the
19.20 assessment or investigation.

19.21 Except where the alleged offender is believed to be a school official or employee, the
19.22 time and place, and manner of the interview on school premises shall be within the discretion
19.23 of school officials, but the local welfare or law enforcement agency shall have the exclusive
19.24 authority to determine who may attend the interview. The conditions as to time, place, and
19.25 manner of the interview set by the school officials shall be reasonable and the interview
19.26 shall be conducted not more than 24 hours after the receipt of the notification unless another
19.27 time is considered necessary by agreement between the school officials and the local welfare
19.28 or law enforcement agency. Where the school fails to comply with the provisions of this
19.29 paragraph, the juvenile court may order the school to comply. Every effort must be made
19.30 to reduce the disruption of the educational program of the child, other students, or school
19.31 staff when an interview is conducted on school premises.

19.32 (f) Where the alleged offender or a person responsible for the care of the alleged victim
19.33 or other minor prevents access to the victim or other minor by the local welfare agency, the
19.34 juvenile court may order the parents, legal custodian, or guardian to produce the alleged
19.35 victim or other minor for questioning by the local welfare agency or the local law

20.1 enforcement agency outside the presence of the alleged offender or any person responsible
20.2 for the child's care at reasonable places and times as specified by court order.

20.3 (g) Before making an order under paragraph (f), the court shall issue an order to show
20.4 cause, either upon its own motion or upon a verified petition, specifying the basis for the
20.5 requested interviews and fixing the time and place of the hearing. The order to show cause
20.6 shall be served personally and shall be heard in the same manner as provided in other cases
20.7 in the juvenile court. The court shall consider the need for appointment of a guardian ad
20.8 litem to protect the best interests of the child. If appointed, the guardian ad litem shall be
20.9 present at the hearing on the order to show cause.

20.10 (h) The commissioner of human services, the ombudsman for mental health and
20.11 developmental disabilities, the local welfare agencies responsible for investigating reports,
20.12 the commissioner of education, and the local law enforcement agencies have the right to
20.13 enter facilities as defined in subdivision 2 and to inspect and copy the facility's records,
20.14 including medical records, as part of the investigation. Notwithstanding the provisions of
20.15 chapter 13, they also have the right to inform the facility under investigation that they are
20.16 conducting an investigation, to disclose to the facility the names of the individuals under
20.17 investigation for abusing or neglecting a child, and to provide the facility with a copy of
20.18 the report and the investigative findings.

20.19 (i) The local welfare agency responsible for conducting a family assessment or
20.20 investigation shall collect available and relevant information to determine child safety, risk
20.21 of subsequent child maltreatment, and family strengths and needs and share not public
20.22 information with an Indian's tribal social services agency without violating any law of the
20.23 state that may otherwise impose duties of confidentiality on the local welfare agency in
20.24 order to implement the tribal state agreement. The local welfare agency or the agency
20.25 responsible for investigating the report shall collect available and relevant information to
20.26 ascertain whether maltreatment occurred and whether protective services are needed.
20.27 Information collected includes, when relevant, information with regard to the person reporting
20.28 the alleged maltreatment, including the nature of the reporter's relationship to the child and
20.29 to the alleged offender, and the basis of the reporter's knowledge for the report; the child
20.30 allegedly being maltreated; the alleged offender; the child's caretaker; and other collateral
20.31 sources having relevant information related to the alleged maltreatment. The local welfare
20.32 agency or the agency responsible for investigating the report may make a determination of
20.33 no maltreatment early in an investigation, and close the case and retain immunity, if the
20.34 collected information shows no basis for a full investigation.

21.1 Information relevant to the assessment or investigation must be asked for, and may
21.2 include:

21.3 (1) the child's sex and age; prior reports of maltreatment, including any maltreatment
21.4 reports that were screened out and not accepted for assessment or investigation; information
21.5 relating to developmental functioning; credibility of the child's statement; and whether the
21.6 information provided under this clause is consistent with other information collected during
21.7 the course of the assessment or investigation;

21.8 (2) the alleged offender's age, a record check for prior reports of maltreatment, and
21.9 criminal charges and convictions. The local welfare agency or the agency responsible for
21.10 assessing or investigating the report must provide the alleged offender with an opportunity
21.11 to make a statement. The alleged offender may submit supporting documentation relevant
21.12 to the assessment or investigation;

21.13 (3) collateral source information regarding the alleged maltreatment and care of the
21.14 child. Collateral information includes, when relevant: (i) a medical examination of the child;
21.15 (ii) prior medical records relating to the alleged maltreatment or the care of the child
21.16 maintained by any facility, clinic, or health care professional and an interview with the
21.17 treating professionals; and (iii) interviews with the child's caretakers, including the child's
21.18 parent, guardian, foster parent, child care provider, teachers, counselors, family members,
21.19 relatives, and other persons who may have knowledge regarding the alleged maltreatment
21.20 and the care of the child; and

21.21 (4) information on the existence of domestic abuse and violence in the home of the child,
21.22 and substance abuse.

21.23 Nothing in this paragraph precludes the local welfare agency, the local law enforcement
21.24 agency, or the agency responsible for assessing or investigating the report from collecting
21.25 other relevant information necessary to conduct the assessment or investigation.

21.26 Notwithstanding sections 13.384 or 144.291 to 144.298, the local welfare agency has access
21.27 to medical data and records for purposes of clause (3). Notwithstanding the data's
21.28 classification in the possession of any other agency, data acquired by the local welfare
21.29 agency or the agency responsible for assessing or investigating the report during the course
21.30 of the assessment or investigation are private data on individuals and must be maintained
21.31 in accordance with subdivision 11. Data of the commissioner of education collected or
21.32 maintained during and for the purpose of an investigation of alleged maltreatment in a school
21.33 are governed by this section, notwithstanding the data's classification as educational,
21.34 licensing, or personnel data under chapter 13.

22.1 In conducting an assessment or investigation involving a school facility as defined in
22.2 subdivision 2, paragraph (c), the commissioner of education shall collect investigative
22.3 reports and data that are relevant to a report of maltreatment and are from local law
22.4 enforcement and the school facility.

22.5 (j) Upon receipt of a report, the local welfare agency shall conduct a face-to-face contact
22.6 with the child reported to be maltreated and with the child's primary caregiver sufficient to
22.7 complete a safety assessment and ensure the immediate safety of the child. The face-to-face
22.8 contact with the child and primary caregiver shall occur immediately if sexual abuse or
22.9 substantial child endangerment is alleged and within five calendar days for all other reports.
22.10 If the alleged offender was not already interviewed as the primary caregiver, the local welfare
22.11 agency shall also conduct a face-to-face interview with the alleged offender in the early
22.12 stages of the assessment or investigation. At the initial contact, the local child welfare agency
22.13 or the agency responsible for assessing or investigating the report must inform the alleged
22.14 offender of the complaints or allegations made against the individual in a manner consistent
22.15 with laws protecting the rights of the person who made the report. The interview with the
22.16 alleged offender may be postponed if it would jeopardize an active law enforcement
22.17 investigation.

22.18 (k) When conducting an investigation, the local welfare agency shall use a question and
22.19 answer interviewing format with questioning as nondirective as possible to elicit spontaneous
22.20 responses. For investigations only, the following interviewing methods and procedures must
22.21 be used whenever possible when collecting information:

22.22 (1) audio recordings of all interviews with witnesses and collateral sources; and

22.23 (2) in cases of alleged sexual abuse, audio-video recordings of each interview with the
22.24 alleged victim and child witnesses.

22.25 (l) In conducting an assessment or investigation involving a school facility as defined
22.26 in subdivision 2, paragraph (c), the commissioner of education shall collect available and
22.27 relevant information and use the procedures in paragraphs (j) and (k), and subdivision 3d,
22.28 except that the requirement for face-to-face observation of the child and face-to-face interview
22.29 of the alleged offender is to occur in the initial stages of the assessment or investigation
22.30 provided that the commissioner may also base the assessment or investigation on investigative
22.31 reports and data received from the school facility and local law enforcement, to the extent
22.32 those investigations satisfy the requirements of paragraphs (j) and (k), and subdivision 3d.

22.33 **EFFECTIVE DATE.** This section is effective the day following final enactment.

23.1 Sec. 14. Minnesota Statutes 2018, section 626.556, subdivision 10e, is amended to read:

23.2 Subd. 10e. **Determinations.** (a) The local welfare agency shall conclude the family
23.3 assessment or the investigation within 45 days of the receipt of a report. The conclusion of
23.4 the assessment or investigation may be extended to permit the completion of a criminal
23.5 investigation or the receipt of expert information requested within 45 days of the receipt of
23.6 the report.

23.7 (b) After conducting a family assessment, the local welfare agency shall determine
23.8 whether services are needed to address the safety of the child and other family members
23.9 and the risk of subsequent maltreatment.

23.10 (c) After conducting an investigation, the local welfare agency shall make two
23.11 determinations: first, whether maltreatment has occurred; and second, whether child
23.12 protective services are needed. No determination of maltreatment shall be made when the
23.13 alleged perpetrator is a child under the age of ten.

23.14 (d) If the commissioner of education conducts an assessment or investigation, the
23.15 commissioner shall determine whether maltreatment occurred and what corrective or
23.16 protective action was taken by the school facility. If a determination is made that
23.17 maltreatment has occurred, the commissioner shall report to the employer, the school board,
23.18 and any appropriate licensing entity the determination that maltreatment occurred and what
23.19 corrective or protective action was taken by the school facility. In all other cases, the
23.20 commissioner shall inform the school board or employer, and any appropriate licensing
23.21 entity that a report was received, the subject of the report, the date of the initial report, the
23.22 category of maltreatment alleged as defined in paragraph (f), the fact that maltreatment was
23.23 not determined, and a summary of the specific reasons for the determination.

23.24 (e) When maltreatment is determined in an investigation involving a facility, the
23.25 investigating agency shall also determine whether the facility or individual was responsible,
23.26 or whether both the facility and the individual were responsible for the maltreatment using
23.27 the mitigating factors in paragraph (i). Determinations under this subdivision must be made
23.28 based on a preponderance of the evidence and are private data on individuals or nonpublic
23.29 data as maintained by the commissioner of education.

23.30 (f) For the purposes of this subdivision, "maltreatment" means any of the following acts
23.31 or omissions:

23.32 (1) physical abuse as defined in subdivision 2, paragraph (k);

23.33 (2) neglect as defined in subdivision 2, paragraph (g);

24.1 (3) sexual abuse as defined in subdivision 2, paragraph (n);

24.2 (4) mental injury as defined in subdivision 2, paragraph (f); or

24.3 (5) maltreatment of a child in a facility as defined in subdivision 2, paragraph (c).

24.4 (g) For the purposes of this subdivision, a determination that child protective services
24.5 are needed means that the local welfare agency has documented conditions during the
24.6 assessment or investigation sufficient to cause a child protection worker, as defined in
24.7 section 626.559, subdivision 1, to conclude that a child is at significant risk of maltreatment
24.8 if protective intervention is not provided and that the individuals responsible for the child's
24.9 care have not taken or are not likely to take actions to protect the child from maltreatment
24.10 or risk of maltreatment.

24.11 (h) This subdivision does not mean that maltreatment has occurred solely because the
24.12 child's parent, guardian, or other person responsible for the child's care in good faith selects
24.13 and depends upon spiritual means or prayer for treatment or care of disease or remedial care
24.14 of the child, in lieu of medical care. However, if lack of medical care may result in serious
24.15 danger to the child's health, the local welfare agency may ensure that necessary medical
24.16 services are provided to the child.

24.17 (i) When determining whether the facility or individual is the responsible party, or
24.18 whether both the facility and the individual are responsible for determined maltreatment in
24.19 a facility, the investigating agency shall consider at least the following mitigating factors:

24.20 (1) whether the actions of the facility or the individual caregivers were according to,
24.21 and followed the terms of, an erroneous physician order, prescription, individual care plan,
24.22 or directive; however, this is not a mitigating factor when the facility or caregiver was
24.23 responsible for the issuance of the erroneous order, prescription, individual care plan, or
24.24 directive or knew or should have known of the errors and took no reasonable measures to
24.25 correct the defect before administering care;

24.26 (2) comparative responsibility between the facility, other caregivers, and requirements
24.27 placed upon an employee, including the facility's compliance with related regulatory standards
24.28 and the adequacy of facility policies and procedures, facility training, an individual's
24.29 participation in the training, the caregiver's supervision, and facility staffing levels and the
24.30 scope of the individual employee's authority and discretion; and

24.31 (3) whether the facility or individual followed professional standards in exercising
24.32 professional judgment.

25.1 The evaluation of the facility's responsibility under clause (2) must not be based on the
25.2 completeness of the risk assessment or risk reduction plan required under section 245A.66,
25.3 but must be based on the facility's compliance with the regulatory standards for policies
25.4 and procedures, training, and supervision as cited in Minnesota Statutes and Minnesota
25.5 Rules.

25.6 (j) Notwithstanding paragraph (i), when maltreatment is determined to have been
25.7 committed by an individual who is also the facility license or certification holder, both the
25.8 individual and the facility must be determined responsible for the maltreatment, and both
25.9 the background study disqualification standards under section 245C.15, subdivision 4, and
25.10 the licensing or certification actions under section 245A.06, 245A.07, 245H.06, or 245H.07
25.11 apply.

25.12 Sec. 15. Minnesota Statutes 2018, section 631.40, subdivision 1a, is amended to read:

25.13 Subd. 1a. **Certified copy of disqualifying offense convictions sent to public safety**
25.14 **and school districts.** When a person is convicted of, or receives a stay of adjudication for,
25.15 committing a disqualifying offense, as defined in section 171.3215, subdivision 1, a gross
25.16 misdemeanor, a fourth moving violation within the previous three years, or a violation of
25.17 section 169A.20, or a similar statute or ordinance from another state, the court shall determine
25.18 whether the offender is a school bus driver as defined in section 171.3215, subdivision 1,
25.19 whether the offender possesses a school bus driver's endorsement on the offender's driver's
25.20 license and in what school districts the offender drives a school bus. If the offender is a
25.21 school bus driver or possesses a school bus driver's endorsement, the court administrator
25.22 shall send a certified copy of the conviction or stay of adjudication to the Department of
25.23 Public Safety and to the school districts in which the offender drives a school bus within
25.24 ten days after the conviction or stay of adjudication.