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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
03/07/2019 Adoption of Report: Amended and re-referred to the Committee on Ways and Means

1.1 A bill for an act

1.2 relating to education; requiring background checks; expanding mandatory reporting;

1.3 codifying teacher code of ethics in statute and repealing code of ethics in rule;

1.4 amending Minnesota Statutes 2018, sections 122A.09, subdivision 2; 122A.18,

1.5 subdivision 8; 122A.187, by adding a subdivision; 122A.20, subdivisions 1, 2;

1.6 122A.40, subdivision 13; 122A.41, subdivision 6; 123B.03, subdivisions 1, 2;

1.7 299C.17; 609.095; 626.556, subdivisions 3, 10, 10e; 631.40, subdivision 1a;

1.8 proposing coding for new law in Minnesota Statutes, chapters 122A; 299C;

1.9 repealing Minnesota Statutes 2018, section 122A.09, subdivision 1; Minnesota

1.10 Rules, part 8710.2100, subparts 1, 2.

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

1.12 Section 1. 122A.051] CODE OF ETHICS.

1.13 Subdivision 1. Scope. Each teacher, upon entering the teaching profession, assumes a

1.14 number of obligations, one of which is to adhere to a set of principles that defines professional

1.15 conduct. These principles are reflected in the code of ethics, which sets forth to the education

1.16 profession and the public it serves standards of professional conduct. This code applies to

1.17 all persons licensed according to rules established by the Professional Educator Licensing

1.18 and Standards Board.

1.19 Subd. 2. Standards of professional conduct. (a) A teacher must provide professional

1.20 education services in a nondiscriminatory manner, including not discriminating on the basis

1.21 of political, ideological, or religious beliefs.

1.22 (b) A teacher must make a reasonable effort to protect students from conditions harmful

1.23 to health and safety.

2.1 (c) In accordance with state and federal laws, a teacher must disclose confidential
2.2 information about individuals only when a compelling professional purpose is served or
2.3 when required by law.

2.4 (d) A teacher must take reasonable disciplinary action in exercising the authority to
2.5 provide an atmosphere conducive to learning.

2.6 (e) A teacher must not use professional relationships with students, parents, and
2.7 colleagues to personal advantage.

2.8 (f) A teacher must delegate authority for teaching responsibilities only to licensed
2.9 personnel or as otherwise provided by law.

2.10 (g) A teacher must not deliberately suppress or distort subject matter.

2.11 (h) A teacher must not knowingly falsify or misrepresent records or facts relating to that
2.12 teacher's own qualifications or to other teachers' qualifications.

2.13 (i) A teacher must not knowingly make false or malicious statements about students or
2.14 colleagues.

2.15 (j) A teacher must accept a contract for a teaching position that requires licensing only
2.16 if properly or provisionally licensed for that position.

2.17 (k) A teacher must not engage in any sexual contact with a student.

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

2.19 Sec. 2. Minnesota Statutes 2018, section 122A.09, subdivision 2, is amended to read:

2.20 Subd. 2. **Advise members of profession.** (a) The Professional Educator Licensing and
2.21 Standards Board must act in an advisory capacity to members of the profession in matters
2.22 of interpretation of the code of ethics in section 122A.051.

2.23 (b) The board must develop a process for a school district to receive a written complaint
2.24 about a teacher under the code of ethics and forward the complaint to the board. A school
2.25 board must inform parents and guardians in the school district of their ability to submit a
2.26 complaint to the school board under this section.

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

2.28 Sec. 3. Minnesota Statutes 2018, section 122A.18, subdivision 8, is amended to read:

2.29 Subd. 8. **Background checks.** (a) The Professional Educator Licensing and Standards
2.30 Board and the Board of School Administrators must request a criminal history background

3.1 check from the superintendent of the Bureau of Criminal Apprehension on all first-time
3.2 teaching applicants for licenses under their jurisdiction. Applicants must include with their
3.3 licensure applications:

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

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

3.7 (b) The superintendent of the Bureau of Criminal Apprehension shall perform the
3.8 background check required under paragraph (a) by retrieving criminal history data as defined
3.9 in section 13.87 and shall also conduct a search of the national criminal records repository.
3.10 The superintendent is authorized to exchange fingerprints with the Federal Bureau of
3.11 Investigation for purposes of the criminal history check. The superintendent shall recover
3.12 the cost to the bureau of a background check through the fee charged to the applicant under
3.13 paragraph (a).

3.14 ~~(c) The Professional Educator Licensing and Standards Board or the Board of School~~
3.15 ~~Administrators may issue a license pending completion of a background check under this~~
3.16 ~~subdivision, but must notify the individual and the school district or charter school employing~~
3.17 ~~the individual that the individual's license may be revoked based on the result of the~~
3.18 ~~background check.~~

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

3.20 Sec. 4. Minnesota Statutes 2018, section 122A.187, is amended by adding a subdivision
3.21 to read:

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

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

3.28 Sec. 5. Minnesota Statutes 2018, section 122A.20, subdivision 1, is amended to read:

3.29 Subdivision 1. **Grounds for revocation, suspension, or denial.** (a) The Professional
3.30 Educator Licensing and Standards Board or Board of School Administrators, whichever
3.31 has jurisdiction over a teacher's licensure, may, on the written complaint of the school board
3.32 employing a teacher, a teacher organization, or any other interested person, refuse to issue,

4.1 refuse to renew, suspend, or revoke a teacher's license to teach for any of the following
4.2 causes:

4.3 (1) immoral character or conduct;

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

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

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

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

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

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

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

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

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

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

4.19 (4) engaging in hiring, or agreeing to hire a minor to engage in prostitution under section
4.20 609.324, ~~subdivision~~ subdivisions 1, 1a, and 2;

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

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

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

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

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

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

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

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

5.8 (c) A person whose license to teach has been revoked, not issued, or not renewed under
5.9 paragraph (b), may petition the board to reconsider the licensing action if the person's
5.10 conviction ~~for child abuse or sexual abuse~~ is reversed by a final decision of the court of
5.11 appeals or the supreme court or if the person has received a pardon for the offense. The
5.12 petitioner ~~shall~~ must attach a certified copy of the appellate court's final decision or the
5.13 pardon to the petition. Upon receiving the petition and its attachment, the board ~~shall~~ must
5.14 schedule and hold a disciplinary hearing on the matter under section 214.10, subdivision 2,
5.15 unless the petitioner waives the right to a hearing. If the board finds that, notwithstanding
5.16 the reversal of the petitioner's criminal conviction or the issuance of a pardon, the petitioner
5.17 is disqualified from teaching under paragraph (a), clause (1), the board ~~shall~~ must affirm
5.18 its previous licensing action. If the board finds that the petitioner is not disqualified from
5.19 teaching under paragraph (a), clause (1), it ~~shall~~ must reverse its previous licensing action.

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

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

5.29 (1) a qualified domestic-violence-related offense as defined in section 609.02, subdivision
5.30 16;

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

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

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

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

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

6.7 (g) Section 122A.188 does not apply to a decision by the board to refuse to issue, refuse
6.8 to renew, or revoke a license under this paragraph. A person whose license is revoked, not
6.9 issued, or not renewed under this subdivision may appeal the decision by filing a written
6.10 request with the Professional Educator Licensing and Standards Board or the Board of
6.11 School Administrators, as appropriate, within 30 days of notice of the licensing action. The
6.12 board must then initiate a contested case under the Administrative Procedure Act, sections
6.13 14.001 to 14.69.

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

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

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

6.23 Sec. 6. Minnesota Statutes 2018, section 122A.20, subdivision 2, is amended to read:

6.24 Subd. 2. **Mandatory reporting.** (a) A school board must report to the Professional
6.25 Educator Licensing and Standards Board, the Board of School Administrators, or the Board
6.26 of Trustees of the Minnesota State Colleges and Universities, whichever has jurisdiction
6.27 over the teacher's or administrator's license, when its teacher or administrator is discharged
6.28 or resigns from employment after a charge is filed with the school board under section
6.29 122A.41, subdivisions 6, clauses (1), (2), and (3), and 7, or after charges are filed that are
6.30 grounds for discharge under section 122A.40, subdivision 13, paragraph (a), clauses (1) to
6.31 (5), or when a teacher or administrator is suspended or resigns while an investigation is
6.32 pending under section 122A.40, subdivision 13, paragraph (a), clauses (1) to (5); 122A.41,
6.33 subdivisions 6, clauses (1), (2), and (3), and 7; or 626.556, or when a teacher or administrator

7.1 is suspended without an investigation under section 122A.41, subdivisions 6, paragraph (a),
7.2 clauses (1), (2), and (3), and 7; or 626.556. The report must be made to the appropriate
7.3 licensing board within ten days after the discharge, suspension, or resignation has occurred.
7.4 The licensing board to which the report is made must investigate the report for violation of
7.5 subdivision 1 and the reporting board must cooperate in the investigation. Notwithstanding
7.6 any provision in chapter 13 or any law to the contrary, upon written request from the licensing
7.7 board having jurisdiction over the license, a board or school superintendent shall provide
7.8 the licensing board with information about the teacher or administrator from the district's
7.9 files, any termination or disciplinary proceeding, any settlement or compromise, or any
7.10 investigative file. Upon written request from the appropriate licensing board, a board or
7.11 school superintendent may, at the discretion of the board or school superintendent, solicit
7.12 the written consent of a student and the student's parent to provide the licensing board with
7.13 information that may aid the licensing board in its investigation and license proceedings.
7.14 The licensing board's request need not identify a student or parent by name. The consent
7.15 of the student and the student's parent must meet the requirements of chapter 13 and Code
7.16 of Federal Regulations, title 34, section 99.30. The licensing board may provide a consent
7.17 form to the district. Any data transmitted to any board under this section is private data
7.18 under section 13.02, subdivision 12, notwithstanding any other classification of the data
7.19 when it was in the possession of any other agency.

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

7.29 (c) The Professional Educator Licensing and Standards Board and Board of School
7.30 Administrators must report to the appropriate law enforcement authorities a revocation,
7.31 suspension, or agreement involving a loss of license, relating to a teacher or administrator's
7.32 inappropriate sexual conduct with a minor. For purposes of this section, "law enforcement
7.33 authority" means a police department, county sheriff, or tribal police department. A report
7.34 by the Professional Educator Licensing and Standards Board or the Board of School
7.35 Administrators to appropriate law enforcement authorities does not diminish, modify, or

8.1 otherwise affect the responsibilities of a licensing board, school board, or any person
8.2 mandated to report abuse under section 626.556.

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

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

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

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

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

8.13 Sec. 7. Minnesota Statutes 2018, section 122A.40, subdivision 13, is amended to read:

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

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

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

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

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

8.24 (5) willful neglect of duty; or

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

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

8.29 Prior to discharging a teacher under this paragraph, the board must notify the teacher in
8.30 writing and state its ground for the proposed discharge in reasonable detail. Within ten days
8.31 after receipt of this notification the teacher may make a written request for a hearing before

9.1 the board and it ~~shall~~ must be granted before final action is taken. The board may suspend
9.2 a teacher with pay pending the conclusion of the hearing and determination of the issues
9.3 raised in the hearing after charges have been filed which constitute ground for discharge.
9.4 If a teacher has been charged with a felony and the underlying conduct that is the subject
9.5 of the felony charge is a ground for a proposed immediate discharge, the suspension pending
9.6 the conclusion of the hearing and determination of the issues may be without pay. If a
9.7 hearing under this paragraph is held, the board must reimburse the teacher for any salary
9.8 or compensation withheld if the final decision of the board or the arbitrator does not result
9.9 in a penalty to or suspension, termination, or discharge of the teacher.

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

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

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

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

9.16 (4) engaging in hiring or agreeing to hire a minor to engage in prostitution under section
9.17 609.324, ~~subdivision~~ subdivisions 1, 1a, and 2;

9.18 (5) criminal sexual abuse conduct under section 609.342, 609.343, 609.344, 609.345,
9.19 or 609.3451, subdivision 3, ~~or 617.23, subdivision 3;~~

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

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

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

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

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

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

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

10.1 (c) When a teacher is discharged under paragraph (b) or when the commissioner makes
10.2 a final determination of child maltreatment involving a teacher under section 626.556,
10.3 subdivision 11, the school principal or other person having administrative control of the
10.4 school must include in the teacher's employment record the information contained in the
10.5 record of the disciplinary action or the final maltreatment determination, consistent with
10.6 the definition of public data under section 13.41, subdivision 5, and must provide the
10.7 Professional Educator Licensing and Standards Board ~~and the licensing division at the~~
10.8 ~~department~~ with the necessary and relevant information to enable the Professional Educator
10.9 Licensing and Standards Board ~~and the department's licensing division~~ to fulfill ~~their~~ its
10.10 statutory and administrative duties related to issuing, renewing, suspending, or revoking a
10.11 teacher's license. Information received by the Professional Educator Licensing and Standards
10.12 Board ~~or the licensing division at the department~~ under this paragraph is governed by section
10.13 13.41 or other applicable law governing data of the receiving entity. In addition to the
10.14 background check required under section 123B.03, a school board or other school hiring
10.15 authority must contact the Professional Educator Licensing and Standards Board and the
10.16 department to determine whether the teacher's license has been suspended or revoked,
10.17 consistent with the discharge and final maltreatment determinations identified in this
10.18 paragraph. Unless restricted by federal or state data practices law or by the terms of a
10.19 collective bargaining agreement, the responsible authority for a school district must
10.20 disseminate to another school district private personnel data on a current or former teacher
10.21 employee or contractor of the district, including the results of background investigations,
10.22 if the requesting school district seeks the information because the subject of the data has
10.23 applied for employment with the requesting school district.

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

10.25 Sec. 8. Minnesota Statutes 2018, section 122A.41, subdivision 6, is amended to read:

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

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

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

10.33 (3) inefficiency in teaching or in the management of a school, consistent with subdivision
10.34 5, paragraph (b);

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

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

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

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

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

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

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

11.12 (4) engaging in hiring or agreeing to hire a minor to engage in prostitution under section
 11.13 609.324, ~~subdivision~~ subdivisions 1, 1a, and 2;

11.14 (5) criminal sexual abuse conduct under section 609.342, 609.343, 609.344, 609.345,
 11.15 or 609.3451, subdivision 3,~~or~~

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

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

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

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

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

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

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

11.28 (c) When a teacher is discharged under paragraph (b) or when the commissioner makes
 11.29 a final determination of child maltreatment involving a teacher under section 626.556,
 11.30 subdivision 11, the school principal or other person having administrative control of the
 11.31 school must include in the teacher's employment record the information contained in the

12.1 record of the disciplinary action or the final maltreatment determination, consistent with
 12.2 the definition of public data under section 13.41, subdivision 5, and must provide the
 12.3 Professional Educator Licensing and Standards Board ~~and the licensing division at the~~
 12.4 ~~department~~ with the necessary and relevant information to enable the Professional Educator
 12.5 Licensing and Standards Board ~~and the department's licensing division~~ to fulfill ~~their~~ its
 12.6 statutory and administrative duties related to issuing, renewing, suspending, or revoking a
 12.7 teacher's license. Information received by the Professional Educator Licensing and Standards
 12.8 Board ~~or the licensing division at the department~~ under this paragraph is governed by section
 12.9 13.41 or other applicable law governing data of the receiving entity. In addition to the
 12.10 background check required under section 123B.03, a school board or other school hiring
 12.11 authority must contact the Professional Educator Licensing and Standards Board and the
 12.12 department to determine whether the teacher's license has been suspended or revoked,
 12.13 consistent with the discharge and final maltreatment determinations identified in this
 12.14 paragraph. Unless restricted by federal or state data practices law or by the terms of a
 12.15 collective bargaining agreement, the responsible authority for a school district must
 12.16 disseminate to another school district private personnel data on a current or former teacher
 12.17 employee or contractor of the district, including the results of background investigations,
 12.18 if the requesting school district seeks the information because the subject of the data has
 12.19 applied for employment with the requesting school district.

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

12.21 Sec. 9. Minnesota Statutes 2018, section 123B.03, subdivision 1, is amended to read:

12.22 Subdivision 1. **Background check required.** (a) A school hiring authority ~~shall~~ must
 12.23 request a criminal history background check from the superintendent of the Bureau of
 12.24 Criminal Apprehension on all individuals who are offered employment in a school and on
 12.25 all individuals, except enrolled student volunteers, who are offered the opportunity to provide
 12.26 athletic coaching services or other extracurricular academic coaching services to a school,
 12.27 regardless of whether any compensation is paid. In order for an individual to be eligible for
 12.28 employment or to provide the services, the individual must provide an executed criminal
 12.29 history consent form and a money order or check payable to either the Bureau of Criminal
 12.30 Apprehension or the school hiring authority, at the discretion of the school hiring authority,
 12.31 in an amount equal to the actual cost to the Bureau of Criminal Apprehension and the school
 12.32 district of conducting the criminal history background check. A school hiring authority
 12.33 deciding to receive payment may, at its discretion, accept payment in the form of a negotiable
 12.34 instrument other than a money order or check and shall pay the superintendent of the Bureau
 12.35 of Criminal Apprehension directly to conduct the background check. The superintendent

13.1 of the Bureau of Criminal Apprehension shall conduct the background check by retrieving
13.2 criminal history data as defined in section 13.87. A school hiring authority, at its discretion,
13.3 may decide not to request a criminal history background check on an individual who holds
13.4 an initial entrance license issued by the Professional Educator Licensing and Standards
13.5 Board or the commissioner of education within the 12 months preceding an offer of
13.6 employment.

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

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

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

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

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

13.17 (c) A school hiring authority may, at its discretion, request a criminal history background
13.18 check from the superintendent of the Bureau of Criminal Apprehension on any individual
13.19 who seeks to enter a school or its grounds for the purpose of serving as a school volunteer
13.20 or working as an independent contractor or student employee. In order for an individual to
13.21 enter a school or its grounds under this paragraph when the school hiring authority decides
13.22 to request a criminal history background check on the individual, the individual first must
13.23 provide an executed criminal history consent form and a money order, check, or other
13.24 negotiable instrument payable to the school district in an amount equal to the actual cost to
13.25 the Bureau of Criminal Apprehension and the school district of conducting the criminal
13.26 history background check. Notwithstanding section 299C.62, subdivision 1, the cost of the
13.27 criminal history background check under this paragraph is the responsibility of the individual
13.28 unless a school hiring authority decides to pay the costs of conducting a background check
13.29 under this paragraph. If the school hiring authority pays the costs, the individual who is the
13.30 subject of the background check need not pay for it.

13.31 (d) In addition to the initial background check required for all individuals offered
13.32 employment in accordance with paragraph (a), a school hiring authority must request a new
13.33 criminal history background check from the superintendent of the Bureau of Criminal
13.34 Apprehension on all employees every five years. Notwithstanding any law to the contrary,

14.1 to be eligible for continued employment, an individual must provide an executed criminal
14.2 history consent form and a money order or check payable to either the Bureau of Criminal
14.3 Apprehension or the school hiring authority, at the discretion of the school hiring authority,
14.4 in an amount equal to the cost to the Bureau of Criminal Apprehension and the school
14.5 district of conducting the criminal history background check. A school hiring authority
14.6 deciding to receive payment may, at its discretion, accept payment in the form of a negotiable
14.7 instrument other than a money order or check and pay the superintendent of the Bureau of
14.8 Criminal Apprehension directly to conduct the background check. A school hiring authority,
14.9 at its discretion, may decide not to request a criminal history background check on an
14.10 employee who provides the hiring authority with a copy of the results of a criminal history
14.11 background check conducted within the previous five years. A school hiring authority may,
14.12 at its discretion, decide to pay the costs of conducting a background check under this
14.13 paragraph.

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

14.24 ~~(e)~~ (f) At the beginning of each school year or when a student enrolls, a school hiring
14.25 authority must notify parents and guardians about the school hiring authority's policy
14.26 requiring a criminal history background check on employees and other individuals who
14.27 provide services to the school, and identify those positions subject to a background check
14.28 and the extent of the hiring authority's discretion in requiring a background check. The
14.29 school hiring authority may include the notice in the student handbook, a school policy
14.30 guide, or other similar communication. Nothing in this paragraph affects a school hiring
14.31 authority's ability to request a criminal history background check on an individual under
14.32 paragraph (c).

15.1 Sec. 10. Minnesota Statutes 2018, section 123B.03, subdivision 2, is amended to read:

15.2 Subd. 2. **Effect of background check or Professional Educator Licensing and**
 15.3 **Standards Board action.** ~~(a) A school hiring authority may hire or otherwise allow an~~
 15.4 ~~individual to provide a service to a school pending completion of a background check under~~
 15.5 ~~subdivision 1 or obtaining notice of a Professional Educator Licensing and Standards Board~~
 15.6 ~~action under subdivision 1a but shall notify the individual that the individual's employment~~
 15.7 ~~or other service may be terminated based on the result of the background check or~~
 15.8 ~~Professional Educator Licensing and Standards Board action.~~ A school hiring authority is
 15.9 not liable for failing to hire or for terminating an individual's employment or other service
 15.10 based on the result of a background check or Professional Educator Licensing and Standards
 15.11 Board action under this section.

15.12 (b) For purposes of this paragraph, a school hiring authority must inform an individual
 15.13 if the individual's application to be an employee or volunteer in the district has been denied
 15.14 as a result of a background check conducted under this section. The school hiring authority
 15.15 must also inform an individual who is a current employee or volunteer if the individual's
 15.16 employment or volunteer status in the district is being terminated as a result of a background
 15.17 check conducted under subdivision 4.

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

15.19 Sec. 11. Minnesota Statutes 2018, section 299C.17, is amended to read:

15.20 **299C.17 REPORT BY COURT ADMINISTRATOR.**

15.21 The superintendent shall require the court administrator of every court ~~which~~ that (1)
 15.22 sentences a defendant for a felony, gross misdemeanor, or targeted misdemeanor, or (2)
 15.23 grants a stay of adjudication pursuant to section 609.095, paragraph (b), clause (2), for an
 15.24 offense that, if convicted of, would require predatory offender registration under section
 15.25 243.166, to electronically transmit within 24 hours of the disposition of the case a report,
 15.26 in a form prescribed by the superintendent providing information required by the
 15.27 superintendent with regard to the prosecution and disposition of criminal cases. A copy of
 15.28 the report shall be kept on file in the office of the court administrator.

15.29 Sec. 12. **[299C.77] BACKGROUND CHECKS; ADDITIONAL DISCLOSURE.**

15.30 The superintendent shall disclose to each applicant for a statutorily mandated or
 15.31 authorized background study all records of stays of adjudication granted to the subject of
 15.32 the background check or background study that the superintendent receives pursuant to

16.1 section 299C.17, clause (2). The data required to be disclosed under this section is in addition
16.2 to other data on the subject of the background check or background study that the
16.3 superintendent is mandated to disclose.

16.4 Sec. 13. Minnesota Statutes 2018, section 609.095, is amended to read:

16.5 **609.095 LIMITS OF SENTENCES.**

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

16.10 (b) Except as provided (1) in section 152.18 or 609.375, or (2) upon agreement of the
16.11 parties, a court may not refuse to adjudicate the guilt of a defendant who tenders a guilty
16.12 plea in accordance with Minnesota Rules of Criminal Procedure, rule 15, or who has been
16.13 found guilty by a court or jury following a trial. A stay of adjudication granted under clause
16.14 (2) must be reported to the superintendent of the Bureau of Criminal Apprehension pursuant
16.15 to section 299C.17.

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

16.17 Sec. 14. Minnesota Statutes 2018, section 626.556, subdivision 3, is amended to read:

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

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

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

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

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

17.7 (c) A person mandated to report physical or sexual child abuse or neglect occurring
17.8 within a licensed facility shall report the information to the agency responsible for licensing
17.9 or certifying the facility under sections 144.50 to 144.58; 241.021; 245A.01 to 245A.16;
17.10 or chapter 144H, 245D, or 245H; or a nonlicensed personal care provider organization as
17.11 defined in section 256B.0625, subdivision 19a. A health or corrections agency receiving a
17.12 report may request the local welfare agency to provide assistance pursuant to subdivisions
17.13 10, 10a, and 10b. A board or other entity whose licensees perform work within a school
17.14 facility, upon receiving a complaint of alleged maltreatment, shall provide information about
17.15 the circumstances of the alleged maltreatment to the commissioner of education. Section
17.16 13.03, subdivision 4, applies to data received by the commissioner of education from a
17.17 licensing entity.

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

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

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

17.23 Sec. 15. Minnesota Statutes 2018, section 626.556, subdivision 10, is amended to read:

17.24 Subd. 10. **Duties of local welfare agency and local law enforcement agency upon**
17.25 **receipt of report; mandatory notification between police or sheriff and agency.** (a) The
17.26 police department or the county sheriff shall immediately notify the local welfare agency
17.27 or agency responsible for child protection reports under this section orally and in writing
17.28 when a report is received. The local welfare agency or agency responsible for child protection
17.29 reports shall immediately notify the local police department or the county sheriff orally and
17.30 in writing when a report is received. The county sheriff and the head of every local welfare
17.31 agency, agency responsible for child protection reports, and police department shall each
17.32 designate a person within their agency, department, or office who is responsible for ensuring
17.33 that the notification duties of this paragraph are carried out. When the alleged maltreatment

18.1 occurred on tribal land, the local welfare agency or agency responsible for child protection
18.2 reports and the local police department or the county sheriff shall immediately notify the
18.3 tribe's social services agency and tribal law enforcement orally and in writing when a report
18.4 is received. When a police department or county sheriff receives a report or otherwise has
18.5 information indicating that a child has been the subject of physical abuse, sexual abuse, or
18.6 neglect by a person licensed by the Professional Educator Licensing and Standards Board
18.7 or Board of School Administrators, it shall, in addition to its other duties under this section,
18.8 immediately inform the licensing board.

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

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

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

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

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

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

18.30 If the report alleges neglect, physical abuse, or sexual abuse by a parent, guardian, or
18.31 individual functioning within the family unit as a person responsible for the child's care, or
18.32 sexual abuse by a person with a significant relationship to the child when that person resides
18.33 in the child's household or by a sibling, the local welfare agency shall immediately conduct
18.34 a family assessment or investigation as identified in clauses (1) to (4). In conducting a family

19.1 assessment or investigation, the local welfare agency shall gather information on the existence
19.2 of substance abuse and domestic violence and offer services for purposes of preventing
19.3 future child maltreatment, safeguarding and enhancing the welfare of the abused or neglected
19.4 minor, and supporting and preserving family life whenever possible. If the report alleges a
19.5 violation of a criminal statute involving sexual abuse, physical abuse, or neglect or
19.6 endangerment, under section 609.378, the local law enforcement agency and local welfare
19.7 agency shall coordinate the planning and execution of their respective investigation and
19.8 assessment efforts to avoid a duplication of fact-finding efforts and multiple interviews.
19.9 Each agency shall prepare a separate report of the results of its investigation or assessment.
19.10 In cases of alleged child maltreatment resulting in death, the local agency may rely on the
19.11 fact-finding efforts of a law enforcement investigation to make a determination of whether
19.12 or not maltreatment occurred. When necessary the local welfare agency shall seek authority
19.13 to remove the child from the custody of a parent, guardian, or adult with whom the child is
19.14 living. In performing any of these duties, the local welfare agency shall maintain appropriate
19.15 records.

19.16 If the family assessment or investigation indicates there is a potential for abuse of alcohol
19.17 or other drugs by the parent, guardian, or person responsible for the child's care, the local
19.18 welfare agency shall conduct a chemical use assessment pursuant to Minnesota Rules, part
19.19 9530.6615.

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

19.28 (d) Authority of the local welfare agency responsible for assessing or investigating the
19.29 child abuse or neglect report, the agency responsible for assessing or investigating the report,
19.30 and of the local law enforcement agency for investigating the alleged abuse or neglect
19.31 includes, but is not limited to, authority to interview, without parental consent, the alleged
19.32 victim and any other minors who currently reside with or who have resided with the alleged
19.33 offender. The interview may take place at school or at any facility or other place where the
19.34 alleged victim or other minors might be found or the child may be transported to, and the
19.35 interview conducted at, a place appropriate for the interview of a child designated by the

20.1 local welfare agency or law enforcement agency. The interview may take place outside the
20.2 presence of the alleged offender or parent, legal custodian, guardian, or school official. For
20.3 family assessments, it is the preferred practice to request a parent or guardian's permission
20.4 to interview the child prior to conducting the child interview, unless doing so would
20.5 compromise the safety assessment. Except as provided in this paragraph, the parent, legal
20.6 custodian, or guardian shall be notified by the responsible local welfare or law enforcement
20.7 agency no later than the conclusion of the investigation or assessment that this interview
20.8 has occurred. Notwithstanding rule 32 of the Minnesota Rules of Procedure for Juvenile
20.9 Courts, the juvenile court may, after hearing on an ex parte motion by the local welfare
20.10 agency, order that, where reasonable cause exists, the agency withhold notification of this
20.11 interview from the parent, legal custodian, or guardian. If the interview took place or is to
20.12 take place on school property, the order shall specify that school officials may not disclose
20.13 to the parent, legal custodian, or guardian the contents of the notification of intent to interview
20.14 the child on school property, as provided under this paragraph, and any other related
20.15 information regarding the interview that may be a part of the child's school record. A copy
20.16 of the order shall be sent by the local welfare or law enforcement agency to the appropriate
20.17 school official.

20.18 (e) When the local welfare, local law enforcement agency, or the agency responsible
20.19 for assessing or investigating a report of maltreatment determines that an interview should
20.20 take place on school property, written notification of intent to interview the child on school
20.21 property must be received by school officials prior to the interview. The notification shall
20.22 include the name of the child to be interviewed, the purpose of the interview, and a reference
20.23 to the statutory authority to conduct an interview on school property. For interviews
20.24 conducted by the local welfare agency, the notification shall be signed by the chair of the
20.25 local social services agency or the chair's designee. The notification shall be private data
20.26 on individuals subject to the provisions of this paragraph. School officials may not disclose
20.27 to the parent, legal custodian, or guardian the contents of the notification or any other related
20.28 information regarding the interview until notified in writing by the local welfare or law
20.29 enforcement agency that the investigation or assessment has been concluded, unless a school
20.30 employee or agent is alleged to have maltreated the child. Until that time, the local welfare
20.31 or law enforcement agency or the agency responsible for assessing or investigating a report
20.32 of maltreatment shall be solely responsible for any disclosures regarding the nature of the
20.33 assessment or investigation.

20.34 Except where the alleged offender is believed to be a school official or employee, the
20.35 time and place, and manner of the interview on school premises shall be within the discretion

21.1 of school officials, but the local welfare or law enforcement agency shall have the exclusive
21.2 authority to determine who may attend the interview. The conditions as to time, place, and
21.3 manner of the interview set by the school officials shall be reasonable and the interview
21.4 shall be conducted not more than 24 hours after the receipt of the notification unless another
21.5 time is considered necessary by agreement between the school officials and the local welfare
21.6 or law enforcement agency. Where the school fails to comply with the provisions of this
21.7 paragraph, the juvenile court may order the school to comply. Every effort must be made
21.8 to reduce the disruption of the educational program of the child, other students, or school
21.9 staff when an interview is conducted on school premises.

21.10 (f) Where the alleged offender or a person responsible for the care of the alleged victim
21.11 or other minor prevents access to the victim or other minor by the local welfare agency, the
21.12 juvenile court may order the parents, legal custodian, or guardian to produce the alleged
21.13 victim or other minor for questioning by the local welfare agency or the local law
21.14 enforcement agency outside the presence of the alleged offender or any person responsible
21.15 for the child's care at reasonable places and times as specified by court order.

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

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

21.32 (i) The local welfare agency responsible for conducting a family assessment or
21.33 investigation shall collect available and relevant information to determine child safety, risk
21.34 of subsequent child maltreatment, and family strengths and needs and share not public
21.35 information with an Indian's tribal social services agency without violating any law of the

22.1 state that may otherwise impose duties of confidentiality on the local welfare agency in
22.2 order to implement the tribal state agreement. The local welfare agency or the agency
22.3 responsible for investigating the report shall collect available and relevant information to
22.4 ascertain whether maltreatment occurred and whether protective services are needed.
22.5 Information collected includes, when relevant, information with regard to the person reporting
22.6 the alleged maltreatment, including the nature of the reporter's relationship to the child and
22.7 to the alleged offender, and the basis of the reporter's knowledge for the report; the child
22.8 allegedly being maltreated; the alleged offender; the child's caretaker; and other collateral
22.9 sources having relevant information related to the alleged maltreatment. The local welfare
22.10 agency or the agency responsible for investigating the report may make a determination of
22.11 no maltreatment early in an investigation, and close the case and retain immunity, if the
22.12 collected information shows no basis for a full investigation.

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

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

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

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

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

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

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

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

23.17 (j) Upon receipt of a report, the local welfare agency shall conduct a face-to-face contact
23.18 with the child reported to be maltreated and with the child's primary caregiver sufficient to
23.19 complete a safety assessment and ensure the immediate safety of the child. The face-to-face
23.20 contact with the child and primary caregiver shall occur immediately if sexual abuse or
23.21 substantial child endangerment is alleged and within five calendar days for all other reports.
23.22 If the alleged offender was not already interviewed as the primary caregiver, the local welfare
23.23 agency shall also conduct a face-to-face interview with the alleged offender in the early
23.24 stages of the assessment or investigation. At the initial contact, the local child welfare agency
23.25 or the agency responsible for assessing or investigating the report must inform the alleged
23.26 offender of the complaints or allegations made against the individual in a manner consistent
23.27 with laws protecting the rights of the person who made the report. The interview with the
23.28 alleged offender may be postponed if it would jeopardize an active law enforcement
23.29 investigation.

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

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

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

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

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

24.12 Sec. 16. Minnesota Statutes 2018, section 626.556, subdivision 10e, is amended to read:

24.13 Subd. 10e. **Determinations.** (a) The local welfare agency shall conclude the family
24.14 assessment or the investigation within 45 days of the receipt of a report. The conclusion of
24.15 the assessment or investigation may be extended to permit the completion of a criminal
24.16 investigation or the receipt of expert information requested within 45 days of the receipt of
24.17 the report.

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

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

24.25 (d) If the commissioner of education conducts an assessment or investigation, the
24.26 commissioner shall determine whether maltreatment occurred and what corrective or
24.27 protective action was taken by the school facility. If a determination is made that
24.28 maltreatment has occurred, the commissioner shall report to the employer, the school board,
24.29 and any appropriate licensing entity the determination that maltreatment occurred and what
24.30 corrective or protective action was taken by the school facility. In all other cases, the
24.31 commissioner shall inform the school board or employer, and any appropriate licensing
24.32 entity that a report was received, the subject of the report, the date of the initial report, the

25.1 category of maltreatment alleged as defined in paragraph (f), the fact that maltreatment was
25.2 not determined, and a summary of the specific reasons for the determination.

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

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

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

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

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

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

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

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

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

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

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

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

26.12 (3) whether the facility or individual followed professional standards in exercising
26.13 professional judgment.

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

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

26.25 Sec. 17. Minnesota Statutes 2018, section 631.40, subdivision 1a, is amended to read:

26.26 Subd. 1a. **Certified copy of disqualifying offense convictions sent to public safety**
26.27 **and school districts.** When a person is convicted of, or receives a stay of adjudication for,
26.28 committing a disqualifying offense, as defined in section 171.3215, subdivision 1, a gross
26.29 misdemeanor, a fourth moving violation within the previous three years, or a violation of
26.30 section 169A.20, or a similar statute or ordinance from another state, the court shall determine
26.31 whether the offender is a school bus driver as defined in section 171.3215, subdivision 1,
26.32 whether the offender possesses a school bus driver's endorsement on the offender's driver's
26.33 license and in what school districts the offender drives a school bus. If the offender is a
26.34 school bus driver or possesses a school bus driver's endorsement, the court administrator

27.1 shall send a certified copy of the conviction or stay of adjudication to the Department of
27.2 Public Safety and to the school districts in which the offender drives a school bus within
27.3 ten days after the conviction or stay of adjudication.

27.4 Sec. 18. **REPEALER.**

27.5 (a) Minnesota Statutes 2018, section 122A.09, subdivision 1, is repealed.

27.6 (b) Minnesota Rules, part 8710.2100, subparts 1 and 2, are repealed.

APPENDIX
Repealed Minnesota Statutes: H0532-1

122A.09 DUTIES.

Subdivision 1. **Code of ethics.** The Professional Educator Licensing and Standards Board must develop by rule a code of ethics covering standards of professional teaching practices, including areas of ethical conduct and professional performance and methods of enforcement.

8710.2100 CODE OF ETHICS FOR MINNESOTA TEACHERS.

Subpart 1. **Scope.** Each teacher, upon entering the teaching profession, assumes a number of obligations, one of which is to adhere to a set of principles which defines professional conduct. These principles are reflected in the following code of ethics, which sets forth to the education profession and the public it serves standards of professional conduct and procedures for implementation.

This code shall apply to all persons licensed according to rules established by the Professional Educator Licensing and Standards Board.

Subp. 2. **Standards of professional conduct.** The standards of professional conduct are as follows:

A. A teacher shall provide professional education services in a nondiscriminatory manner.

B. A teacher shall make reasonable effort to protect the student from conditions harmful to health and safety.

C. In accordance with state and federal laws, a teacher shall disclose confidential information about individuals only when a compelling professional purpose is served or when required by law.

D. A teacher shall take reasonable disciplinary action in exercising the authority to provide an atmosphere conducive to learning.

E. A teacher shall not use professional relationships with students, parents, and colleagues to private advantage.

F. A teacher shall delegate authority for teaching responsibilities only to licensed personnel.

G. A teacher shall not deliberately suppress or distort subject matter.

H. A teacher shall not knowingly falsify or misrepresent records or facts relating to that teacher's own qualifications or to other teachers' qualifications.

I. A teacher shall not knowingly make false or malicious statements about students or colleagues.

J. A teacher shall accept a contract for a teaching position that requires licensing only if properly or provisionally licensed for that position.