

**BEFORE THE ST. MARY'S COUNTY PUBLIC SCHOOLS
ETHICS PANEL**

In the Matter of :

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Advisory Opinion No. 2016-01

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Request for Advisory Opinion

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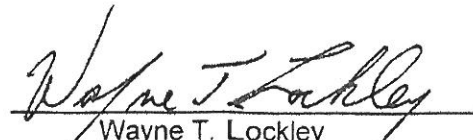
ADVISORY OPINION

On October 13, 2016, a quorum of the St. Mary's County Public Schools Ethics Panel (the "Ethics Panel") met in Executive Session to consider a request for an advisory opinion from the Ethics Panel.

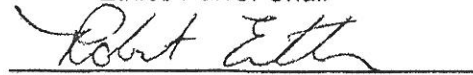
In August 30, 2016 request, _____ in the _____, inquired whether a St. Mary's County Public Schools ("SMCPS") employee could permissibly ask a fellow SMCPS employee to perform work on a personal basis, and whether the proposed work would need to be approved in advance. For example, _____ asked whether the first SMCPS employee could ask the second SMCPS employee to paint a room in a relative's home, perform vehicle repairs, or cut wood for the first employee's woodstove.

The Ethics Panel determined that such an arrangement would be permissible, and would not require the prior approval of either employee's supervisor, provided the following conditions were met. First, a SMCPS employee cannot ask a fellow employee to perform personal work if the requesting employee is the second employee's supervisor. Second, the scope of the work and any compensation to be provided to the second employee for performing the work must be mutually acceptable to both employees. Finally, any communications between the two employees regarding the project must occur outside the two employees' respective duty days except for the limited purpose of obtaining personal contact information, and must not be conducted via any SMCPS-sponsored media (i.e., email, system-provided cellular phone, etc.).

October 13, 2016
Date



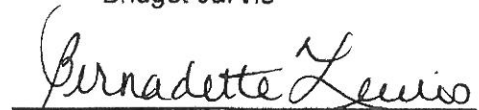
Wayne T. Lockley
Ethics Panel Chair



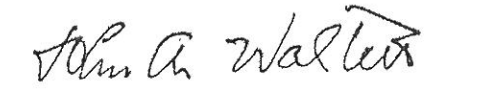
Robert Ertter

Absent

Bridget Jarvis



Bernadette Lewis



John Walters