CLINT INDEPENDENT SCHOOL DISTRICT DEPARTMENT OF

HUMAN RESOURCES

**EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: DBD (R)**
**NONSCHOOL EMPLOYMENT**

## OUTSIDE EMPLOYMENT

89th Legislature - HB 3372 establishes new restrictions on financial activities for school district administrators, defining an administrator as a person with significant administrative duties in a school district (excluding classroom teachers and trustees). The legislation prohibits administrators from receiving financial benefits for performing personal services for businesses that work with their school district, education businesses that provide curriculum or administrative services, or other school districts, charter schools, or regional education service centers. However, an administrator can receive such financial benefits if they obtain prior written approval from their district's board of trustees, who must determine that the contract will not harm the district, does not present a conflict of interest, and will be performed entirely during the administrator's personal time. The contract must be publicly disclosed, and any administrator who violates these provisions will be liable for a civil penalty of $10,000 per violation. The bill aims to prevent potential conflicts of interest and ensure that school district administrators prioritize their primary responsibilities to their employing district.

DATE: _____

NAME OF EMPLOYEE: _____

CURRENT POSITION: _____

CAMPUS / DEPARTMENT: _____

DESCRIPTION OF OUTSIDE EMPLOYMENT: _____

IMPACT ON DISTRICT EMPLOYMENT (IF ANY): _____

_____ _____
SIGNATURE DATE

_____ _____
PRINCIPAL / IMMEDIATE SUPERVISOR APPROVAL DATE

_____ _____
SUPERINTENDENT'S APPROVAL DATE

Clint Independent School District does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs, activities or employment.