

TEXAS SCHOOL FOR THE DEAF

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS:
CONFLICT OF INTEREST

DBD

CONFLICT OF INTEREST

Employees are required to disclose to their supervisor any situation that creates a potential conflict of interest with proper discharge of assigned duties and responsibilities or creates a potential conflict of interest with the best interests of the district. This includes the following:

- A personal financial interest
- A business interest
- Any other obligation or relationship
- Nonschool employment

(See DH)

[Tex. Government Code, 2155.003](#)

SUBSTANTIAL INTEREST

The Superintendent shall file an affidavit with the Board President disclosing substantial interest, in any business or real property that the Superintendent or any of his or her relatives in the first degree may have. Any employee who is in a position to affect a financial decision involving any business entity or real property in which the employee has a substantial interest, shall file an affidavit with the Superintendent; however, the employee shall not be required to file an affidavit for the substantial interest of a relative. See policy DH, Employee Standards of Conduct for addition information.

[Tex. Government Code 553.002](#)

HOLDING PUBLIC OFFICE

Employees may not be candidates for an elective public office in partisan elections. However, School employees may serve as members of the governing bodies of the school districts (other than those in which they are employed), cities, towns, or other local governmental districts. A schoolteacher, retired schoolteacher, or retired school administrator may receive compensation for serving as a member of those governing bodies, including a water district created under Section 59, Art. XVI, or Section 52, Art. III. Tex. Const., Art. XVI, Sec. 40(b);

[Tex. Government Code, 556.004](#)

[Tex. Constitution, Art. XVI, Sec. 40, Atty. Gen. Op. DM-55 \(1991\)](#)

ENDORSEMENTS

An employee shall not recommend, endorse, or require students to purchase any product, material, or service in which the employee has a financial interest or that is sold by a company that employs or retains the District employee during nonschool hours. No employee shall require students to purchase a specific brand of school supplies if other brands are equal and suitable for the intended instructional purpose.

SALES

An employee shall not use his or her position with the school to attempt to sell products or services.

Issued:

Adopted:

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