



ETHICS ADVISORY PANEL
PRINCE GEORGE'S COUNTY BOARD OF EDUCATION

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**ADVISORY OPINION OF THE PRINCE GEORGE'S COUNTY
BOARD OF EDUCATION ETHICS PANEL**

Background: On March 9, 2026, [REDACTED], [REDACTED] in the Department of Career and Technical Education, submitted a request for an advisory opinion under Board Policy 0107 (Ethics Regulations). Ms. [REDACTED] seeks guidance regarding whether she may engage in outside employment creating content and visual graphics for the Prince George's County Office of Procurement and the social media platforms of the Maryland State Assembly Office. This work would be performed for compensation and outside of her official duty hours.

Issue Presented: Whether Ms. [REDACTED] proposed outside employment creates a conflict of interest or the appearance of a conflict of interest under Board Policy 0107.

Decision: After reviewing the request and the provisions of Board Policy 0107, the Ethics Panel finds that Ms. [REDACTED] may create content and visual graphics for the Prince George's County Office of Procurement and the social media platforms of the Maryland State Assembly Office.

Rationale and Policy Citations:

Section IV.B.2 of Board Policy 0107 covers employment and financial interests. It provides that an official may not be employed by, or have a financial interest in, an entity that is subject to the authority of the school system or Board of Education, is negotiating with, or has entered into a contract with the school system, if such employment would create a conflict of interest or the appearance of a conflict of interest, or impair the official's impartiality or independence of judgment.

The policy further provides that this prohibition does not apply to:

- (i) An official whose duties are ministerial, where the private employment or financial interest does not create a conflict of interest or the appearance of a conflict of interest;
- (ii) Subject to other provisions of law, a Board member with pre-existing employment or financial interests that were properly disclosed:
 - (a) For an appointed Board member, at the time of appointment; or
 - (b) For an elected Board member, on the financial disclosure statement filed with the certificate of candidacy; or
- (iii) Employment or financial interests permitted by opinion of the Ethics Advisory Panel, provided that such employment does not create a conflict of interest or the appearance of a conflict of interest and is properly disclosed.

In this case, Ms. [REDACTED] proposed work will be performed outside of official duty hours and does not involve entities over which she or the school board exercises decision-making authority. The Panel finds no indication that this employment would impair her impartiality or independence of judgment or create an actual or apparent conflict of interest.

Conclusion: Accordingly, the Ethics Panel determines that Ms. [REDACTED] may engage in outside employment creating content and visual graphics for the Prince George's County Office of Procurement and the Maryland State Assembly Office, provided that such employment does not create a conflict of interest or the appearance of a conflict of interest and is properly disclosed in accordance with Board Policy 0107, Section IV.B.2.

This determination is contingent upon Ms. [REDACTED]:

- Performing such work outside of official duty hours;
- Not using school system resources, including equipment, time, or official position, in connection with the outside employment; and
- Refraining from participating in any school system matters involving these entities.

Date: March 26, 2026
Advisory Opinion 26-01

Sincerely,

v/r Kasandra R. Styles
Member, Ethics Advisory Panel