

BOARD OF EDUCATION OF BALTIMORE COUNTY

ETHICS REVIEW PANEL

ADVISORY OPINION 99-08

This Advisory Opinion 99-08 is in response to a request made by [REDACTED] Coordinator of the Office of [REDACTED] inquiring if an employee of that office may post a notice in the [REDACTED] Office of equipment for sale from his/her outside business interest.

The relevant section of the Ethics Code is as follows:

ETHICS CODE: *Conflict of Interest*

Section 8363

Board members, employees, and volunteers shall not participate on behalf of the school system in any manner which would, to their knowledge, have a direct financial impact, as distinguished from the public generally, on them, their spouse, dependent child, ward, parent, or other who shares the Board member's, employee's, or volunteer's legal residence or a business entity with which they are affiliated.

1. Outside Employment

- (a) Board members, employees, and volunteers may not participate in outside employment if the work:*
- is incompatible with the proper performance of official duties*
 - impairs the impartiality or independence of judgment or actions of the employee*
 - affects the performance of the employee*
- (b) A person engaged in outside employment may not:*
- benefit from business with the school or from relationship with students*
 - represent any party before the school system*
 - use confidential information acquired in his or her official school system position for personal benefit or that of another.*
- (c) Any employee with instructional responsibility shall not tutor, for compensation, any student whom he or she is currently teaching.*

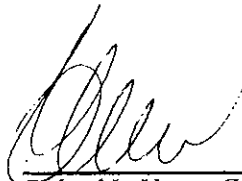
The Panel finds that this section of the Ethics Code prohibits this school employee from advertising his/her outside business interest as he/she would be benefiting from his/her employment in this office of the Baltimore County school system. As Section 8363 states: A person engaged in outside employment may not benefit from business with the school system. Therefore, we advise [REDACTED] the Coordinator of that office, to

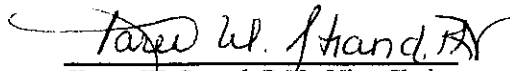
inform the employee of the Ethics policy and remove the notice that the employee posted.

This Advisory Opinion has been signed by the Ethics Panel members and adopted


on 1/27/00


Joy Shillman, Chair


Roland L. Unger, C.P.A., Panel Member


Karen W. Strand, R.N., Vice Chair

ABSENT
Donald A. Gabriel, Panel Member


James G. Klair, Esq., Panel Member