ADVISORY OPINION OF THE
BALTIMORE CITY BOARD OF SCHOOL COMMISSIONERS
ETHICS PANEL

The Ethics Panel is issuing this advisory opinion pursuant to Policy BCA Code of Ethics Section III(B)(5), which provides that “[a]ny Board member, student commissioner, official, employee or other person subject to the provisions of this policy may request an advisory opinion from the Ethics Panel concerning the application of this policy.”

On April 30, 2020, ETH2020-03 requested an advisory opinion regarding a potential candidate for a director's position in the office of [redacted]. The potential candidate is currently earning more in a consulting position than the maximum salary the district is offering. The potential candidate is wondering if [redacted] can continue consulting while serving as a director in the Office of [redacted] to supplement the salary offered?

Section III(C)(2)(a)(i)(ii) of the Code of Ethics states that “Except as permitted by policy of the Board when the interests is disclosed or when the employment does not create a conflict of interest or appearance of conflict and official may not be employed by or have a financial interest in an entity that is doing business with the Board or City Schools; or hold any other employment relationship that would impair the impartiality or independence of judgment of the official.”

Therefore, the potential candidate if selected as a director in the Office of [redacted] may continue working as a consultant as long as the clients are not doing business with the Board or City Schools.

This advisory opinion is based solely on the facts as presented. The Panel expresses no opinion as to matters that may exist now or in the future that have not been presented. Panel decisions are based on a case-by-case examination of the relevant factual information and applicable regulations.

Date: July 7, 2020

Respectfully submitted,

The Reverend Domanic A. Smith, M.Div., CHM
Chair, Baltimore City Public Schools Ethics Panel