



**Board of School Trustees
Mansfield Independent School District**

TITLE: Consideration and Approval of
Request for Board Approval of
Mansfield ISD Employee Personal
Services Contract

DATE: November 18, 2025

Consent

BACKGROUND:

HB 3372 prohibits school district administrators from receiving financial benefits for performing personal services for: 1) any business entity that conducts or solicits business with the district that employs the administrator; (2) an education business that provides services regarding the curriculum or administration of any school district; or (3) other public education institutions, including open-enrollment charter schools and regional education service centers. While the law provides no exception for the first scenario listed above (a business entity that conducts or solicits business with the district), it does provide for an exception to the second and third scenarios, but only for administrators other than a member of a board of managers, a superintendent, or an associate superintendent. This exception requires that the following specific actions take place:

- The employee must provide the Board of Trustees with “a written contract describing the services to be performed by the administrator”; and
- The Board of Trustees must vote to approve the contract after determining that:
 - The contract will not harm the District;
 - The arrangement does not present a conflict of interest; and
 - The services to be performed by the administrator will be performed entirely on the administrator’s personal time.

RECOMMENDATION:

The Superintendent recommends approval of the Request for Board Approval of Mansfield ISD Employee Personal Services Contract as presented.

RECOMMENDED MOTION:

“I move that we approve the Request for Board Approval of Mansfield ISD Employee Personal Services Contract as presented.”