



## Consent Item

**Date:** August 11, 2025

**Division:** Legal Services

**Subject:** Consider Approval of Employee Outside Employment in Accordance with HB 3372

**Background Information:**

- House Bill 3372, which passed in the 89<sup>th</sup> Session, became effective on June 23, 2025 regarding outside employment or consulting work.
- House Bill 3372 places prohibitions and processes on outside employment and consulting work, specifically the following:
  - School District administrators (including campus principals and assistant principals) are prohibited from receiving any financial benefit from any business entity that conducts or solicits business with Lewisville ISD.
  - Administrators (excluding superintendents and leadership team members) may receive financial benefit from an education business that provides services regarding the curriculum or administration of another school district, or may receive financial benefit from another school district, open-enrollment charter school, or regional education service center only if:
    - The work is for another school district, charter school, or ESC, or an education-related business;
    - The duties are performed entirely on personal time; AND
    - The arrangement and contractual agreement is reviewed and approved by our school board, confirming that the work poses no harm to the District, will not be a conflict of interest, and will be performed solely on the administrator's personal time.

**Administrative Consideration:**

- LISD employees are expected to comply with all state and federal laws, and as stated in HB 3372, there is a civil penalty of \$10,000 per violation of this new law.
- Therefore, administrators who fall within the above exception, with board approval, have provided their contract agreements for board approval.

**Recommendations:**

- To approve the attached agreements in accordance with House Bill 3372 finding the following:
  - that the work poses no harm to the District
  - will not be a conflict of interest, and will be performed solely on the administrator's personal time