

# CONFLICT OF INTEREST STATEMENT

For Employees Performing Professional Services  
Outside the District

During working hours, Queen City ISD employees are expected to devote their full time and attention to the business and the affairs of the District.

If an employee wishes to engage in employment or business activity outside his/her employment with the District, the employee must first disclose to the District the nature and extent of the proposed employment or business activity and obtain the District's written approval. Approval will only be withheld if the District reasonably determines that the employee's proposed outside employment or business activity could conflict or compete with the interests of the District or could negatively affect the employee's job performance or attendance. Failure by an employee to comply with this requirement is subject to disciplinary action up to and including termination.

By signing this policy, I acknowledge understanding of the above policy and acceptance of the policy guidelines and constraints. The nature of my work is as follows:

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\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

The District has reasonably determined that the employee's proposed outside employment or business activity

would                       would not

conflict or compete with the interests of the District or negatively affect the employee's job performance or attendance.

\_\_\_\_\_  
Superintendent Signature

\_\_\_\_\_  
Date