



Employee Conflict of Interest Disclosure Form

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Please check below what statement applies to you. Immediate family is defined as spouse, child, parent sibling, grandparent, grandchild, and "partner" as business or domestic.

[] NO - To the best of my knowledge, neither I nor any member of my immediate family has any interest in nor relation to any company or individual seeking to or attempting to sell products or services to BISD or to students of BISD.

[X] YES - To the best of my knowledge, I and/or member(s) of my immediate family have an interest in or relation to one or more companies or individuals seeking to or attempting to sell products to BISD or to BISD students.

Please list the Name of person, relationship, company name, type of business, position below:

Amme Davis Scholastic educational products Book Clubs Teacher Advisory Board

Name of person Relationship Company Name Type of Business Position

Name of person Relationship Company Name Type of Business Position

Add Comments of Explanations related to these Disclosure, if needed below:

I was chosen to give feedback to Scholastic as a teacher for its book clubs.

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Amme Davis

Print Name

Signature

Date

Amme P. Davis

3-19-19



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Jonathan Tate Husband Champion HS Coach/Teacher

Name of person Relationship Company Name Type of Business Position

Name of person Relationship Company Name Type of Business Position

Add Comments of Explanations related to these Disclosure, if needed below:

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Tanya Tate Hef6
Signature Tanya Tate Date 8/13/19



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Please list the Name of person, relationship, company name, type of business, position below:

Marci Warner	self	Wheres Waldo pic CO.		I am on an advisory panel & not a paid employee. I do hold shares.
Name of person	Relationship	Company Name	Type of Business	Position

Name of person	Relationship	Company Name	Type of Business	Position
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Name of person	Relationship	Company Name	Type of Business	Position
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Add Comments of Explanations related to these Disclosure, if needed below:

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Marci Warner	HERFF
Print Name	Campus
	Date 8/13/19
Signature	Date



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Randy Stumm	Husband	Customm Design + Tees	Owner
Name of person	Relationship	Company Name	Position

Self		Customm Design + Tees	Owner
Name of person	Relationship	Company Name	Position

Name of person	Relationship	Company Name	Type of Business	Position
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Add Comments of Explanations related to these Disclosure, if needed below:

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Amanda Stumm	HERFF
Print Name	Campus
Signature <i>Amanda Stumm</i>	Date 8/13/19



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Please list the Name of person, relationship, company name, type of business, position below:

Name of person	Relationship	Company Name	Type of Business	Position
Seth Foster	Nephew	Concourse Team Express	Sporting Goods	Sales

Name of person	Relationship	Company Name	Type of Business	Position
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Name of person	Relationship	Company Name	Type of Business	Position
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Add Comments of Explanations related to these Disclosure, if needed below:

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Print Name	Signature	Date	Campus
Chuck Foster		8/12/19	CHS



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Handwritten entry: Janet Costanza mother Sew What Alterations/Embroidery for BHS cheer. Includes handwritten note: (pending approval)

Name of person Relationship Company Name Type of Business Position

Name of person Relationship Company Name Type of Business Position

Add Comments of Explanations related to these Disclosure, if needed below:

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Handwritten name: Krista C. Lux

Print Name

Handwritten signature: Krista C. Lux

Signature

Date 7/24/19



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Please list the Name of person, relationship, company name, type of business, position below:

Wendy Sangdahl self Sweet Wendys Bakery co-owner

Wendy Lutz friend/ Fabra teacher Sweet Wendys Bakery co-owner

Name of person Relationship Company Name Type of Business Position

Add Comments of Explanations related to these Disclosure, if needed below:

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Wendy Sangdahl Voss
Print Name Campus
Signature Wendy Sangdahl Date 8-12-19



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Please list the Name of person, relationship, company name, type of business, position below:

Name of person	Relationship	Company Name	Type of Business	Position
Jett Walker	Spouse		Lessons/Masterclasses	Teacher

Name of person	Relationship	Company Name	Type of Business	Position

Name of person	Relationship	Company Name	Type of Business	Position

Add Comments of Explanations related to these Disclosure, if needed below:

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Hanna Walker	BMSN
Print Name	Campus
Signature <u>Hanna Walker</u>	Date <u>8/9/2019</u>



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Please list the Name of person, relationship, company name, type of business, position below:

KARA RICHTMAN SPOUSE PRIVATE LESSON INSTRUCTOR
Name of person Relationship Company Name Type of Business Position

(WORKS FOR DISTRICT @ FES)

Name of person Relationship Company Name Type of Business Position

Name of person Relationship Company Name Type of Business Position

Add Comments of Explanations related to these Disclosure, if needed below:

KARA WAS TEACHING LESSONS AND BAND CAMPS IN THE DISTRICT FOR MANY YEARS, EVEN BEFORE WE WERE MARRIED

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Jane Richtman BMSW
Print Name Campus
Signature Date 8-9-19



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Please list the Name of person, relationship, company name, type of business, position below:

<u>Barton Graves</u>	<u>Husband</u>	<u>Thrivent Financial</u>	<u>Financial</u>	<u>Financial Advisor</u>
Name of person	Relationship	Company Name	Type of Business	Position

(403 B's, etc.)

____	____	____	____	____
Name of person	Relationship	Company Name	Type of Business	Position

____	____	____	____	____
Name of person	Relationship	Company Name	Type of Business	Position

Add Comments of Explanations related to these Disclosure, if needed below:

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<u>Lynnese Graves</u>	<u>CHS</u>
Print Name	Campus
<u>Lynnese Graves</u>	<u>8/6/2019</u>
Signature	Date



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Amme Davis	self	Scholastic	educational products	teacher advisor
Name of person	Relationship	Company Name	Type of Business	Position

Name of person	Relationship	Company Name	Type of Business	Position

Name of person	Relationship	Company Name	Type of Business	Position

Add Comments of Explanations related to these Disclosure, if needed below:

I was chosen to be a teacher advisor through March, 2020, for Scholastic Book Clubs.

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Amme Davis	Fair Oaks Ranch Elementary
Print Name	Campus

Amme B. Davis	8-5-19
Signature	Date



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<u>Mac Wylie</u>	<u>Husband</u>	<u>Mac Wylie Golf</u>	<u>Driving Range/ Retail Golf Equip.</u>	<u>Owner</u>
Name of person	Relationship	Company Name	Type of Business	Position

_____	_____	_____	_____	_____
Name of person	Relationship	Company Name	Type of Business	Position

_____	_____	_____	_____	_____
Name of person	Relationship	Company Name	Type of Business	Position

Add Comments of Explanations related to these Disclosure, if needed below:

Mac Wylie Golf sells golf equipment/supplies to GABC & CABC.

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

<u>Joan Wylie</u>	<u>Central Office - Business Office</u>
Print Name	Campus
<u>Joan Wylie</u>	<u>7-31-19</u>
Signature	Date



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Jennifer Christianson	Self	Texas State German Contests, Inc	Contest- 501(c)3	Exec. Director
Name of person	Relationship	Company Name	Type of Business	Position

Name of person	Relationship	Company Name	Type of Business	Position
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Name of person	Relationship	Company Name	Type of Business	Position
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Add Comments of Explanations related to these Disclosure, if needed below:

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Jennifer Christianson	BHS
Print Name	Campus
Jennifer Christianson	8/5/19
Signature	Date



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Troy Baird husband Bac-Flo Unlimited, plumbing owner

Name of person Relationship Company Name Type of Business Position

Name of person Relationship Company Name Type of Business Position

Add Comments of Explanations related to these Disclosure, if needed below:

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Troy Baird BHS
Print Name Campus
Signature Date 8/4/19



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Rieleigh Burks child Clinician
Name of person Relationship Company Name Type of Business Position

Kynleigh Burks child Clinician
Name of person Relationship Company Name Type of Business Position

Name of person Relationship Company Name Type of Business Position

Add Comments of Explanations related to these Disclosure, if needed below:

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Kimberly Puckett BHS
Print Name Campus
Signature Date Aug. 5, 2019



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He's not seeking, but teachers seek him. (i)

Please list the Name of person, relationship, company name, type of business, position below:

Name of person	Relationship	Company Name	Type of Business	Position
Jorge Ochoa	Spouse	Tambo rhythms	Team building or Special Needs	Services

Name of person	Relationship	Company Name	Type of Business	Position
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Name of person	Relationship	Company Name	Type of Business	Position
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Add Comments of Explanations related to these Disclosure, if needed below:

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SUZANNA Kincaid-Ochoa BHS
 Print Name Campus
 Signature [Signature] Date 8-5-19



Employee Conflict of Interest Disclosure Form

All employees should avoid any conflict between their personal interests and the interest of BISD in dealing with students, parents, vendors, customers, and all other organization or individuals doing or seeking to do business with the District.

Employees shall not recommend, endorse, or require students to purchase any product, material or service (i.e. private tutoring) in which the employee has a financial interest or that is sold by a company that employs or retains the employee during non-school hours.

An employee must disclose in writing to their immediate supervisor a personal financial interest, a business interest, or any other obligation or relationship that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.

Please check below what statement applies to you. Immediate family is defined as spouse, child, parent sibling, grandparent, grandchild, and "partner" as business or domestic.

[] NO - To the best of my knowledge, neither I nor any member of my immediate family has any interest in nor relation to any company or individual seeking to or attempting to sell products or services to BISD or to students of BISD.

[x] YES - To the best of my knowledge, I and/or member(s) of my immediate family have an interest in or relation to one or more companies or individuals seeking to or attempting to sell products to BISD or to BISD students.

Please list the Name of person, relationship, company name, type of business, position below:

Handwritten entry: Math GPS, self, Math GPS, Math Curriculum, 16% owner

Name of person Relationship Company Name Type of Business Position

Name of person Relationship Company Name Type of Business Position

Add Comments of Explanations related to these Disclosure, if needed below:

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Signature: Debra K. Aaron, Date: 8-5-19, Campus: Fabra Elementary



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[x] YES - To the best of my knowledge, I and/or member(s) of my immediate family have an interest in or relation to one or more companies or individuals seeking to or attempting to sell products to BISD or to BISD students.

Please list the Name of person, relationship, company name, type of business, position below:

Handwritten entry: Cheryl Essick, Partner, MATHGPS, LLC, Curriculum, Position

Name of person Relationship Company Name Type of Business Position

Name of person Relationship Company Name Type of Business Position

Add Comments of Explanations related to these Disclosure, if needed below:

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Signature: Cheryl Essick, Date: 8/6/19, Campus: KES



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YES – To the best of my knowledge, I and/or member(s) of my immediate family have an interest in or relation to one or more companies or individuals seeking to or attempting to sell products to BISD or to BISD students.

Please list the Name of person, relationship, company name, type of business, position below:

<u>Tanya Stevens</u>	<u>- employer</u>	<u>Frill Seekers Store</u>	<u>associate</u>
Name of person	Relationship	Company Name of TX. Type of Business	Position

_____	_____	_____	_____	_____
Name of person	Relationship	Company Name	Type of Business	Position

_____	_____	_____	_____	_____
Name of person	Relationship	Company Name	Type of Business	Position

Add Comments of Explanations related to these Disclosure, if needed below:

Frill Seekers does business with booster clubs.

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

<u>Marna Randall</u>	<u>KES</u>
Print Name	Campus

Signature <u>Marna Randall</u>	Date <u>8/6/19</u>
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Please list the Name of person, relationship, company name, type of business, position below:

Handwritten entry: Valerie Holcomb self Bigfoot food trailer owner

Handwritten entry: Carrie Pease self Bigfoot Shaved Ice food trailer owner

Name of person Relationship Company Name Type of Business Position

Add Comments of Explanations related to these Disclosure, if needed below:

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Print Name: Valerie B. Holcomb, Carrie Pease; Signature: Valerie B. Holcomb; Date: 11/6/19; Campus: CHS



Employee Conflict of Interest Disclosure Form

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YES - To the best of my knowledge, I and/or member(s) of my immediate family have an interest in or relation to one or more companies or individuals seeking to or attempting to sell products to BISD or to BISD students.

Please list the Name of person, relationship, company name, type of business, position below:

Emily Steffek Self ^(Pending LLC) Operative Scheduling Solutions Software Co. Owner
 Name of person Relationship Company Name Type of Business Position

Patricia Walthner Brother ^(Pending LLC) Operative Scheduling Solutions Software Co. Owner
 Name of person Relationship Company Name Type of Business Position

Name of person Relationship Company Name Type of Business Position

Add Comments of Explanations related to these Disclosure, if needed below:

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Emily Steffek Samuel V. Champion High School
 Print Name Campus
 Signature Emily Steffek Date 2/17/20



Employee Conflict of Interest Disclosure Form

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YES - To the best of my knowledge, I and/or member(s) of my immediate family have an interest in or relation to one or more companies or individuals seeking to or attempting to sell products to BISD or to BISD students.

Please list the Name of person, relationship, company name, type of business, position below:

Charles Flores	Father in Law	Texas plastics center	Maint supplies	owner
Name of person	Relationship	Company Name	Type of Business	Position

_____	_____	_____	_____	_____
Name of person	Relationship	Company Name	Type of Business	Position

_____	_____	_____	_____	_____
Name of person	Relationship	Company Name	Type of Business	Position

Add Comments of Explanations related to these Disclosure, if needed below:

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Patricia Flores	Maintenance
Print Name	Campus
Signature <u>Pat Flores</u>	Date <u>5/20/20</u>