

**HOUSE OF REPRESENTATIVES  
COMPILATION OF PUBLIC COMMENTS**

Submitted to the Committee on Public Education  
For HB 3372

Compiled on: Wednesday, April 30, 2025 5:05 PM

Note: Comments received by the committee reflect only the view of the individual(s) submitting the comment, who retain sole responsibility for the content of the comment. Neither the committee nor the Texas House of Representatives takes a position on the views expressed in any comment. The committee compiles the comments received for informational purposes only and does not exercise any editorial control over comments.

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Hearing Date: April 29, 2025 8:00 AM

Scott Carson

self

Willis, TX

Please consider voting for this HB

Harry Green, President

Self

La Porte, TX

Asking that you support this bill and vote, yes. I want to be sure that our children can pursue academic excellence free from personal bias and undue influence by prohibiting school. District administrators from engaging in personal services that could definitely create conflict of interest we can uphold the integrity of our educational system. This legislation is to protect the interest of our student and our teachers, rather than administrators being swayed by personal gain, a vote in favor of this bill is a vote towards fostering, a fair academic environment, where every child has the opportunity to thrive, and every teacher has the opportunity to teach without the burden of undue influence sincerely, Harry L Green.

Jacquelyn Oldham

Self

Keller, TX

None

Amanda Brownson

TASBO

AUSTIN, TX

The Texas Association of School Business Officials appreciates the opportunity to provide feedback on the impact of House Bill 3372. As filed, the bill would prohibit a school administrator from performing “personal services” or receiving a financial benefit for performing such services for other entities, including business entities that conduct or solicit business with the district that employs the administrator; an “education business” that provides services regarding the curriculum or administration of any school district; or another district, open-enrollment charter school, education service center, or institution of higher education. We understand the motivation behind the bill. We certainly agree that conflicts of interest can emerge under such arrangements, and additional caution and transparency are required. However, we are concerned about the breadth of the bill. School administrators sometimes perform valuable services in the training, education, and mentoring of other administrators. For example, experienced school administrators working in one district are sometimes hired to teach or provide staff development opportunities to less experienced staff for small stipend, or even teach at a local community college after hours. We also have situations where an administrator may serve two small districts simultaneously, or one may come in after hours to try to help close the books for a district until such time as a replacement CFO is found. These kinds of arrangements have become more common given recent staff shortages and turnover. We respectfully recommend that you consider modifications to the bill that would prohibit inappropriate conflicts while still allowing useful services to continue. Some ideas you may want to consider are to set an amount of financial benefit that is considered de minimis and allowable under the bill, replace outright bans with requirements for increased disclosure and transparency, and clearly define “personal services” under the bill. We would be happy to work with you as the bill moves forward.

Deron Robinson, Dr.

self

Lantana, TX

I am writing to express my strong concern regarding the provision in this bill that would prohibit school administrators from teaching at institutions of higher education.

This restriction is not only unnecessary—it is counterproductive to the very goals of educational excellence and professional development. Our future teachers and school leaders benefit immensely from learning directly from those who are currently engaged in the practice of school leadership. School administrators bring real-world experience, up-to-date knowledge of education policy, and a critical understanding of the challenges and opportunities facing our K–12 systems. Removing them from the educator preparation pipeline will create a disconnect between theory and practice that ultimately harms students at all levels.

In many educator preparation programs, current school administrators teach part-time in addition to their day jobs. They mentor aspiring principals, provide case studies from real experiences, and bridge the gap between classroom learning and school leadership. If HB 3372 is enacted, we risk turning teacher and administrator preparation into an academic exercise isolated from the real-world contexts in which our future educators must operate.

Rather than limiting who can teach at our universities, we should be encouraging closer collaboration between K–12 systems and institutions of higher education. Keeping experienced administrators in the conversation ensures relevance, rigor, and responsiveness in our educator preparation programs.

It is also worth noting that existing laws already prohibit the kinds of unethical behavior this bill seems designed to prevent. There are already statutes in place that prohibit bribery, acceptance of illegal gifts, misuse of information, and abuse of public office. Additionally, current law requires the filing of conflict-of-interest disclosure statements, ensuring transparency and accountability among public officials and employees. Creating new prohibitions that target a specific group of professionals—without evidence of wrongdoing—only undermines public trust and discourages civic engagement among educators. I respectfully urge you to reject HB 3372 and reconsider the broader implications it would have on the quality of education in our state. Let us value the voices of our experienced practitioners, not silence them.

Carla Brady  
Self. Retired.  
Cedar Park, TX

HB 3372

Dear Chairman Buckley and members of the committee:

A \$10,000 civil penalty could be an effective deterrent against an infraction that generates little remuneration. However, such a sum would be inconsequential in the face of a big payoff. The civil penalty should be

“\$10,000 for each violation in addition to forfeiture of any remuneration to the Texas budget for Education.”

Additionally, it should be stated that any violation deemed a serious and damaging betrayal to the Texas education system could result in criminal charges.

Thank you for looking out for Texas and guarding against conflicts of interest in our education system.

Please amend HB 3372 to be effective.

Zenobia Joseph

Self - A+ WRITERS Consulting

Austin, TX

H.B. No. 3372

1. Strength: The \$10K civil penalty for an administrator who violates the non-complete provision serves as a deterrent for bad actors who engage in a prohibited activity (e.g., curriculum contract).

2. Floor Amendment:

a. Require all school districts to post the administrator non-compete clause on the homepage and contract tab in conspicuous bold red font.

b) Close the revolving door loophole: Prohibit administrators from entering into a vendor contract for at least one year.

3. Justification: HB 3372 is silent on the length of wait-time between resigning then working as a consultant to “perform personal services or receive any financial benefit for the performance of personal services for” reasons enumerated in the bill from: “(1) any business entity that conducts or solicits business with the school district that employs the administrator; (2) an education business that provides services regarding the curriculum or administration of any school district; or (3) another school district, open-enrollment charter school, regional education service center, or public or private institution of higher education.”

4. Revolving Door Examples: Austin, TX.

a. Quasi-Governmental Entity: September 14, 2015 Capital Metropolitan Transportation Authority approved “a resolution authorizing the President/CEO, or her designee, to finalize and execute a contract with Transportation Management & Design, Inc. for the development of a 10 year Service Plan 2025 for an amount not to exceed \$466,276.” Planning Vice President Todd Hemingson (\$196K salary) introduced consultant Russ Chisholm then briefed the board noting, “How Our Plans Work Together.” The local bus network (coverage) undergirds rail and MetroRapid high-capacity transit (ridership). November 3, 2017 Austin Capital Metro admitted every plan has casualties then eliminated northeast-west connectivity with no Samsung to Apple access, forcing Blacks to wait 60 minutes for the bus—10 times longer than whites. July 26, 2019 Hemingson resigned then HDR hired him through a revolving door three months later. Since creating the discriminatory transit system, Hemingson benefits from HDR’s million-dollar Project Connect commuter and light rail contracts. HDR contributed to then-Mayor Steve Adler’s Project Connect PAC (pay to play). Hemingson’s \$196K salary equates to a high-paid school administrator.

b. Austin City Council: Staffer Caleb Pritchard worked as an independent reporter covering transit discrimination, in part, for Austin Monitor prior to resigning to work for Northeast D1 Councilmember Natasha Harper-Madison. Pritchard then resigned to engage in public outreach, promoting Project Connect/Light Rail equity propaganda knowing rail excluded Northeast Blacks and minorities north of US 183 in perpetuity. November 3, 2020 voters approved \$7.1B Project Connect. Ethics Complaint noted Pritchard’s revolving door re-hiring less than 2 months later. Floor Amendment: Close loophole.

Kathy Turner

Self retired

Mcgregor, TX

Strongly support

Jennifer Kost, Mrs.

self (stay at home mom, volunteer in schools)

Austin, TX

Dear Chairman Buckley and members of the Committee,

On its face, the idea of guarding against conflicts of interest and the possibility of graft by expanding prohibitions of certain personal services from superintendents to district and school administrators seems solid. I do not have experience working with administration, so I cannot see what the pitfalls might be and am curious to hear what concerns others have about this bill.

I do think "administrators" can be a confusing term, so ask you to add another sentence, on pg 1, line 11, at the sentence break, a new sentence as follows: "The term does not include employees in administrative assistant, clerk, technician, or similar roles."

Thank you for your time and for all of your service on behalf of Texas students and our great State!

Paula Hilliard

self

San Antonio, TX

This is a common sense bill. We need administrators focused on their own students, not padding their income. Most administrators will make huge amounts in retirement - while still young enough to work a second career, if they choose. Pub Ed should not be about special interests, but on helping provide young Texans with wonderful futures - teaching them hard work, discipline, academics, love of country, cursive, and how to READ so nothing can hold them back except themselves.

Please pass this law.

Might consider adding some increased conflicts of interests disclosures.

Might also add first degree relative. Spouses should not be used as proxies to circumvent this, should it become law. That should result in mandatory jail time. We have to start getting serious to root out all the corruption. Thanks!

Jennie Birkholz

Self

Round Rock, TX

I oppose this bill as written because it imposes restrictions solely on public school administrators, while allowing private schools and homeschool settings — many of which now receive taxpayer dollars through ESA programs — to operate without the same limitations. If the concern is about the nature of outside services provided to students, then any prohibition should apply equally to all educational environments funded by public money. Singling out public schools while exempting other publicly funded institutions is both unfair and inconsistent with responsible governance. All schools receiving taxpayer support should be held to the same standards. While we are writing this rule, we should also consider adding lawmakers to this as well.

Susanne Rothschild

Self, Certified Project Manager, Educator, Mother

Houston, TX

Please vote FOR HB 3372 prohibiting certain personal services performed by school district administrators; providing a civil penalty. As an educator and mother, I strongly believe the role of schools is to provide education to our students to prepare them to be productive citizens. Please vote FOR HB 3372 prohibiting certain personal services performed by school district administrators to ensure that school district administrators remain within the role of education ONLY>

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Hearing Date: April 29, 2025 8:00 AM

Kira Rodriguez  
Self/business owner  
College station, TX

I am writing to express my strong support for House Bill 3372 and to urge you to vote YES on this important legislation. HB 3372 addresses a critical issue in our education system by prohibiting school district administrators from performing certain personal services that fall outside the scope of their official duties. By establishing clear boundaries and a civil penalty for violations, this bill promotes accountability and ensures that administrative resources are dedicated solely to educational objectives. Our schools must operate with the highest standards of integrity and efficiency. Allowing administrators to engage in personal services not only diverts attention from their primary responsibilities but also raises concerns about the misuse of public resources. HB 3372 provides a necessary framework to prevent such practices and to uphold the trust placed in our educational institutions. Furthermore, this legislation offers a remedy for violations, reinforcing the principle that public service roles should be free from personal conflicts of interest. By supporting HB 3372, we take a definitive step toward enhancing the transparency and effectiveness of our school districts.

I respectfully urge you to vote in favor of HB 3372 to reinforce our commitment to ethical governance in education.

Sherry Doolittle  
Self  
Montgomery, TX  
Vote yes on HB3372

Katie Schmidt  
Self  
College Station, TX

I ask and encourage you you to support HB 3372 and vote yes, to first preserve and maintain legitimacy regarding funding in our public schools so that students remain the primary beneficiaries of tax payer dollars in pursuing their right to education in our state. It is very difficult to hear districts stating they need more funding straight from the mouths of administrators who spend that money so frivolously on vendor contracts and have, even recently, personally benefited from contracts bought and paid for by tax dollars.

Just as major corporations have non-compete clauses and restrict moonlighting in a professional's area of expertise, so should our publicly funded school system whereas leaders, school administrators, are concerned; the top paid employees of local districts. Personal bias and undue influence should be removed by imposing this bill. Prohibiting school district administrators from engaging in personal services that could create conflicts of interest, we can uphold the integrity of our educational system. This legislation aims to protect the interests of our students, ensuring that decisions are made with their best interests at heart, rather than being swayed by personal financial or relational gain for a limited few.

A vote in favor of this bill is a vote towards transparency, legitimacy, and earned trust for constituents in a system that should be solely focused on supporting student education, teacher retention, and community growth and development.

Sincerely,  
Katie Schmidt

Tisa McCrorey  
Self  
Willis, TX  
Vote yes!

Jax Yarborough  
Willis ISD Student  
Conroe, TX

Allowing administrators to consult and work for education companies while they were employed by Willis ISD, caused me personal setbacks. These companies only care about money and not the students and the data is evident.

Michael Belsick  
Fredericksburg Tea Party  
Fredericksburg, TX  
FOR HB 3372

KRISTIN BYBEE  
Self  
CONROE, TX

I'm in favor of HB3372. Vote yes!

Tony Bybee  
Self  
Conroe, TX

Im all for HB 3372. Vote yes for accountability and common sense

Sophie Satterwhite  
Self  
Conroe, TX

I support HB3372. Vote yes!

Kathy Green  
Self/Retired  
La Porte, TX

I am a grandmother with grandchildren in two separate districts who have hired the same curriculum company where currently employed administrators have benefited and the children and teachers are not.

I ask that you support this bill and vote yes, ensuring that our children can pursue academic excellence free from personal bias and undue influence. By prohibiting school district administrators from engaging in personal services that could create conflicts of interest, we can uphold the integrity of our educational system. This legislation aims to protect the interests of our students, ensuring that decisions are made with their best interests at heart, rather than being swayed by personal gain.

A vote in favor of this bill is a vote towards fostering a fair academic environment where every child has the opportunity to thrive, and every teacher has the opportunity to teach without the burden of undue influence.

Andrew Dorris  
Self/Self employed  
Conroe, TX

Tim Harkrider as Superintendent of Willis ISD and now College Station ISD has destroyed our academics. Harkrider moonlights for Solution Tree. He pushes their programs on us and the district continued to see free falling academic numbers. That works for Solution Tree and Tim Harkrider because the struggling academic numbers brings in more funds for the district to spend on Solution Tree therefore padding Tim Harkrider's pockets. Tim also hired many people to our staff that also worked for Solution Tree to continue this scam of public funds.

Chad Jones  
Myself  
Willis, TX

I have witnessed certain plc trainings and teachings failing districts and instead of changing course admin continues to double down on it in my opinion because they are also being paid from plc company we need to teach based of data and curriculum that is successful not on who will pay us a bigger stipend we will fail kids with that continued lack of oversight and accountability