

Board Information Item

Information
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Board Agenda
Information

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Board Agenda
Action

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Board Agenda
Consent

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07/27/2026

Subject:

Act on Request Related to House Bill 3372 – Outside
Employment for Certain Administrators

Contact Person:

Kelly Mires, Chief Human Resources Officer
Billy Skinner, Executive Director of Athletics

Policy/Code:

House Bill 3372

**Priority and
Performance
Objective:**

Priority 4: Strong Financial Stewardship and Internal System
Efficiency
Objective 4.1: Transparent Financial Stewardship

Summary:

House Bill 3372, which passed in the 89th Session, became effective on June 22, 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 Grapevine-Colleyville ISD.
- Administrators (excluding superintendents and senior 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 are 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:

- GCISD 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 law.
- Therefore, the administrator who falls within the above exception, with board approval, has provided his contract agreement for board approval.

Ryan Smith, Grapevine High School Athletic Coordinator and Head Football Coach, requested to be a brand ambassador, spokesperson, and strategic advisor for the X&O Team. This includes being featured in a demo video and advertisement that will be used for ongoing marketing campaigns for the X&O Team.

Attachments:

X&O Team Agreement

Recommendation:

The recommendation is for the Board of Trustees to approve the agreement related to House Bill 3372 for Ryan Smith, Grapevine High School Athletic Coordinator and Head Football Coach, finding that the work poses no harm to the District, it will not be a conflict of interest, and the work will be performed solely on the administrator's personal time.

X&O TEAM

Brand Ambassador, Spokesperson & Strategic Advisor Agreement

Purpose

This Agreement defines the role, responsibilities, and expectations of Ryan Smith as a public representative and strategic advisor for X&O Team and its related brands and products.

Title

Brand Ambassador, Spokesperson & Strategic Advisor

Responsibilities

Brand Representation

- Serve as a public-facing representative of X&O Team.
- Promote the mission, products, and value of the X&O Team brand through pre recorded online content features

Content & Marketing

- Serve as the initial lead football voice for external marketing initiatives.
- Build video content, social media, webinars, product demonstrations, educational content, and promotional campaigns.

Strategic Advisory

- Provide feedback on product development.

Term

This Agreement shall remain in effect until modified or terminated by mutual written agreement of both parties.

Acknowledgement

By signing below, both parties acknowledge and agree to the responsibilities and expectations outlined in this Agreement.

Ryan M. Smith



RDTC