

**GOVERNMENT OF THE DISTRICT OF COLUMBIA  
BOARD OF ETHICS AND GOVERNMENT ACCOUNTABILITY**



Office of Government Ethics



**IN THE MATTER OF:**

S [REDACTED] Huffman



**Respondent**

**Date: July 3, 2023**

**CASE No.: 22-0097 -P**

**ORDER**

Pursuant to the authority conferred by D.C. Official Code § 1-1162.12, the Director of Government Ethics has conducted a preliminary investigation into allegations that the Respondent, S [REDACTED] Huffman, former Psychologist for D.C. Public Schools (“DCPS”), violated the District’s Code of Conduct.<sup>1</sup> Specifically, Respondent violated three provisions of the District Personnel Manual (“DPM”):

§ 1800.3(j) Employees shall not engage in outside employment or activities, including seeking or negotiating for employment, that conflict with their official government duties and responsibilities;

§ 1807.1(a) Engaging in any outside employment, private business activity, or other interest that is reasonably likely to interfere with the employee's ability to perform his or her job, or which may impair the efficient operation of the District government;

§ 1807.1(b) Employees shall not engage in any outside employment or other activity incompatible with the full and proper discharge of his or her duties and responsibilities, including using government time or resources for other than official business, or government approved or sponsored activities.

Based upon the preliminary investigation and the show cause hearing held on May 11, 2023, the Director of Government Ethics has determined that the allegations are substantiated, and that the Respondent’s actions violated the District’s Code of Conduct. Pursuant to 3 DCMR § 5535.1, Respondent is ordered to pay a fine in the amount of \$5,000.00 no later than July 26, 2023.

<sup>1</sup> See D.C. Official Code § 1-1161.01 (7) (Defining statutes and rules that comprise the Code of Conduct).

## **Findings of Fact**

1. Respondent was employed by D.C. Public Schools (“DCPS”) as a full-time psychologist beginning August 2016 until 2022.
2. Respondent’s position was a CSO union position, and his tour of duty was 8:00 a.m. to 4:30 p.m., Monday thru Friday.
3. Respondent’s primary responsibilities included supporting assigned non-public schools and DCPS schools that had vacancies for psychologists; and at his assigned schools attending Analyzing Exiting Date Meetings, completing required psychological evaluations, and participating in the eligibility meetings for DCPS students.
4. During the 2021/2022 school year, Respondent was assigned to The Children’s Guild, The Lab School, The Village Academy, Ballou STAY (Tuesday or Wednesday), Ballou High School (Monday and Thursday), Cardoza High School (Wednesday and every other (Friday) and McKinley Middle School (Tuesday and Friday).
5. The Children’s Guild is a charter school that serves students in D.C., Maryland, and Virginia for special education services.
6. Respondent was assigned to the Children’s Guild of Prince George’s County which provides special education services to students who are D.C. residents.
7. Respondent was observed on multiple occasions performing assessments on non-DCPS students at the Children’s Guild during his DCPS tour of duty.
8. On April 7, 2022, Respondent was assigned to complete an assessment on a DCPS student at the Children’s Guild, but mistakenly conducted the assessment on a Prince George’s County Student, who had a similar name as the other student.
9. On April 25, 2022, it was discovered that Respondent had been employed as a contractor for Prince George’s County Public Schools since 2018 and that he was assigned to two non-public schools, which were the Children’s Guild of Prince George’s County and the Prince George’s Foundations.
10. Respondent performed work as a psychologist for Prince George’s County Public Schools for 25 hours a week, 8:30a.m. to 1:30 p.m., every Monday through Friday, as evidenced by his time sheets.
11. Respondent admitted to DCPS staff that he worked as a contractor through an agreement between his company, Huffman Education and Real Estate, and Soliant. And that Soliant had a contract with Prince George’s County Public Schools. Respondent contended that he completed assessments virtually and via email when he was not working for DCPS.

12. Respondent's employment with Prince George's Foundations was confirmed and that he attended special education meetings which occurred various times on Monday-Friday, between 8:00 a.m.- 4:30 p.m.

### **Conclusions of Law**

#### **Based on the evidence of record, I therefore conclude:**

1. Respondent violated DPM § 1800.3(j) when he sought and obtained employment with Prince George's County Public Schools in 2018 to perform psychology services during his DCPS tour of duty.
2. Pursuant to 3 DCMR § 5530, a ministerial fine in the amount of \$1,000.00 is assessed against the Respondent.
3. Respondent's conduct impaired the efficient operation of the government, in violation of DPM § 1807.1(a), when he conducted psychological assessments on non DCPS students during his DCPS tour of duty, from 2018 until his resignation in 2022.
4. Pursuant to 3 DCMR § 5530, a ministerial fine in the amount of \$2000.00 is assessed against the Respondent.
5. Respondent used government time for other than official business by performing his duties for Prince George's County Public Schools at the same time that he was paid by DCPS. Between 2018 and 2022, Respondent submitted time and attendance hours for his bi-weekly DCPS paycheck and submitted 25 hours per week to Prince George's County Public Schools for work he performed for that school district.
6. Pursuant to 3 DCMR § 5530, a ministerial fine in the amount of \$2,000.00 is assessed against the Respondent.

WHEREFORE, pursuant to the authority conferred upon me by D.C. Official Code § 1-1162.21(a)(3) and 3 DCMR § 5535.1, it is hereby ORDERED that a ministerial fine in the amount of five thousand dollars (\$5000.00) is assessed against the Respondent. Pursuant to 3 DCMR § 5535.4, this fine shall be effective on July 26, 2023. Respondent shall make payment via certified check or money order made out to the D.C. Treasurer on behalf of the Board of Ethics and Government Accountability or by using the following payment link: <https://dcwebforms.dc.gov/pay/bega1/> and referencing 22-0097-P.



Ashley D. Cooks  
Director of Government Ethics  
Board of Ethics and Government Accountability

7/3/2023  
DATE

**SERVICE OF ORDER**

This is to certify I have served a true copy of the foregoing Order on Dashana Lane via email at [REDACTED] on this 3<sup>rd</sup> day of July 2023.



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Ashley D. Cooks  
Director of Government Ethics

**NOTICE**

Any party adversely affected by any order of the Director may obtain review of the order by filing, with the Ethics Board, a request for a hearing in accordance with D.C. Official Code § 1-1162.21(a)(3). The request for a hearing shall be filed within fifteen (15) days from the Director's issuance of an order. The request must be sent to Lynn Tran, Senior Attorney Advisor, at [lynn.tran@dc.gov](mailto:lynn.tran@dc.gov).