

STATE OF MARYLAND * IN THE CIRCUIT COURT
v. * FOR
SHAUN DALLAS DANCE * BALTIMORE COUNTY
DANCE * Case No. 03-K-18-00323

STATEMENT OF FACTS IN SUPPORT OF PLEA OF GUILTY

The facts upon which the guilty plea for Shaun Dallas Dance (DANCE) in case number 03-K-18-00323 are as follows:

Though the facts are grouped by specific count, they are cumulative, in that the facts of each count also relate to the other counts.

DANCE would be identified as the defendant at the trial table with counsel.

During the period 2011 through and including 2015, the SUPES Academy, LLC (SUPES) and Synesi Associates, LLC (Synesi) were inter-related companies each owned 2/3 by Gary Solomon (Solomon) and 1/3 by Thomas Vranas (Vranas). They were operated, along with ProAct Search, LLC (same ownership) as if they were one big company. They shared staff, space, funds and responsibilities. Stephen Kupfer (Kupfer) was employed by all three and his responsibilities included sales in the northeast region.

Between September, 2011 and January, 2012, DANCE attended and completed a training program through SUPES for aspiring school system superintendents. Through his involvement in that program he became familiar with Solomon and Kupfer. In early 2012, DANCE sought employment as Superintendent of the Baltimore County Public Schools (BCPS). He also frequently talked to Solomon about his need for additional income due to his divorce.

COUNT ONE – FINANCIAL DISCLOSURE FOR CALENDAR YEAR 2012

On April 10, 2012, the Board of Education formally approved the selection of DANCE as the replacement for retiring Superintendent Joseph Hairston. DANCE’s contract with the Board of Education provided that he was hired as a consultant for the period June 1, 2012 through June 30, 2012 and became Superintendent of the BCPS effective on July 1, 2012 for a 4-year term ending on June 30, 2016.

Solomon and Kupfer immediately began seeking business for their companies with BCPS through their connection with DANCE. Between April, 2012 and July 9, 2012, DANCE communicated frequently by email, text message, telephone conversations and face-to-face meetings with Solomon and Kupfer regarding the ways in which they and the companies could assist BCPS with their need for training of the types offered by SUPES and Synesi.

On July 9, 2012, DANCE spoke specifically with Kupfer regarding leadership training that could be provided by those companies. DANCE, via email, introduced Kupfer to Deputy Superintendent Kevin Hobbs, and instructed Hobbs to handle discussions with Kupfer. On July 23, 2012 DANCE met with Kupfer and Hobbs in Towson, Maryland, and discussed the needs of BCPS that SUPES/Synesi might fill. Hobbs directed Anissa Brown-Dennis, then the Director of Leadership Development for BCPS, to conduct further discussions with Kupfer.



On August 1, 2012, Kupfer submitted a proposal with pricing for leadership development services that SUPES could provide to BCPS. Shortly thereafter, Brown-Dennis informed Kupfer that BCPS would not be pursuing a contract with SUPES. Kupfer responded that he would take that up with DANCE at an upcoming conference. Efforts by Kupfer to further negotiate with Hobbs and Brown-Dennis were ignored.

On August 28, 2012 DANCE registered Deliberate Excellence Consulting, LLC, with the State Department of Assessments and Taxation. The principal office was at his residence, he was resident agent, and he paid all of the expenses of formation. The company has no membership agreement or other records reflecting ownership. Nor does it maintain any accounting records. From its inception in August, 2012, Deliberate Excellence Consulting, LLC operated as the alter-ego of DANCE and was entirely owned, operated and controlled by him. Prior to 2015, all receipts of Deliberate Excellence Consulting, LLC were deposited directly to DANCE's personal bank accounts, and reported as income on DANCE's tax returns. In 2015, some of the receipts of Deliberate Excellence Consulting, LLC were deposited to a bank account in that name. DANCE was the sole authorized signatory on that account. In October, 2017, DANCE signed the Articles of Cancellation as managing member, and was identified as the member designated to wrap up the affairs of the company.

In late August to early September, 2012, Solomon and Kupfer talked to DANCE about participating as a speaker at a SUPES Academy, for which he would be paid. DANCE accepted the offer and on September 21, 2012, spoke at the SUPES Academy in Philadelphia.

On September 26, 2012, Kupfer contacted DANCE to complain that the "leadership development pipeline stuff" for BCPS was stalled.

On September 29, 2012, DANCE wrote to Solomon asking for work as a mentor for principals. On September 30, 2012, DANCE wrote to Kupfer that he would reach out to Brown-Dennis to see where things stand.

On October 1, 2012, Kupfer offered DANCE work mentoring principals in the DC Public Schools.

On October 11, 2012, Stephen Kupfer at the direction of Gary Solomon, emailed a new proposal directly to DANCE for SUPES to provide leadership training to BCPS aspiring principals based on discussions between DANCE and Solomon.

On October 18, 2012, DANCE met with Solomon at a conference in Indianapolis, IN, where DANCE told Solomon that he was good with the SUPES proposal to BCPS and that he was going to fire the woman in leadership development.

On October 30, 2012, DANCE emailed Solomon his updated resume, told him he was anxious to get started working and said he would be talking to Kupfer at 3pm. Kupfer and DANCE spoke that day and DANCE told Kupfer a request for proposals (RFP) might be needed before BCPS could hire SUPES.

At 3:58 pm on October 30, 2012, Solomon instructed Kupfer to tell DANCE that his least favorite letters are "RFP". Forty minutes later, Kupfer emailed DANCE, listing a series of projects on which SUPES would be "keeping you [DANCE] busy" while also "helping you [DANCE] out with aspiring principals" at BCPS.

At 7:21 pm the same day, DANCE replied to Kupfer: "Thanks. I will get back to you on the Baltimore County stuff....Any remote work for any district I'm good to do. On sight Rochester, NE, GA I can do since they are close.....I appreciate your help. Keep me as busy as you can."

On November 9, 2012, Stephen Kupfer replaced Cynthia Loe, a former school superintendent in Fulton Georgia who had already been offered the DCPS project by SUPES, with DANCE on that project.

On November 12, 2012, Kupfer emailed another proposal directly to DANCE and inquired whether they were still meeting the next day. At 11:56 pm on November 12, 2012, DANCE acknowledged receipt of the proposal and the meeting by suggesting a more convenient location to meet and asking if the proposal was 15 trainees for \$180,000.00.

At 11:15 the next morning, November 13, 2012, BCPS Purchasing agent Richard Gay emailed Thomas Vranas at SUPES requesting copies of recent contracts he can use to “piggyback” the SUPES proposal to BCPS, enabling the contract to be approved without a request for proposals (RFP).

On November 13, 2012, Kupfer met with DANCE, who insisted on a price of \$160,000.00. Kupfer, Solomon and Vranas agreed to submit a proposal for that amount. Before they did so, DANCE contacted Kupfer and told him to do the proposal for \$175,000.00.

On November 14, 2012, Kupfer emailed a copy of the St. Louis contract with SUPES to Richard Gay to use to justify the BCPS purchase, enabling Gay to put the contract on the December 4, 2012 Board agenda for approval without seeking an RFP. DANCE told Kupfer he wanted the contract wrapped up “this week” and that he would use the St. Louis RFP to get it done. DANCE asked Gay to put approval of the proposal on the Board of Education agenda for the December 4, 2012 meeting.

On November 17, 2012, DANCE again contacted Deputy Superintendent Hobbs to reintroduce him to Kupfer, inform Hobbs the SUPES contract would be approved at the December 4 Board meeting, provide Hobbs with a copy of the proposal and instruct him to begin implementation.

On November 28, 2012, Vranas sent DANCE an email headed “DC SUPES Contract” with an attachment labeled “Dance SOW.docx.” A copy of that email and the accompanying attachment are incorporated into this statement of facts. A copy of that email is incorporated herein:

From: Tom Vranas <thomasv@supesacademy.com>
Sent: Wednesday, November 28, 2012 11:37 AM
To: sddance@comcast.net
Cc: roberts@proactsearch.com; stevek@supesacademy.com
Subject: DC SUPES Contract
Attach: Dance SOW.docx

Dallas-

As per our conversations, please review and sign the attached Scope of Work for the work in Washington DC.

Let me know if you have any questions or need clarification on anything.

Welcome aboard!

Tom

Thomas J. Vranas
 President
 The SUPES Academy

CONTRACT FOR SERVICES – SERVICES AND COMPENSATION

<u>Consultant Name</u>	Dallas Dance
<u>Project Name</u>	Washington DC School Reviews
<u>Project Description</u>	Consulting
<u>Project Dates</u>	November 2012 – January 2013
<u>Responsibilities</u>	Consulting <ul style="list-style-type: none"> • Attend initial training and planning calls • Spend 3 days in the district, meeting principals and schools. • Complete information gathering, including filling out rubrics or other reports. • Assist in compiling Katrise and your reports to cohesive reporting to present to district
<u>Total Project Compensation</u>	<ul style="list-style-type: none"> • Consulting - \$12,000
<u>Payment Schedule</u>	Payments will be made within ten (10) days of the Company receiving payment from District of Columbia Public Schools. Payments will be made in proportion to the amount paid. For example, if SUPES receives 25% of the total contract value, within 10 days, consultant will receive 25% of this contract's value. This compensation includes all travel, accommodation and other ancillary costs.

Consultant Signature: _____

On December 4, 2012, the Board of Education of Baltimore County, at a meeting attended by DANCE, approved the purchase of training services for aspiring school principals from SUPES. No RFP was done, and no other vendors were considered. The Board approved expenditure of up to \$875,000.00 on the contract and any extensions.

On December 7, 2012, DANCE and BCPS Board President Lawrence Schmidt signed a contract between SUPES and BCPS on behalf of BCPS, purchasing leadership training services for \$175,000.00 per year for the period January 2013 through June 2014, and permitting up to 3 extensions of the contract. On the same day, DANCE participated in a conference call with Kupfer, Vranas and others regarding the Washington DC School Reviews, scheduled for December 12-14, 2012. Schmidt was unaware of any financial relationship between DANCE and SUPES.

Between September and December, 2012, while directly involved in negotiating the terms of SUPES proposal to BCPS, DANCE also contracted to work as a master teacher for SUPES at the Rochester, NY SUPES Academy for \$15,000.00 and as a mentor and coach for SUPES at the Capitol Area Public Charter Schools (CAPCS) in Washington DC for \$20,000.00.

On December 28, 2012, DANCE deposited checks payable to "Shawn Dallas Dance" to his personal bank account as follows:

Date	Payor	Amount
11/30/12	SUPES	\$ 250.00
12/13/12	SUPES	\$ 250.00
12/21/12	Synesi	\$13, 500.00

The payments directly from SUPES were for DANCE's participation in the SUPES Academy in Philadelphia in September 2012. The payment through Synesi consisted of \$1,500.00 for DANCE's participation in a SUPES program in St. Louis in December, 2012 and \$12,000.00 for his work on behalf of SUPES in the Washington DC Public Schools. Copies of the checks and deposit slips are incorporated herein:

CHASE
CHASE BANK
CHASE BANK
CHASE BANK

Account: **Supers**
CHASE BANK
CHASE BANK
CHASE BANK

22229221
12-01-2012

Pay **THIRTEEN THOUSAND TWO HUNDRED AND 00/100** Dollars

⑆111111111111⑆ **\$13,500.00**

⑆22299111⑆ ⑆044000037⑆ ⑆55533013⑆

Chaf J. Marshall

CHASE
CHASE BANK
CHASE BANK
CHASE BANK

Account: **Supers**
CHASE BANK
CHASE BANK
CHASE BANK

22002700
12-12-2012

Pay **TWO HUNDRED FIFTY AND 00/100** Dollars

⑆111111111111⑆ **\$250.00**

⑆21025702⑆ ⑆044000037⑆ ⑆55533013⑆

Chaf J. Marshall

R0924128

Chaf J. Marshall

Chaf J. Marshall

CHASE
CHASE BANK
CHASE BANK
CHASE BANK

Account: **Supers**
CHASE BANK
CHASE BANK
CHASE BANK

22002700
11-30-2012

Pay **TWO HUNDRED FIFTY AND 00/100** Dollars

⑆111111111111⑆ **\$250.00**

⑆22555759⑆ ⑆044000037⑆ ⑆55533013⑆

Chaf J. Marshall

R7953326

Chaf J. Marshall

Electronic Deposit Image

ATM Checking Deposit
Date-Time: 2012-12-28 20:42:06
ATM Terminal ID: L355
ATM Transaction Sequence: 006287

\$14531.75

510001751 0000811749002

DANCE received an IRS form 1099 from Synesi bearing DANCE's social security number and home address and reporting payment of \$13,500.00 by Synesi to "Deliberate Excellence Consulting, LLC." DANCE reported that amount as gross income for "Dallas Dance, Consultant" and net profit of \$6,636.00 on Schedule C of his 2012 income tax return. The \$500.00 from SUPES was unreported.

On February 12, 2013, DANCE signed and dated the following oath or affirmation to the contents of his annual financial disclosure statement for calendar year 2012:

This Financial Disclosure Statement describes all interests and related transactions and matters required to be disclosed by State Government Article, Title 15, Subtitle 8 of the Maryland Public Ethics Law, COMAR 19A.05, and Board of Education Policy 8364, with respect to the period indicated and pertaining to the person filing the Statement.

I hereby make oath or affirm under the penalties of perjury that the contents of this Financial Disclosure Statement including the Schedules attached hereto, are complete, true and correct to the best of my knowledge, information, and belief.

DANCE then submitted the completed financial disclosure statement, including the signed oath or affirmation, to BCPS.

On DANCE's financial disclosure statement, at page 2, he falsely checked "no" in response to the statement "I held interests during the reporting period in corporations, partnerships and similar entities. (If "Yes" complete Schedule B)."

Schedule B of the disclosure form, provides that it must be completed "If during the reporting period you had any interest in corporations, partnerships, limited liability partnerships (LLP), or limited liability companies (LLC), whether or not the entity did business with the Board of Education, you **must** answer the questions below." The questions required disclosure of the legal name of any such entity as well as details concerning the date and manner of acquisition of the interest, the nature and extent of the interest, and any transfer of all or part of the interest during the reporting period. DANCE provided none of the required information regarding his interest in Deliberate Excellence Consulting, LLC.

On the financial disclosure statement at page two, DANCE also falsely checked "no" in response to the statement "I or a member of my immediate family received a salary or was sole or partial owner of a business entity from which earned income was received during the reporting period (If "Yes" complete Schedule H)."

Schedule H of the disclosure form states:

If during the reporting period you or a member of your immediate family received any earned income from an entity other than the Board of Education, you **must** answer the questions below.

Question One provides that, "If during the reporting period you or a member of your immediate family had employment other than with the Board of Education from which you or that member earned income, provide the following information:

"Name _____

Relationship _____
Name of Employer _____
Address _____
City/State/Zip _____“

Question Two requires that, “If during the reporting period you or a member of your immediate family wholly or partially owned any business from which you or that member earned income, provide the following information:

“Name _____
Relationship _____
Name of Business Entity _____
Address _____
City/State/Zip _____“

DANCE did not disclose that he earned income from Deliberate Excellence, LLC, SUPES or Synesi, and provided no information whatsoever on Schedule H.

COUNT II – FINANCIAL DISCLOSURE FOR CALENDAR YEAR 2013--AMENDMENT

DANCE entered into a contract dated February 25, 2013 to provide leadership development services to the Providence School District in Providence Rhode Island. The parties to the contract were the school district and “S. Dallas Dance, PhD.” The term of the contract was February 25, 2013 through June 28, 2013. The school district agreed to pay \$4,999.00 for his services. Deliberate Excellence Consulting, LLC issued 3 invoices to Providence Public Schools totaling \$4,999.00. Each invoice was paid by the City of Providence by checks drawn on School Fund 21 payable to “S. Dallas Dance, PhD, Deliberate Excellence Consulting, LLC” totaling \$4,999.00. Each check was endorsed by DANCE and deposited by him to his personal bank account.

In August 2013, DANCE issued an invoice from Deliberate Excellence Consulting, LLC to Tompkins-Seneca-Tioga BOCES School Improvement Services for \$3,000.00 for “Edustat Conference Keynote Address” and \$1,161.37 in related expenses. On September 12, 2013, Tompkins-Seneca-Tioga Boces issued its check for \$4,161.37 payable to Deliberate Excellence Consulting, LLC. On September 17, 2013, that check was endorsed by DANCE and deposited to his personal bank account.

During 2013, as SUPES was performing its contract with BCPS, DANCE continued to work extensively for SUPES on a number of projects for which he received payment. Only one payment was made directly by SUPES, a \$4,000.00 check payable to “Shawn Dallas Dance” dated January 16, 2013 that was endorsed by DANCE and deposited to his personal bank account on February 4, 2013. All other payments were made through Synesi, even though the work was for SUPES projects. From January 31, 2013 through April 16, 2013, Synesi issued 5 payments for services rendered by DANCE to SUPES totaling \$9,450.00. Each check was payable to “Shawn Dallas Dance” personally, was endorsed by DANCE and was deposited to his personal bank account.

After April 16, 2013, Synesi issued 13 additional checks totaling \$63,822.72 payable to Deliberate Excellence Consulting for work performed for SUPES. Each check was delivered to the DANCE, and deposited by him into personal accounts held solely in his name. Those checks are listed below:

Synesi Associates
Vendor QuickReport
 All Transactions

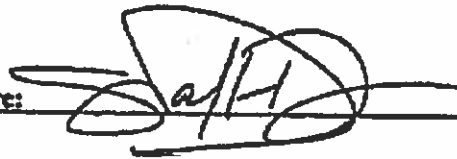
Type	Date	Num	Clr	Split	Debit	Credit
Shaun Dallas Dance						
Bill	12/16/2012	St. Louis		Consultants		1,500.00
Bill	12/20/2012	DCPS		Consultants		12,000.00
Bill Pmt -Check	12/21/2012		X	Accounts Payable		13,500.00
Bill	1/28/2013	Rochester		Consultants		600.00
Bill Pmt -Check	1/31/2013		X	Accounts Payable		600.00
Bill	2/15/2013	Camelot		Consultants		600.00
Bill Pmt -Check	2/19/2013		X	Accounts Payable		600.00
Bill	2/28/2013	SUPES Dall...		Consultants		1,500.00
Bill Pmt -Check	2/28/2013		X	Accounts Payable		2,250.00
Bill	3/14/2013	SUPES		-SPLIT-		4,500.00
Bill Pmt -Check	3/21/2013		X	Accounts Payable		4,500.00
Bill	4/16/2013	Rochester		Consultants		2,250.00
Bill Pmt -Check	4/16/2013	1008	X	Accounts Payable		2,250.00
Bill	4/23/2013	CAPCS		Consultants		12,000.00
Bill Pmt -Check	4/25/2013		X	Accounts Payable		12,000.00
Check	4/30/2013	1010	X	Consulting Fees		2,000.00
Bill	5/13/2013	Rochester		Consultants		2,250.00
Bill Pmt -Check	5/16/2013		X	Accounts Payable		2,250.00
Bill	5/21/2013	Rochester		Consultants		1,800.00
Bill Pmt -Check	5/24/2013		X	Accounts Payable		1,800.00
Bill	7/3/2013	Rochester		Consultants		1,500.00
Bill Pmt -Check	7/8/2013	30001	X	Accounts Payable		1,500.00
Bill	8/5/2013	Rochester		Consultants		1,500.00
Bill	8/11/2013	CELA		Consultants		3,875.00
Bill Pmt -Check	8/12/2013	30009	X	Accounts Payable		1,500.00
Bill Pmt -Check	8/15/2013	30012	X	Accounts Payable		3,875.00
Bill	9/5/2013	Rochester		Consultants		1,500.00
Bill	9/5/2013	CPS		-SPLIT-		11,825.00
Bill Pmt -Check	9/12/2013	30016	X	Accounts Payable		13,125.00
Bill	9/17/2013	2013-09-17		Consultants		1,500.00
Bill Pmt -Check	9/19/2013	30017	X	Accounts Payable		1,500.00
Bill	10/5/2013	CPS		Consultants		2,000.00
Bill	10/5/2013	CPS		Consultants		3,636.36
Bill Pmt -Check	10/10/2013	30027	X	Accounts Payable		5,636.36
Bill	10/29/2013	Rochester		Consultants		1,800.00
Bill Pmt -Check	10/31/2013	30032	X	Accounts Payable		1,800.00
Bill	11/7/2013	CAPCS		Consultants		10,000.00
Bill	11/7/2013	CPS Coachi...		Consultants		2,000.00
Bill	11/7/2013	CPS Teachl...		Consultants		3,636.36
Bill Pmt -Check	11/14/2013	30035	X	Accounts Payable		15,636.36
Bill	11/19/2013	Rochester		Consultants		1,200.00
Bill Pmt -Check	11/20/2013	30037	X	Accounts Payable		1,200.00

Records of SUPES/Synesi reflect that in 2013, DANCE had two contracts with SUPES to provide services to Capitol Academy Public Charter Schools (CAPCS). Those contracts are incorporated herein:

CONTRACT FOR SERVICES – SERVICES AND COMPENSATION

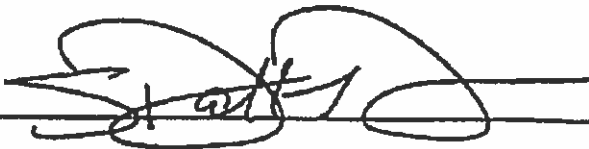
Consultant Name	Dallas Dancy
Project Name	CAPCS Coaching
Project Description	Mentoring/Coaching
Project Dates	February 2012 – June 2013
Responsibilities	<p>Mentor/Coach for 4 CAPCS Principals/Schools</p> <ul style="list-style-type: none"> • Two one-day on-site visits that would occur for each individual between February 1 and June 30, • Biweekly 1 on 1 calls between the coach and each individual, • An initial meeting between each individual and the coach that would include development of a Personalized Learning Plan (PLP) that will establish specific outcomes and goals for the duration of the coaching, and • The PLP will drive ongoing progress monitoring and be foundation for biweekly calls
Total Project Compensation	<ul style="list-style-type: none"> • Mentor/Coach - \$12,500
Payment Schedule	<p>Payments will be made within ten (10) days of the Company receiving payment from CAPCS. Payments will be made in proportion to the amount paid. For example, if SUPES receives 25% of the total contract value, within 10 days, consultant will receive 25% of this contract's value. This compensation includes all travel, accommodations and ancillary expenses.</p>

Consultant Signature:



CONTRACT FOR SERVICES – SERVICES AND COMPENSATION

Consultant Name	Dallas Dance
Project Name	CAPCS Coaching
Project Description	Mentoring/Coaching
Project Dates	August 2012 – January 2014
Responsibilities	Mentor/Coach for 4 CAPCS Principals/Schools <ul style="list-style-type: none"> • Two half-day on-site visits • Coaching for staff members
Total Project Compensation	<ul style="list-style-type: none"> • Mentor/Coach - \$20,000
Payment Schedule	Payments will be made within ten (10) days of the Company receiving payment from CAPCS. Payments will be made in proportion to the amount paid. For example, if SUPES receives 25% of the total contract value, within 10 days, consultant will receive 25% of this contract's value. This compensation includes all travel, accommodations and ancillary expenses.

Consultant Signature: 

Records of SUPES also reflect that in 2013, DANCE had 2 contracts with SUPES for the Rochester SUPES Academy. Those contracts are incorporated herein:


CONTRACT FOR SERVICES – SERVICES AND COMPENSATION

Consultant Name	Dallas Dance
Project Name	ROCHESTER SUPES ACADEMY
Project Description	Master Teaching
Project Dates	November 2012 – June 2013
Responsibilities	Master Teacher – District Administrators Cohort <ul style="list-style-type: none"> • Attend phone training sessions to review the curriculum and familiarize yourself with the upcoming session • Prepare for delivery of 5 classroom sessions • Delivery of 5 classroom sessions
Total Project Compensation	<ul style="list-style-type: none"> • Master Teacher - \$15,000
Payment Schedule	Payments will be made within ten (10) days of the Company receiving payment from Rochester City Public Schools. Payments will be made in proportion to the amount paid. For example, if SUPES receives 25% of the total contract value, within 10 days, consultant will receive 25% of this contract's value. This compensation includes all travel, accommodations and ancillary expenses.

Consultant Signature: 

CONTRACT FOR SERVICES – SERVICES AND COMPENSATION

Consultant Name	Dallas Dance
Project Name	ROCHESTER SUPES ACADEMY
Project Description	School Leadership Coaching
Project Dates	December 2013 – July 2014
Responsibilities	<p>Mentor/Coach for 3 School Leadership Teams (Principals + Assistant Principals)</p> <ul style="list-style-type: none"> • Attend an initial training call for all coaches to get a good understanding of the program aspects. • Attend a meeting on January 14th in Rochester if possible to meet cohort members (not required). • Spend at least 3 additional visits in school with each School Leadership Team as per scheduling • Weekly or Bi-weekly phone calls and communication to all cohort members – Schedule of communication will TBD at the outset of the program. • Complete online logs as contact is made with cohort members within 48 hours of contact. • Reviewing session materials to understand what mentees are learning in SUPES sessions.
Total Project Compensation	<ul style="list-style-type: none"> • Coach - \$5,000 per School Leadership Team. Total contract estimated \$15,000** • ** Any fluctuation in this contract will be made by cohort members coming or leaving the district or the academy. SUPES will adjust the contract amount to reflect the increased or decreased work volume from these changes.
Payment Schedule	Payments will be made within ten (10) days of the Company receiving payment from Rochester City Schools. Payments will be made in proportion to the amount paid. For example, if SUPES receives 25% of the total contract value, within 10 days, consultant will receive 25% of this contract's value. This compensation includes all travel, accommodations and ancillary expenses.

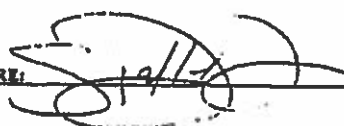
Consultant Signature: 

Records of SUPES reflect that DANCE also signed two contracts with SUPES to provide services to Chicago Public Schools (CPS), one for services from July 2013 to June 2014 as a mentor/coach for Chicago SUPES Academy for \$27,500 and the second to serve as a master teacher for Chicago SUPES Academy between July 2013 and June 2014 for \$50,000. Those contracts are incorporated herein:

CONTRACT FOR SERVICES - SERVICES AND COMPENSATION

CONSULTANT NAME	DALLAS DANCE
PROJECT NAME	CHICAGO SUPES ACADEMY
PROJECT DESCRIPTION	MASTER TEACHING
PROJECT DATES	JUNE 2013 - JUNE 2014
RESPONSIBILITIES	<p>MASTER TEACHER - NEW & ACHIEVING COHORT</p> <ul style="list-style-type: none"> • ATTEND PHONE TRAINING SESSIONS TO REVIEW THE CURRICULUM AND FAMILIARIZE YOURSELF WITH THE UPCOMING SESSION • ATTENDANCE AT ALL TRAINING CALLS • PREPARE FOR DELIVERY OF 20 CLASSROOM SESSIONS • DELIVERY OF 20 CLASSROOM SESSIONS • INCLUDES ALL ASSOCIATED TRAVEL COSTS <p>ACHIEVING (10 DAYS)</p> <ul style="list-style-type: none"> • SESSION ONE 7/30-8/2 <ul style="list-style-type: none"> ◦ TRAINING 7/25, 6:00 CST • SESSION TWO 9/7 <ul style="list-style-type: none"> ◦ TRAINING 9/5, 6:00 CST • SESSION THREE 10/19 <ul style="list-style-type: none"> ◦ TRAINING 10/17, 6:00 CST • SESSION FOUR 11/16 <ul style="list-style-type: none"> ◦ TRAINING 11/14, 6:00 CST • SESSION FIVE 1/25 <ul style="list-style-type: none"> ◦ TRAINING 1/23, 6:00 CST • SESSION SIX 2/22 <ul style="list-style-type: none"> ◦ TRAINING 2/20, 6:00 CST • SESSION SEVEN 3/22 <ul style="list-style-type: none"> ◦ TRAINING 3/20, 6:00 CST <p>NEW (10 DAYS)</p> <ul style="list-style-type: none"> • SESSION ONE 7/9-7/12 <ul style="list-style-type: none"> ◦ TRAINING 7/2, 6:00 CST • SESSION TWO 8/24 <ul style="list-style-type: none"> ◦ TRAINING 8/22, 6:00 CST • SESSION THREE 9/28 <ul style="list-style-type: none"> ◦ TRAINING 9/24, 6:00 CST • SESSION FOUR 10/26 <ul style="list-style-type: none"> ◦ TRAINING 10/24, 6:00 CST • SESSION FIVE 12/7 <ul style="list-style-type: none"> ◦ TRAINING 12/5, 6:00 CST • SESSION SIX 2/1 <ul style="list-style-type: none"> ◦ TRAINING 1/30, 6:00 CST • SESSION SEVEN 3/15 <ul style="list-style-type: none"> ◦ TRAINING 3/13, 6:00 CST
TOTAL PROJECT COMPENSATION	<ul style="list-style-type: none"> • MASTER TEACHER (NEW) - \$25,000 • MASTER TEACHER (ACHIEVING) - \$25,000
PAYMENT SCHEDULE	PAYMENTS WILL BE MADE WITHIN TEN (10) DAYS OF THE COMPANY RECEIVING PAYMENT FROM CHICAGO PUBLIC SCHOOLS.


	PAYMENTS WILL BE MADE IN PROPORTION TO THE AMOUNT PAID. FOR EXAMPLE, IF SUPES RECEIVES 25% OF THE TOTAL CONTRACT VALUE, WITHIN 10 DAYS, CONSULTANT WILL RECEIVE 25% OF THIS CONTRACT'S VALUE. THIS COMPENSATION INCLUDES ALL TRAVEL, ACCOMMODATIONS AND ANCILLARY EXPENSES.
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CONSULTANT SIGNATURE: 

CONTRACT FOR SERVICES – SERVICES AND COMPENSATION

Consultant Name	DALLAS DANCE
Project Name	CHICAGO SUPES ACADEMY
Project Description	Coaching
Project Dates	JULY 2013 – JUNE 2014
Responsibilities	<p>Mentor/Coach for 11 Principals</p> <ul style="list-style-type: none"> • Attend an initial training call for all coaches to get a good understanding of the program aspects. • Spend at least 1 day at an initial cohort session to meet principals • Spend at least 1 additional visit in school with each principal before November 1. • Weekly or Bi-weekly phone calls and communication to all principals – Schedule of communication will TBD at the outset of the program. • Complete online logs as contact is made with schools within 48 hours of contact. • Reviewing session materials to understand what mentees are learning in SUPES sessions.
Total Project Compensation	<ul style="list-style-type: none"> • Mentor/Coach - \$27,500
Payment Schedule	<p>Payments will be made within ten (10) days of the Company receiving payment from Chicago Public Schools. Payments will be made in proportion to the amount paid. For example, if SUPES receives 25% of the total contract value, within 10 days, consultant will receive 25% of this contract's value. This compensation includes all travel, accommodations and auxiliary expenses.</p>

Consultant Signature: _____



In late November, 2013 and early December, 2013, allegations that DANCE was working for SUPES in the Chicago Public Schools (CPS) came to the attention of the Board of Education. When questioned by Board President Schmidt about his relationship with SUPES, DANCE told him that SUPES had contacted him about mentoring aspiring leaders in the CPS; that he had just started doing so; and had only worked for SUPES on four or five weekends. He said he had not been paid by SUPES, and that any payment he received was to go to the Baltimore County Education Foundation. DANCE terminated his work for SUPES in December, 2013 and agreed to obtain prior approval of the Baltimore County School Board before engaging in any outside activities. The Ethics Panel of BCPS commenced an investigation of a complaint about DANCE’s relationship with SUPES and requested that DANCE provide an explanation of the situation.

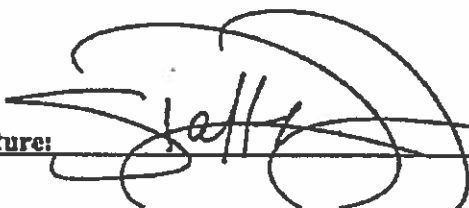
DANCE replied to the Ethics Panel by letters dated January 24, 2014 and March 6, 2014 in which he stated that when he became BCPS Superintendent he recommended that Kupfer of SUPES be consulted by staff as a resource in developing a training program for school leaders. DANCE falsely denied any further involvement in the selection of SUPES as a contractor to provide leadership training to BCPS. At page two of the January 24 letter, DANCE falsely stated “...I have received no payment of any kind, manner, or type from SUPES while it has done business with BCPS.”

DANCE falsely stated that he was contacted by Barbara Byrd Bennett, then CEO of the Chicago Public Schools (CPS) on about August 13, 2013 and asked to help coach CPS principals. Coaching sessions were to be held one Saturday each month beginning in September, 2013. DANCE agreed to do so. Compensation was not discussed, and DANCE denied any knowledge that the request involved work for SUPES at that time. In fact, Barbara Byrd Bennett had no involvement in selecting the DANCE.

DANCE falsely wrote that around September 1, 2013, he first learned that SUPES was handling the coaching when he received a contract from SUPES, which he attached to his January 24, 2012 letter to the Ethics Board as Exhibit 1. That document is incorporated herein:

SERVICE AGREEMENT

<u>Consultant Name</u>	DALLAS DANCE
<u>Project Name</u>	CHICAGO ACADEMY
<u>Project Description</u>	Coaching
<u>Project Dates</u>	SEPTEMBER 2013 – JUNE 2014
<u>Responsibilities</u>	Mentor/Coach for 10 Principals <ul style="list-style-type: none"> • Spend at least 1 day at an initial cohort session to meet principals. • Meet with principals once per month to discuss effective leadership strategies. • Conduct bi-weekly phone calls and communication to all principals.
<u>Total Project Compensation</u>	<ul style="list-style-type: none"> • Mentor/Coach - \$15,000
<u>Payment Information</u>	Payment will be made within ten (10) days of the contract's completion to the Baltimore County Education Foundation. This compensation includes all travel, accommodations and ancillary expenses.

Coach's Signature:  Date 9/10/13

DANCE stated in his letter that:

As the Agreement indicates, all funds were to be remitted to the Education Foundation of Baltimore County. I received no direct compensation for the the coaching sessions. I traveled to Chicago on September 28, 2013, October 19, 2013, and November 16, 2013, to coach principals....I made my own arrangements, and no school system resources were used in securing these flights....

The purported agreement provided by DANCE to the Ethics Panel was a sham, produced and delivered to the panel in an effort to support his false explanation of the relationship with SUPES. DANCE began performing his mentor/coach contract with SUPES at CPS in late July, 2013, and made his first trip to Chicago to work on the contract on or about September 5, 2013.

On January 19, 2014, after terminating his relationship with SUPES, DANCE emailed an invoice to Solomon asking for payment of the balance he was owed for his work for them in the amount of \$53,411.75 including:

\$10,000.00 for coaching at CAPCS

\$1,500.00 for speaking at the Prince George's County SUPES Academy

\$10,000.00 for facilitating a contract with the Socorro School District

\$31,911.75 for teaching and coaching at CPS

When Solomon said he would send the payment if he could direct it to BCPS, DANCE refused the offer. DANCE continued to press Solomon for payment to him throughout 2014.

In the same invoice, DANCE acknowledged having previously been paid in part for his work for SUPES at CPS, in the amount of \$16,838.25 and \$10,000.00 for part of his work for SUPES at CAPCS.

On March 17, 2014, the Ethics Panel wrote to SUPES requesting documentation of DANCE's dealings with SUPES. This resulted in a conversation between Solomon and DANCE. DANCE told Solomon that he had already provided documents that supported his false story to the Board and the Ethics Panel. DANCE was desperate to ensure that SUPES would not produce the documents requested, because it would then be obvious that he had lied to the Board and the Panel. He told Solomon that the Ethics Panel had no subpoena power, and could not force SUPES to turn over any records. DANCE said that if SUPES produced the documents, he might as well kill himself. No documentation was supplied to the panel by SUPES.

After finding numerous violations of the ethics provisions by DANCE, the Ethics Panel accepted DANCE's offer to "cure" the violation by taking certain steps, including agreement to the removal of the consulting provision in his contract. On September 14, 2014, DANCE's contract with BCPS was amended to prohibit his receipt of honoraria or other compensation from third parties for speaking, teaching, serving on boards or commissions and the like without the written permission of the Board of Education. It further provided that "[n]otwithstanding any provisions contained herein, the Superintendent shall not engage in any outside consulting engagements or relationships."

On or about May 14, 2014, DANCE signed and filed his financial disclosure statement for calendar year 2013 under oath or affirmation. He falsely reported on page 2 that he had no interests in any corporations, partnerships, or similar entities, and provided none of the information required on Schedule B for his interest in Deliberate Excellence Consulting, LLC. On Schedule H, DANCE reported that in 2013 he and his father, Roy Dance, earned income from "DEC, LLC." He also reported that he and his father had an ownership interest in "DEC, LLC."

On May 31, 2016, DANCE responded to a second complaint to the BCPS Ethics Panel regarding his outside activities. By letter dated June 17, 2016 the Panel requested additional information concerning DANCE's outside engagements and any interest, position or income from Deliberate Excellence Consulting. On June 27, 2016, DANCE responded in writing, stating "I have not received any fees or honorariums for speaking engagements whether in the capacity of Superintendent or otherwise since I have been Superintendent of the Baltimore County Public Schools." He described his relationship with Deliberate Excellence Consulting in the same signed letter to the Ethics Panel:

As noted in my May 31, 2016 letter to the Panel, the Board is aware of Deliberate Excellence, LLC, which is maintained as an entity but not active, and it is listed annually on my financial disclosure statement. I have not received compensation or income of any form from the entity. Even though the entity is not active, I, along with my father, have been listed as officers since 2012. As it was less than 14 weeks in 2012, I was advised at the time to begin disclosure on my 2013 financial disclosure statement.

Based upon DANCE's false statement to the Ethics Panel that he received no fees or honorariums for speaking engagements, the panel found that DANCE did not fail to disclose such income. The panel also found that, if he or his family members earned income from Deliberate Excellence Consulting or other sources during the years 2012-2015 that should have been disclosed. DANCE was notified of these findings. On August 29, 2016, DANCE signed and filed an amendment to his financial disclosure statement for 2013 under oath or affirmation, as follows:

ADDENDUM TO 2013 FINANCIAL DISCLOSURE STATEMENT

S. DALLAS DANCE

Per the August 23, 2016 letter of the Ethics Review Panel, I hereby provide this ADDENDUM to Schedule H – Employment/Business Ownership.

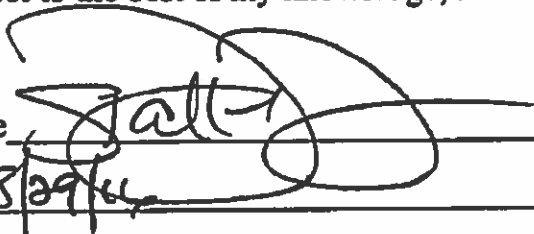
During the reporting period, I earned \$21,413.00 from the University of Richmond.

During the reporting period, neither me nor a member of my family earned any income from Deliberate Excellence, LLC.

I hereby make oath or affirm under penalties of perjury that this ADDENDUM is complete, true and correct to the best of my knowledge, information and belief.

Signature

Date



The signature is a cursive, handwritten name that appears to be "S. Dallas Dance". It is written in black ink over a horizontal line.

He proposed that these amendments be accepted by the Panel as a "cure" for his failure to properly disclose his 2013 earnings from the University of Richmond and from Deliberate Excellence Consulting, LLC. As previously described, DANCE in fact earned approximately \$72,000.00 from Deliberate Excellence Consulting in 2013, including \$63,822.00 from SUPES through Synesi; \$4,999.00 from City of Providence Public Schools; and \$4,161.37 from Tompkins-Seneca-Tioga Board of Cooperative Educational Services.

COUNT III – FINANCIAL DISCLOSURE FOR CALENDAR YEAR 2015 – ORIGINAL FILING

On or about April 9, 2016, DANCE signed and filed his financial disclosure statement for calendar year 2015 under oath or affirmation. He affirmatively asserted that he had no interests in any corporations, partnerships, similar entities and provided none of the information required regarding his ownership of Deliberate Excellence Consulting, LLC on Schedule B of his financial disclosure.

On Schedule H, DANCE answered "yes" in response to the question "[d]uring the reporting period did you or any member of your immediate family receive any earned income for an entity other than the Board of Education?" DANCE went on and completed Schedule H as follows:

1. If, during the reporting period, you or a member of your immediate family had employment from which you or they earned income, please complete information for yourself and the family member.

Your Name: Shaun Dance

Position: Beneficiary - death

Employer: DEC, LLC

Address: 104 Old House Court

City/State/Zip: Pikesville, Maryland - 21208, UNITED STATES

Immediate Family Member's Name:

Position:

Employer:

Address:

City/State/Zip:

2. If, during the reporting period, you or a member of your immediate family wholly or partially owned any business entity from which income was earned, please complete information below.

Business Entity: DEC, LLC

Owned By: Roy Dance

Address: 104 Old House Court

City/State/Zip: Pikesville, Maryland - 21208, UNITED STATES

If necessary, please use additional sheet(s) for any additional entries.

DANCE falsely reported that in 2015 he was only employed by and earned income from the Board of Education and "DEC, LLC;" and that "DEC, LLC" was owned by Roy Dance.

On July 31, 2015, Dulle Enterprises, Inc. d/b/a Education Research and Development Institute (ERDI) issued a check to S. Dallas Dance in the amount of \$4,200.00 for payment for DANCE's participation in meetings with vendors of products being marketed to schools to assist in their marketing and product development efforts. His associated travel was paid separately by ERDI in the amount of \$408.00. On August 8, 2015, DANCE deposited the checks from ERDI to his personal bank account

On August 5, 2015, DANCE issued an invoice from S. Dallas Dance, Ph.D. to Richland One School District for training and speaking services rendered on 7/29/15. The invoice was for a \$5,000.00 honorarium and \$768.97 in expenses. On August 17, 2015, DANCE deposited a check from Richland One School District into his personal bank account.

On August 27, 2015, DANCE executed a direct deposit authorization permitting American Institutes for Research (AIR) to deposit an honorarium of \$1,500.00 to DANCE's personal checking account for his participation in their Technical Working Group. On September, 4, 2015, DANCE received a credit to his personal bank account in the amount of \$1,500.00 from AIR.

On 12/17/15, by check payable to Shaun Dallas Dance, the American Association of School Administrators (AASA) paid DANCE a speaking fee of \$500.00. On December 21, 2015, DANCE deposited the speaking fee to his personal bank account.

DANCE never disclosed in his financial disclosure statements that he earned income from ERDI, from Richland One School District, from AIR, or from AASA in 2015.

COUNT IV – FINANCIAL DISCLOSURE FOR CALENDAR YEAR 2015 -- AMENDMENT

As a result of the Ethics Panel investigation and findings in 2016, as previously described, on August 29, 2016, DANCE filed, under oath or affirmation, an amendment to his financial disclosure statement for calendar year 2015, falsely stating that “[d]uring the reporting period neither me nor a member of my family earned any income from Deliberate Excellence, LLC.”

On or about May 27, 2015, DANCE issued invoice 2015-108 from Deliberate Excellence Consulting, LLC, S. Dallas Dance, Ph.D., President/CEO, to the Pasadena Unified School District Education Foundation for a \$3,000.00 speaking fee and \$838.01 in expenses. On June 3, 2015, DANCE deposited a check from the Pasadena Educational Foundation for \$3,838.01 to the account of Deliberate Excellence Consulting, LLC.

On June 15, 2015, DANCE signed a contract with the Pasadena Unified School District to provide consulting services. The contract date was January 20, 2015, and its term was February 1, 2015 to May 30, 2015. The total amount was \$42,501.06. On or about June 15, 2015, DANCE also issued invoice 2015-109 from Deliberate Excellence Consulting, LLC, S. Dallas Dance Ph.D., President/CEO to Pasadena Unified School District for \$38,000.00 for services rendered plus \$4,501.06 in travel expenses. On July 23, 2015, DANCE deposited two checks payable to Deliberate Excellence, LLC from Pasadena Unified School District totaling \$42,501.06 (one dated May 29, 2015 in the amount of \$1,163.72 and the other dated July 17, 2015 for \$41,337.34) to the account of Deliberate Excellence Consulting, LLC.

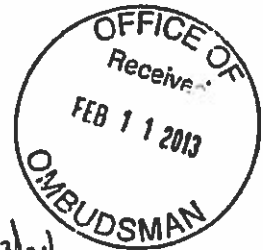
On July 29, 2015, DANCE drew two checks on the account of Deliberate Excellence Consulting, LLC, payable to himself, in the amounts of \$20,000.00 and \$26,035.07. The \$20,000.00 check was deposited to DANCE’s personal savings account on July 29, 2015. The check for \$26,035.07 was deposited to his personal checking account on the same day.

On October 7, 2015, DANCE wrote to the Pennsylvania Association of School Administrators (PASA) to inquire about the \$1,000.00 fee due DANCE for his participation in the PA Equity Summit. DANCE instructed PASA to send the check to Deliberate Excellence Consulting, LLC, 104 Old House Ct., Pikesville, MD 21208. On October 12, 2015, DANCE deposited to the bank account of Deliberate Excellence Consulting, LLC a check dated 10/8/15 in the amount of \$1,000.00, from PASA payable to Deliberate Excellence Consulting, LLC. On October 23, 2015, DANCE wrote himself a check for \$1,000.00 from the account of Deliberate Excellence Consulting, LLC and deposited the funds to his personal savings account.

The financial disclosure forms and amendments signed and submitted by DANCE covering calendar years 2012, 2013 and 2015, are incorporated herein as exhibits 2-7.

FINANCIAL DISCLOSURE STATEMENT

BOARD OF EDUCATION OF BALTIMORE COUNTY



MC 2/21/13

Instructions:

1. Please provide the preliminary information requested in the box below. Be sure to correctly identify the reporting period.
2. Upon completion of your Financial Disclosure Statement, sign and date the lower portion of this page and make the required oath or affirmation. **All pages of this Statement are to be returned.**
3. Make sure that you retain a copy of the completed Statement for your records. You are required to complete a new Statement annually, so having the information from year to year will be helpful.
4. Return all pages of the fully completed and signed Statement to Dr. Carol Batoff, Administrative Liaison to the Ethics Review Panel, Baltimore County Public Schools, 6901 Charles Street, Towson, Maryland 21204.

Filing Deadline: April 30, 2013

Regular Reporting Period: January 1 through December 31, 2012

Or

Separation Report: January 1 through _____, 20____

PLEASE PRINT OR TYPE

FIRST NAME	Dr. S. Dallas Dance Superintendent Greenwood-Administration	LAST NAME
School System Address:		
Home Address:	104 OH House Court Pikesville, MD 21208	
E-Mail Address:	School System Phone:	
ddance@bcps.org	410-887-4281	

This Financial Disclosure Statement describes all interests and related transactions and matters required to be disclosed by State Government Article, Title 15, Subtitle 8 of the Maryland Public Ethics Law, COMAR 19A.05 and Board of Education Policy 8364, with respect to the period indicated and pertaining to the person filing the Statement.

I hereby make oath or affirm under the penalties of perjury that the contents of this Financial Disclosure Statement, including the Schedules attached hereto, are complete, true, and correct to the best of my knowledge, information and belief.

Signature of Person Filing: _____

Date: _____

2/12/13

*The home address of a Board Employee listed here is not subject to disclosure, pursuant to the Maryland Public Information Act, and it will be redacted in the event that the Financial Disclosure Form is disclosed to a third party.

References:

- Board of Education Policy 8364
- State Government Article, Title 15, Subtitle 8
- Code of Maryland Regulations 19A.05



Instructions:

Please mark the proper box to items A through I by checking "Yes" or "No". Do not leave any boxes empty. If you check "Yes" for any item, complete the corresponding Schedule.

Caution: Please read all instructions in the instruction packet, including all definitions, before completing this form.

Complete by checking either the "Yes" or "No" box as to each item. Do not leave any item unanswered.

- A. I held interests during reporting period in real property located in or outside Maryland. (If "Yes," complete Schedule A.)
(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(1))
- B. I held interests during reporting period in corporations, partnerships, and similar entities. (If "Yes," complete Schedule B.)
(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(2))
- C. I held interests during reporting period in a non-corporate business entity which did business with the Board of Education, other than those reported in Schedule B. (If "Yes," complete Schedule C.)
(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(3))
- D. I received gifts during reporting period from persons doing business with the Board of Education, regulated by the Board of Education, or registered or required to register as lobbyists. (If "Yes," complete Schedule D.)
(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(4))
- E. I or a member of my immediate family was a partner or held an office, directorship, or salaried employment during reporting period in or with a business entity doing business with the Board of Education. (If "Yes," complete Schedule E.)
(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(5))
- F. I or a member of my immediate family owed debts (excluding retail credit accounts) during reporting period to persons doing business with the Board of Education. (If "Yes," complete Schedule F.)
(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(6))
- G. A member of my immediate family was employed by the Board of Education during reporting period. (If "Yes," complete Schedule G.)
(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(7))
- H. I or a member of my immediate family received a salary or was sole or partial owner of a business entity from which earned income was received, during the reporting period. (If "Yes," complete Schedule H.)
(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(8))
- I. Is additional information set forth on Schedule I? (If "Yes," complete Schedule I.)
(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(9))

	YES	NO
A.	X	
B.		X
C.		X
D.		X
E.		X
F.		X
G.		X
H.		X
I.		X

Schedule A – Real Property Interests

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(1))

If during the reporting period you held any interest (as an owner or a tenant, including interests in time shares) in real property in Maryland or in any other state or country you **must** answer each question below.

A separate Schedule A is required for each property you need to disclose. Before completing Schedule A, please make an additional photocopy of Schedule A for each property to be disclosed.

1. What is the address or legal description of the property? Give the street address, if you know it. If the property is your primary residence, you may enter the lot and block legal description instead, if you wish.

Street Address 104 Old House Ct.
City/State/Zip Pikesville, MD 21208

2. What kind of property is it?

Improved (Indicate whether property is residential or commercial property) residential
Unimproved (vacant lot) _____

3. Are you the owner or tenant?

Owner X Tenant _____

4. Do you hold the interest solely or is it jointly held with another?

Solely X Jointly _____ Tenants by the Entirety (owned with spouse) _____

5. If held jointly, or by tenants by the entirety, the name(s) of the other joint owner(s) N/A

6. Is the interest held directly by you or is it attributable to you?

Directly X Attributable _____

7. Are there any legal conditions or encumbrances on the property? Example: mortgages, liens, contracts, options, etc.

X Yes
____ No

If yes, what is/are the name(s) of the lender(s), creditor(s), lien holder(s), etc.? Columbia Bank

8. What date was the property acquired? 9/15/12

9. How was the property acquired? Example: purchase, gift, inheritance, etc.

purchase

The following information is often accessible on the Maryland Real Property Search Website of the State Department of Assessment and Taxation, and may be helpful in obtaining this information. http://sdatcert3.reslusa.org/rp_rewrite/

10. From whom was the property acquired? Give the name of individual or entity from whom you purchased or inherited the property or who gifted the property to you.

— don't remember

11. What consideration (e.g., purchase price) was given when the property was acquired? If you received the property as a gift or inherited it, state the fair market value at the time you acquired your interest in the property. \$ 375,000

12. Have you transferred any interest in this property during the reporting period?

Yes
 No

If yes

- 12A. What percentage of interest did you transfer? _____%

- 12B. What consideration did you receive for the interest? \$ _____

- 12C. To whom did you transfer the interest? _____

If you have any additional interests in real property in Maryland, any other state or any other country, please use additional sheet(s), if necessary, and respond to each above question for each such entry.

Schedule B – Interests in Corporations and Partnerships

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(2))

If during the reporting period you had any interest in any corporations, partnerships, limited liability partnerships (LLP), or limited liability companies (LLC), whether or not the entity did business with the Board of Education, you **must** answer the questions below.

A separate Schedule B is required for each interest you need to disclose. Before completing Schedule B, please make an additional photocopy of Schedule B for each interest to be disclosed.

1. What is the name of the entity? Include the complete name of the entity, do not identify solely by trading symbol. _____

2. Does the stock of the corporation trade on a stock exchange?

___ Yes

___ No

If no, give the legal address of the entity's principal office.

3. Is the interest held directly by you or is it attributable to you?

Directly _____ Attributable _____

4. Do you hold the interest in your name alone or is it held jointly?

In your name alone _____ Held jointly _____

If held jointly, give the percentage of your interest. _____%

5. What is the nature of your interest and the dollar value or the number of shares? Example: stock, notes, bonds, puts, calls, straddles, purchase options, etc. If in a non-publicly traded entity or LLP or LLC, report the percentage of ownership.

Type _____

Dollar Value of Shares \$ _____ or Number of Shares _____

Percentage of ownership _____%

6. Are there any legal conditions or encumbrances that apply to your interest in the entity? Example: mortgages, liens, contracts, options, etc.

___ No

___ Yes **If yes**, name of entity holding the encumbrance _____

7. Did you acquire an interest in the entity during the reporting period?

Yes
 No

If Yes

7A. In what month was the interest acquired? _____

7B. How was the interest in the entity acquired? Example: purchase, gift, will, etc.

7C. From whom did you acquire the interest in the entity? If you purchased it from a brokerage, give the name of the brokerage. _____

7D. What consideration was given when the interest was acquired? Give the dollar amount paid, or if you received the property as a gift or inherited it, give the fair market value at the time you acquired your interest in the property. \$ _____

8. Have you transferred any interest in this entity during the reporting period?

Yes
 No

If Yes

8A. What portion of the interest was transferred? _____

8B. What consideration did you receive for the interest in the entity? Give the dollar amount paid, or if you received the property as a gift or inherited it, give the fair market value and terms at the time you transferred your interest in the property. \$ _____

8C. To whom did you transfer your interest in the entity? _____

If you have additional interests in corporations or partnerships, please use additional sheet(s) if necessary, and answer each of the above questions for each additional entry.

Schedule C – Interests in Non-Corporate Business Entities Doing Business with the Board of Education

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(3))

If during the reporting period you had an interest in any non-corporate business entity (e.g., a sole proprietorship) that did business with the Board of Education that was not reported under Schedule B, you **must** answer the questions below. All individuals are responsible for reporting relationships with entities doing business with the Board of Education or the Baltimore County Public Schools, as required in certain Schedules. If you are aware of any such entity, you must report it, no matter what the amount of business with the School System. If you are not certain whether or not the entity does business with the School System, you may access the names of vendors doing business with the Board of Education or the Baltimore County Public Schools in the amount of \$1,000.00 or more by clicking "BCPS Spotlight on Spend" on the Purchasing web site at <http://www.bcps.org/offices/purchasing/>. If you have any questions about a business entity doing business with the School System in an amount less than \$1,000.00, please contact the Office of Purchasing at 410-887-4334 or bcpspurchasing@bcps.org.

A separate Schedule C is required for each business entity to be disclosed. Please make additional photocopies of Schedule C as needed.

1. Name and address of the principal office of the business entity

Name _____

Address _____

City/State/Zip _____

2. Is the interest held directly by you or is it attributable to you?

Directly _____ Attributable _____

3. Do you hold the interest solely or is it jointly held with another?

Solely _____ Jointly _____

- 3A. If held jointly, give the percentage of your joint interest. _____%

- 3B. Give the dollar value of your interest in the entity. \$_____ or

Give the percentage of your interest in the entity. _____%

4. Are there any legal conditions or encumbrances that apply to your interest in the entity? Example: mortgages, liens, contracts, options, etc.

___ Yes If yes give name of creditor. _____

___ No

5. Was any interest acquired during the reporting year?

Yes
 No

If Yes:

5A. In what month was the interest acquired? _____

5B. How was the interest in the entity acquired? Example: purchase, gift, will, etc.

5C. From whom did you acquire the interest? _____

5D. What consideration was given when the interest was acquired? Give the dollar amount paid, or if you received the property as a gift or inherited it, the fair market value at the time you acquired your interest in the property. \$ _____

6. Did you transfer any of your interest during the reporting period?

Yes
 No

If yes

6A. What percentage of interest, if less than all, was transferred? _____%

6B. What consideration did you receive for the interest in the entity? Give dollar amount paid, or if you received the property as a gift or inherited it, the fair market value and terms at the time you transferred your interest in the property. \$ _____

6C. To whom did you transfer your interest in the entity? _____

If you have additional interests in sole proprietorship(s) that did business with the Board of Education during the reporting year, please use additional sheet(s) if necessary, and answer each of the above questions for each additional entry.

Schedule D – Gifts

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(4))

If during the reporting period you received any gift(s), directly or indirectly, in excess of a value of \$20.00 or a series of gifts from the same donor with a cumulative value of \$100.00 or more from a person or entity who: 1) did business with the Board of Education; 2) engaged in an activity that was regulated or controlled by the Board of Education; or 3) was a regulated lobbyist, you **must** answer the questions below. Gifts received from a member of the official's or employee's immediate family, another child, or a parent of the individual, do not need to be disclosed. All individuals are responsible for reporting relationships with entities doing business with the Board of Education or the Baltimore County Public Schools, as required in certain Schedules. If you are aware of any such entity, you must report it, no matter what the amount of business with the School System. If you are not certain whether or not the entity does business with the School System, you may access the names of vendors doing business with the Board of Education or the Baltimore County Public Schools in the amount of \$1,000.00 or more by clicking "BCPS Spotlight on Spend" on the Purchasing web site at <http://www.bcps.org/offices/purchasing/>. If you have any questions about a business entity doing business with the School System in an amount less than \$1,000.00, please contact the Office of Purchasing at 410-887-4334 or bcpspurchasing@bcps.org.

A separate Schedule D is required for each gift. Please make additional photocopies of Schedule D as needed.

1. Who gave you the gift?

2. What was the nature of the gift? Example: book, restaurant meal, theater tickets, etc.

3. What was the value of the gift?

\$ _____

4. If the gift was given to someone else at your direction, give the identity of the recipient of the gift.

Please use additional sheet(s), if necessary, for any additional entries.

Schedule E – Officers, Directorships, Salaried Employment and Similar Interests

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(5))

If during the reporting period you or any member of your immediate family (spouse or dependent child) had any salaried employment or held any office or directorship with an entity that did business with the Board of Education, you **must** answer the questions below. All individuals are responsible for reporting relationships with entities doing business with the Board of Education or the Baltimore County Public Schools, as required in certain Schedules. If you are aware of any such entity, you must report it, no matter what the amount of business with the School System. If you are not certain whether or not the entity does business with the School System, you may access the names of vendors doing business with the Board of Education or the Baltimore County Public Schools in the amount of \$1,000.00 or more by clicking "BCPS Spotlight on Spend" on the Purchasing web site at <http://www.bcps.org/offices/purchasing/>. If you have any questions about a business entity doing business with the School System in an amount less than \$1,000.00, please contact the Office of Purchasing at 410-887-4334 or bcpspurchasing@bcps.org.

A separate Schedule E is required for each disclosure. Please make additional photocopies of Schedule E as needed.

1. What is the name and address of the business entity?

Name _____

Address _____

City/State/Zip _____

2. Who was the individual who held the position or interest listed above? Example: yourself, spouse, dependent child

Self _____ Spouse _____ Dependent child _____

2A. Name of spouse or dependent child _____

3. What is the employment or title of the office you, your spouse, or dependent child held? Example: limited partner, director, treasurer, chair of the board of trustees, etc.

4. What year did the position begin? _____

5. What was the nature of the business? Example: regulated by the Board of Education, registered under the lobbying law, or involved with sales and contracts with the Board of Education

If necessary, please use additional sheet(s) for any additional entries.

Schedule F – Debts Owed to Individual or Business Entity/Doing Business with the Board of Education

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(6))

If during the reporting period you or an immediate family member owed a debt (excluding a retail credit account) to an individual or business entity that did business with the Board of Education, you **must** answer the questions below. **[NOTE: If, on Schedule A, B, or C you listed a business entity that did business with the Board of Education as the holder of your mortgage or other encumbrance, you must also complete Schedule F with regard to that indebtedness.]** All individuals are responsible for reporting relationships with entities doing business with the Board of Education or the Baltimore County Public Schools, as required in certain Schedules. If you are aware of any such entity, you must report it, no matter what the amount of business with the School System. If you are not certain whether or not the entity does business with the School System, you may access the names of vendors doing business with the Board of Education or the Baltimore County Public Schools in the amount of \$1,000.00 or more by clicking "BCPS Spotlight on Spend" on the Purchasing web site at <http://www.bcps.org/offices/purchasing/>. If you have any questions about a business entity doing business with the School System in an amount less than \$1,000.00, please contact the Office of Purchasing at 410-887-4334 or bcpspurchasing@bcps.org.

A separate Schedule F is required for each debt to be disclosed.

Please make additional photocopies of Schedule F as needed.

1. To whom did you owe the debt? Do not include consumer credit debts.

2. When was the debt incurred? _____

3. What are the interest rate and terms of payment of the debt?

Interest Rate _____%

Terms Example: monthly, bimonthly, annually, etc. _____

4. What was the amount of the debt as of the end of the reporting period? If debt existed during the reporting period but was paid in full at the end of the period, put \$0.
\$ _____

5. Did the principal of the debt increase _____ or decrease _____ during the reporting period, and by how much? \$ _____

6. Was any security given for the debt?

___ Yes

___ No

If yes, please state what type of security was given. Example: home, car, boat, etc.

7. If this is a transaction in which you were involved but which resulted in a debt being owed by your spouse or dependent child, identify your spouse or child and describe the transaction.

If necessary, please use additional sheet(s) for any additional entries.

Schedule G – Immediate Family Members Employed by the Board of Education

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(7))

If during the reporting period any members of your immediate family (spouse or dependent children) were employed by the Board of Education in any capacity, you **must** answer the questions below.

A separate Schedule G is required for each member of the immediate family who is employed by the Board of Education. Please make additional photocopies of Schedule G as needed.

1. What is the relationship and name of the immediate family member employed by the Board of Education? _____
2. What was the title of your immediate family member's position at the Board of Education agency during the reporting period? _____
3. Are you in a position that directly supervises, evaluates, or disciplines the immediate family member? _____

If necessary, please use additional sheet(s) for any additional entries.

Schedule H – Employment/Business Ownership

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(8))

If during the reporting period you or any member of your immediate family received any earned income from an entity other than the Board of Education, you **must** answer the questions below. Please note that your dependent child’s employment or business ownership does not need to be disclosed unless the place of employment or the business entity is subject to regulation or the authority of the Board of Education or has contracts in excess of \$10,000.00 with the Board of Education. If you are not certain whether or not the entity does business with the School System, you may access the names of vendors doing business with the Board of Education or the Baltimore County Public Schools in the amount of \$1,000.00 or more by clicking “BCPS Spotlight on Spend” on the Purchasing web site at <http://www.bcps.org/offices/purchasing/>.

A separate Schedule H is required for each member of the immediate family who had employment or ownership of a business entity. Please make additional photocopies of Schedule H as needed.

1. If during the reporting period you or a member of your immediate family had employment other than with the Board of Education from which you or that member earned income, provide the following information:

Name _____

Relationship _____

Name of Employer _____

Address _____

City/State/Zip _____

2. If during the reporting period you or a member of your immediate family wholly or partially owned any business entity from which income was earned, provide the following information:

Name _____

Relationship _____

Name of Business Entity _____

Address _____

City/State/Zip _____

If necessary, please use additional sheet(s) for any additional entries.

Schedule I – Other

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(9))

Is there any additional information or interest you would like to disclose?

The contents of this form are retained for four (4) years from the date of receipt and may be examined upon request as a public record. Upon request, you have the right to know if this Statement was examined or copied as well as the name and home address of the requestor. This information is made available through the Board of Education's Ethics Review Panel

Check if applicable:

I would like to be notified if an individual makes a request to inspect my Financial Disclosure Statement, other than for an internal or external audit of the School System.

If so, check this box:

ADDENDUM TO 2012 FINANCIAL DISCLOSURE STATEMENT

S. DALLAS DANCE

Per the August 23, 2016 letter of the Ethics Review Panel, I hereby provide this ADDENDUM to Schedule H – Employment/Business Ownership.

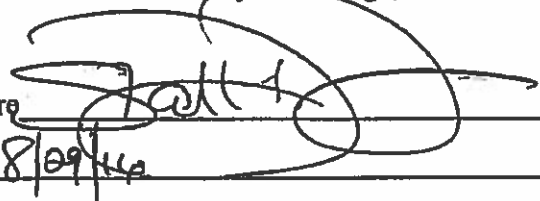
During the reporting period, I earned \$20,804.00 from the University of Richmond.

During the reporting period, I did not earn any income from Deliberate Excellence, LLC. My father earned \$575.00 from the entity.

I hereby make oath or affirm under penalties of perjury that this ADDENDUM is complete, true and correct to the best of my knowledge, information and belief.

Signature

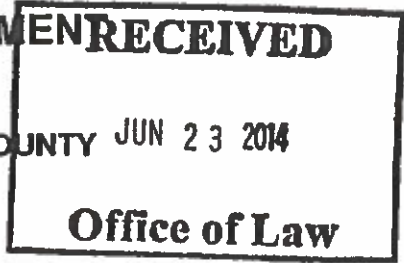
Date



8/09/16



FINANCIAL DISCLOSURE STATEMENT



BOARD OF EDUCATION OF BALTIMORE COUNTY

JUN 23 2014

Office of Law

Instructions:

1. Please provide the preliminary information requested in the box below. Be sure to correctly identify the reporting period.
2. Upon completion of your Financial Disclosure Statement, sign and date the lower portion of this page and make the required oath or affirmation. All pages of this Statement are to be returned.
3. Make sure that you retain a copy of the completed Statement for your records. You are required to complete a new Statement annually, so having the information from year to year will be helpful.
4. Return all pages of the fully completed and signed Statement to Office of Law, Attention: Ethics Review Panel, Greenwood, Building C, 6901 Charles Street, Towson, Maryland 21204.

Filing Deadline: April 30, 2014

Regular Reporting Period: January 1 through December 31, 2013

Or

Separation Report: January 1 through _____, 20____

PLEASE PRINT OR TYPE

FIRST NAME	Dr. S. Dallas Dance	LAST NAME
School System Address:	Superintendent Greenwood-Mansion	
Home Address:	104 Old House Court Pikesville, MD 21208	
E-Mail Address:	School System Phone:	
sdallas@bcps.org	410-887-4281	

This Financial Disclosure Statement describes all interests and related transactions and matters required to be disclosed by State Government Article, Title 15, Subtitle 8 of the Maryland Public Ethics Law, COMAR 19A.05 and Board of Education Policy 8364, with respect to the period indicated and pertaining to the person filing the Statement.

I hereby make oath or affirm under the penalties of perjury that the contents of this Financial Disclosure Statement, including the Schedules attached hereto, are complete, true, and correct to the best of my knowledge, information and belief.

Signature of Person Filing:

Date:

5/14/14

*The home address of a Board Employee listed here is not subject to disclosure, pursuant to the Maryland Public Information Act, and it will be redacted in the event that the Financial Disclosure Form is disclosed to a third party.

References:

- Board of Education Policy 8364
- State Government Article, Title 15, Subtitle 8
- Code of Maryland Regulations 19A.05



Instructions:

Please mark the proper box to items A through I by checking "Yes" or "No". Do not leave any boxes empty. If you check "Yes" for any item, complete the corresponding Schedule.

Caution: Please read all instructions in the instruction packet, including all definitions, before completing this form.

Complete by checking either the "Yes" or "No" box as to each item. Do not leave any item unanswered.

- A. I held interests during reporting period in real property located in or outside Maryland. (If "Yes," complete Schedule A. as an owner or a tenant.) (COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(1))
- B. I held interests during reporting period in corporations, partnerships, and similar entities. (If "Yes," complete Schedule B.) (COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(2))
- C. I held interests during reporting period in a non-corporate business entity which did business with the Board of Education, other than those reported in Schedule B. (If "Yes," complete Schedule C.) (COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(3))
- D. I received gifts during reporting period from persons doing business with the Board of Education, regulated by the Board of Education, or registered or required to register as lobbyists. (If "Yes," complete Schedule D.) (COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(4))
- E. I or a member of my immediate family was a partner or held an office, directorship, or salaried employment during reporting period in or with a business entity doing business with the Board of Education. (If "Yes," complete Schedule E.) (COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(5))
- F. I or a member of my immediate family owed debts (excluding retail credit accounts) during reporting period to persons doing business with the Board of Education. (If "Yes," complete Schedule F.) (COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(6))
- G. A member of my immediate family was employed by the Board of Education during reporting period. (If "Yes," complete Schedule G.) (COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(7))
- H. I or a member of my immediate family received a salary or was sole or partial owner of a business entity from which earned income was received, during the reporting period. (If "Yes," complete Schedule H.) (COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(8))
- I. Is additional information set forth on Schedule I? (If "Yes," complete Schedule I.) (COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(9))

	YES	NO
A.	X	
B.		X
C.		X
D.		X
E.		X
F.		X
G.		X
H.	X	
I.	X	

Schedule A – Real Property Interests

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(1))

If during the reporting period you held any interest (as an owner or a tenant, including interests in time shares) in real property in Maryland or in any other state or country you **must** answer each question below.

A separate Schedule A is required for each property owned and/or leased by you. Before completing Schedule A, please make an additional photocopy of Schedule A for each property to be disclosed.

1. What is the address or legal description of the property? Give the street address, if you know it. If the property is your primary residence, you may enter the lot and block legal description instead, if you wish.
Street Address 104 Old House Court
City/State/Zip Pikesville, MD 21208
2. Are you the owner or a tenant of the property identified in Question No. 1?
Owner Tenant _____
a. If tenant, did you reside at this address during the reporting period.
_____ Yes _____ No
b. If owner, complete questions 3 through 12.
3. What kind of property is it?
Improved (indicate whether property is residential or commercial property) residential
Unimproved (vacant lot) _____
4. Do you hold the interest solely or is it jointly held with another?
Solely Jointly _____ Tenants by the Entirety (owned with spouse) _____
5. If held jointly, or by tenants by the entirety, the name(s) of the other joint owner(s) _____

6. Is the interest held directly by you or is it attributable to you?
Directly Attributable _____
7. Are there any legal conditions or encumbrances on the property? Example: mortgages, liens, contracts, options, etc.
 Yes _____ No _____
If yes, what is/are the name(s) of the lender(s), creditor(s), lien holder(s), etc.
Fulton Mortgage

8. What date was the property acquired? 9-2012
9. How was the property acquired? Example: purchase, gift, inheritance, etc.

purchase

The following information is often accessible on the Maryland Real Property Search Website of the State Department of Assessment and Taxation, and may be helpful in obtaining this information. http://sdatcert3.resiusa.org/rp_rewrite/

10. From whom was the property acquired? Give the name of individual or entity from whom you purchased or inherited the property or who gifted the property to you.

Gary Gilpin

11. What consideration (e.g., purchase price) was given when the property was acquired? If you received the property as a gift or inherited it, state the fair market value at the time you acquired your interest in the property. \$ 334,000

12. Have you transferred any interest in this property during the reporting period?

Yes
 No

If yes

- 12A. What percentage of interest did you transfer? _____%
- 12B. What consideration did you receive for the interest? \$ _____
- 12C. To whom did you transfer the interest? _____

If you have any additional interests in real property in Maryland, any other state or any other country, please use additional sheet(s), if necessary, and respond to each above question for each such entry.

Schedule B – Interests in Corporations and Partnerships

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(2))

If during the reporting period you had any interest in any corporations, partnerships, limited liability partnerships (LLP), or limited liability companies (LLC), whether or not the entity did business with the Board of Education, you **must** answer the questions below.

A separate Schedule B is required for each interest you need to disclose. Before completing Schedule B, please make an additional photocopy of Schedule B for each interest to be disclosed.

1. What is the name of the entity? Include the complete name of the entity, do not identify solely by trading symbol. _____

2. Does the stock of the corporation trade on a stock exchange?

___ Yes
___ No

If no, give the legal address of the entity's principal office.

3. Is the interest held directly by you or is it attributable to you?

Directly _____ Attributable _____

4. Do you hold the interest in your name alone or is it held jointly?

In your name alone _____ Held jointly _____

If held jointly, give the percentage of your interest. _____%

5. What is the nature of your interest and the dollar value or the number of shares? Example: stock, notes, bonds, puts, calls, straddles, purchase options, etc. If in a non-publicly traded entity or LLP or LLC, report the percentage of ownership.

Type _____

Dollar Value of Shares \$ _____ or Number of Shares _____

Percentage of ownership _____%

6. Are there any legal conditions or encumbrances that apply to your interest in the entity? Example: mortgages, liens, contracts, options, etc.

___ No

___ Yes **If yes,** name of entity holding the encumbrance _____

7. Did you acquire an interest in the entity during the reporting period?

Yes
 No

If Yes

7A. In what month was the interest acquired? _____

7B. How was the interest in the entity acquired? Example: purchase, gift, will, etc.

7C. From whom did you acquire the interest in the entity? If you purchased it from a brokerage, give the name of the brokerage. _____

7D. What consideration was given when the interest was acquired? Give the dollar amount paid, or if you received the property as a gift or inherited it, give the fair market value at the time you acquired your interest in the property. \$ _____

8. Have you transferred any interest in this entity during the reporting period?

Yes
 No

If Yes

8A. What portion of the interest was transferred? _____

8B. What consideration did you receive for the interest in the entity? Give the dollar amount paid, or if you received the property as a gift or inherited it, give the fair market value and terms at the time you transferred your interest in the property. \$ _____

8C. To whom did you transfer your interest in the entity? _____

If you have additional interests in corporations or partnerships, please use additional sheet(s) if necessary, and answer each of the above questions for each additional entry.

Schedule C – Interests in Non-Corporate Business Entities Doing Business with the Board of Education

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(3))

If during the reporting period you had an interest in any non-corporate business entity (e.g., a sole proprietorship) that did business with the Board of Education that was not reported under Schedule B, you **must** answer the questions below. All individuals are responsible for reporting relationships with entities doing business with the Board of Education or the Baltimore County Public Schools, as required in certain Schedules. If you are aware of any such entity, you must report it, no matter what the amount of business with the School System. If you are not certain whether or not the entity does business with the School System, you may access the names of vendors doing business with the Board of Education or the Baltimore County Public Schools in the amount of \$1,000.00 or more by clicking "BCPS Spotlight on Spend" on the Purchasing web site at <http://www.bcps.org/offices/purchasing/>. If you have any questions about a business entity doing business with the School System in an amount less than \$1,000.00, please contact the Office of Purchasing at 410-887-4334 or bcpspurchasing@bcps.org.

A separate Schedule C is required for each business entity to be disclosed. Please make additional photocopies of Schedule C as needed.

1. Name and address of the principal office of the business entity
Name _____
Address _____
City/State/Zip _____
2. Is the interest held directly by you or is it attributable to you?
Directly _____ Attributable _____
3. Do you hold the interest solely or is it jointly held with another?
Solely _____ Jointly _____
- 3A. If held jointly, give the percentage of your joint interest. _____%
- 3B. Give the dollar value of your interest in the entity. \$_____ or
Give the percentage of your interest in the entity. _____%
4. Are there any legal conditions or encumbrances that apply to your interest in the entity? Example: mortgages, liens, contracts, options, etc.
____ Yes If yes give name of creditor. _____
____ No

5. Was any interest acquired during the reporting year?

- Yes
 No

If Yes:

5A. In what month was the interest acquired? _____

5B. How was the interest in the entity acquired? Example: purchase, gift, will, etc.

5C. From whom did you acquire the interest? _____

5D. What consideration was given when the interest was acquired? Give the dollar amount paid, or if you received the property as a gift or inherited it, the fair market value at the time you acquired your interest in the property. \$ _____

6. Did you transfer any of your interest during the reporting period?

- Yes
 No

If yes

6A. What percentage of interest, if less than all, was transferred? _____%

6B. What consideration did you receive for the interest in the entity? Give dollar amount paid, or if you received the property as a gift or inherited it, the fair market value and terms at the time you transferred your interest in the property. \$ _____

6C. To whom did you transfer your interest in the entity? _____

If you have additional interests in sole proprietorship(s) that did business with the Board of Education during the reporting year, please use additional sheet(s) if necessary, and answer each of the above questions for each additional entry.

Schedule D – Gifts

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(4))

If during the reporting period you received any gift(s), directly or indirectly, in excess of a value of \$20.00 or a series of gifts from the same donor with a cumulative value of \$100.00 or more from a person or entity who: 1) did business with the Board of Education; 2) engaged in an activity that was regulated or controlled by the Board of Education; or 3) was a regulated lobbyist, you **must** answer the questions below. Gifts received from a member of the official's or employee's immediate family, another child, or a parent of the individual, do not need to be disclosed. All individuals are responsible for reporting relationships with entities doing business with the Board of Education or the Baltimore County Public Schools, as required in certain Schedules. If you are aware of any such entity, you must report it, no matter what the amount of business with the School System. If you are not certain whether or not the entity does business with the School System, you may access the names of vendors doing business with the Board of Education or the Baltimore County Public Schools in the amount of \$1,000.00 or more by clicking "BCPS Spotlight on Spend" on the Purchasing web site at <http://www.bcps.org/offices/purchasing/>. If you have any questions about a business entity doing business with the School System in an amount less than \$1,000.00, please contact the Office of Purchasing at 410-887-4334 or bcpspurchasing@bcps.org.

A separate Schedule D is required for each gift. Please make additional photocopies of Schedule D as needed.

1. Who gave you the gift?

2. What was the nature of the gift? Example: book, restaurant meal, theater tickets, etc.

3. What was the value of the gift?
\$ _____

4. If the gift was given to someone else at your direction, give the identity of the recipient of the gift.

Please use additional sheet(s), if necessary, for any additional entries.

Schedule E – Officers, Directorships, Salaried Employment and Similar Interests

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(5))

If during the reporting period you or any member of your immediate family (spouse or dependent child) had any salaried employment or held any office or directorship with an entity that did business with the Board of Education, you **must** answer the questions below. All individuals are responsible for reporting relationships with entities doing business with the Board of Education or the Baltimore County Public Schools, as required in certain Schedules. If you are aware of any such entity, you must report it, no matter what the amount of business with the School System. If you are not certain whether or not the entity does business with the School System, you may access the names of vendors doing business with the Board of Education or the Baltimore County Public Schools in the amount of \$1,000.00 or more by clicking "BCPS Spotlight on Spend" on the Purchasing web site at <http://www.bcps.org/offices/purchasing/>. If you have any questions about a business entity doing business with the School System in an amount less than \$1,000.00, please contact the Office of Purchasing at 410-887-4334 or bcpspurchasing@bcps.org.

A separate Schedule E is required for each disclosure. Please make additional photocopies of Schedule E as needed.

1. What is the name and address of the business entity?

Name _____

Address _____

City/State/Zip _____

2. Who was the individual who held the position or interest listed above? Example: yourself, spouse, dependent child

Self _____ Spouse _____ Dependent child _____

- 2A. Name of spouse or dependent child _____

3. What is the employment or title of the office you, your spouse, or dependent child held?
Example: limited partner, director, treasurer, chair of the board of trustees, etc.

4. What year did the position begin? _____

5. What was the nature of the business? Example: regulated by the Board of Education, registered under the lobbying law, or involved with sales and contracts with the Board of Education

If necessary, please use additional sheet(s) for any additional entries.

Schedule F – Debts Owed to Individual or Business Entity/Doing Business with the Board of Education

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(6))

If during the reporting period you or an immediate family member owed a debt (excluding a retail credit account) to an individual or business entity that did business with the Board of Education, you must answer the questions below. **[NOTE: If, on Schedule A, B, or C you listed a business entity that did business with the Board of Education as the holder of your mortgage or other encumbrance, you must also complete Schedule F with regard to that indebtedness.]** All individuals are responsible for reporting relationships with entities doing business with the Board of Education or the Baltimore County Public Schools, as required in certain Schedules. If you are aware of any such entity, you must report it, no matter what the amount of business with the School System. If you are not certain whether or not the entity does business with the School System, you may access the names of vendors doing business with the Board of Education or the Baltimore County Public Schools in the amount of \$1,000.00 or more by clicking "BCPS Spotlight on Spend" on the Purchasing web site at <http://www.bcps.org/offices/purchasing/>. If you have any questions about a business entity doing business with the School System in an amount less than \$1,000.00, please contact the Office of Purchasing at 410-887-4334 or bcpspurchasing@bcps.org.

A separate Schedule F is required for each debt to be disclosed.

Please make additional photocopies of Schedule F as needed.

1. To whom did you owe the debt? Do not include consumer credit debts.

2. When was the debt incurred? _____

3. What are the interest rate and terms of payment of the debt?

Interest Rate _____%

Terms Example: monthly, bimonthly, annually, etc. _____

4. What was the amount of the debt as of the end of the reporting period? If debt existed during the reporting period but was paid in full at the end of the period, put \$0.
\$ _____

5. Did the principal of the debt increase _____ or decrease _____ during the reporting period, and by how much? \$ _____

6. Was any security given for the debt?

___ Yes

___ No

If yes, please state what type of security was given. Example: home, car, boat, etc.

7. If this is a transaction in which you were involved but which resulted in a debt being owed by your spouse or dependent child, identify your spouse or child and describe the transaction.

If necessary, please use additional sheet(s) for any additional entries.

Schedule G – Immediate Family Members Employed by the Board of Education

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(7))

If during the reporting period any members of your immediate family (spouse or dependent children) were employed by the Board of Education in any capacity, you **must** answer the questions below.

A separate Schedule G is required for each member of the immediate family who is employed by the Board of Education. Please make additional photocopies of Schedule G as needed.

1. What is the relationship and name of the immediate family member employed by the Board of Education? _____
2. What was the title of your immediate family member's position at the Board of Education agency during the reporting period? _____
3. Are you in a position that directly supervises, evaluates, or disciplines the immediate family member? _____

If necessary, please use additional sheet(s) for any additional entries.

Schedule H -- Employment/Business Ownership

(COMAR 19A.05.02.05 - Apx. A - Model Regulations, Section 6(g)(8))

If during the reporting period you or any member of your immediate family received any earned income from an entity other than the Board of Education, you **must** answer the questions below. Please note that your dependent child's employment or business ownership does not need to be disclosed unless the place of employment or the business entity is subject to regulation or the authority of the Board of Education or has contracts in excess of \$10,000.00 with the Board of Education. If you are not certain whether or not the entity does business with the School System, you may access the names of vendors doing business with the Board of Education or the Baltimore County Public Schools in the amount of \$1,000.00 or more by clicking "BCPS Spotlight on Spend" on the Purchasing web site at <http://www.bcps.org/offices/purchasing/>.

A separate Schedule H is required for each member of the immediate family who had employment or ownership of a business entity. Please make additional photocopies of Schedule H as needed.

1. If during the reporting period you or a member of your immediate family had employment other than with the Board of Education from which you or that member earned income, provide the following information:

Name Roy Dance / Shaun Dance
Relationship father / self
Name of Employer DEC, LLC
Address 104 Old House Court
City/State/Zip Pikesville, MD 21208

2. If during the reporting period you or a member of your immediate family wholly or partially owned any business entity from which income was earned, provide the following information:

Name Roy Dance / Shaun Dance
Relationship father / self
Name of Business Entity DEC, LLC
Address 104 Old House Court
City/State/Zip Pikesville, MD 21208

If necessary, please use additional sheet(s) for any additional entries.

Schedule I – Other

(COMAR 19A.05.02.05 – Apx. A – Model Regulations, Section 6(g)(9))

Is there any additional information or interest you would like to disclose?

An ethics complaint was filed against me in December of 2012. As of this filing, it is still ongoing. Update will follow.

The contents of this form are retained for four (4) years from the date of receipt and may be examined upon request as a public record. Upon request, you have the right to know if this Statement was examined or copied as well as the name and home address of the requestor. This information is made available through the Board of Education's Ethics Review Panel.

Check if applicable:

I would like to be notified if an individual makes a request to inspect my Financial Disclosure Statement, other than for an internal or external audit of the School System.

If so, check this box:

ADDENDUM TO 2013 FINANCIAL DISCLOSURE STATEMENT
S. DALLAS DANCE

Per the August 23, 2016 letter of the Ethics Review Panel, I hereby provide this ADDENDUM to Schedule H – Employment/Business Ownership.

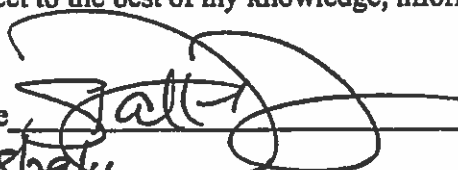
During the reporting period, I earned \$21,413.00 from the University of Richmond.

During the reporting period, neither me nor a member of my family earned any income from Deliberate Excellence, LLC.

I hereby make oath or affirm under penalties of perjury that this ADDENDUM is complete, true and correct to the best of my knowledge, information and belief.

Signature

Date



8/29/16



FINANCIAL DISCLOSURE STATEMENT

BOARD OF EDUCATION OF BALTIMORE COUNTY

Instructions:

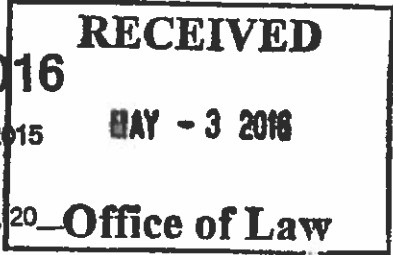
1. Please provide the information requested in the box below. Be sure to correctly identify the reporting period.
2. Upon completion of your Financial Disclosure Statement, sign and date the lower portion of this page and make the required oath and affirmation. **ALL PAGES OF THIS STATEMENT ARE TO BE RETURNED.**
3. Make sure that you retain a copy of the completed Statement for your records. You are required to complete a new Statement annually so having the information from year to year will be helpful.
4. Board Policy requires you to file a Financial Disclosure Statement. **Failure to comply with Board Policy may lead to enforcement action.**

FILING DEADLINE: APRIL 30, 2016

Regular Reporting Period: January 1 through December 31, 2015

OR

Separation Report _____, 20__ through _____, 20__



PLEASE PRINT OR TYPE

FIRST NAME	MIDDLE NAME	LAST NAME	SUFFIX
Shaun	Dallas	Dance	
School System Address: 6901 N Charles St, Towson, MD: MARYLAND - 21204			
Home Address: * 104 Old House Court, Pikesville, Maryland - 21208, UNITED STATES			
E-Mail Address: sdallas@bcps.org		School System Phone No: 443-809-4281	

This financial disclosure statement describes all interests and related transactions and matters required to be disclosed by General Provisions Article, Title 5, Subtitle 8 of the Maryland Public Ethics Law, COMAR 19A.05 and Board of Education Policy 8364, with respect to the period indicated and pertaining to the person filing the statement.

I hereby make oath or affirm under the penalties of perjury that the contents of this Financial Disclosure Statement, including the Schedules attached hereto, are complete, true, and correct to the best of my knowledge, information, and belief.

Signature of Person Filing: _____

Date: _____

*The home address of a Board Employee listed here is not subject to disclosure, pursuant to the Maryland Public Information Act, and it will be redacted in the event that the Financial Disclosure Form is disclosed to a third party.

Check if applicable:

I WOULD LIKE TO BE NOTIFIED IF SOMEONE MAKES A REQUEST TO INSPECT MY FINANCIAL DISCLOSURE STATEMENT.

Revised 10/20/2014
Reference: Board of Education, Policy 8364

Return completed form to:
Office of Law
Attention: Ethics Review Panel
Baltimore County Public Schools
Greenwood, Building C
6901 Charles Street
Towson, Maryland 21204



Instructions:

Please mark the proper block to Questions A through I by checking "yes" or "no" to each statement. **Do not leave any boxes empty**. If you check "Yes" to any question, you are required to complete the corresponding Schedule.

Caution: Please read all instructions in the accompanying instruction sheet, including all definitions, before completing this form.

01/11/2011

BAIS E - 1148
A. I held interests during reporting period in real property located in or outside of Maryland as an owner or tenant. (If "Yes", you must complete Schedule A.)

B. I held interests during reporting period in corporations, partnerships, and similar entities. (If "Yes", complete Schedule B.)

C. I held interests during reporting period in a non-corporate business entity which did business with the Board of Education, other than those reported in Schedule B. (If "Yes", complete Schedule C.)

D. I received gifts during reporting period from persons doing business with the Board of Education, regulated by the Board of Education, or registered or required to register as lobbyists. (If "Yes," complete Schedule D.)

E. I, or a member of my immediate family, was a partner or held an office, directorship, or salaried employment during reporting period in or with a business entity doing business with the Board of Education. (If "Yes," complete Schedule E.)

F. I, or a member of my immediate family, owed debts (excluding retail credit accounts) during reporting period to persons doing business with the Board of Education. (If "Yes," complete Schedule F.)

G. A member of my immediate family was employed by the Board of Education during reporting period. (If "Yes," complete Schedule G.)

H. I, or a member of my immediate family, received a salary or was sole or partial owner of a business entity from which earned income was received, during the reporting period. (If "Yes," complete Schedule H.)

I. Is additional information set forth on Schedule I? (If "Yes," complete Schedule I.)

	YES	NO
A.	✓	
B.		✓
C.		✓
D.		✓
E.		✓
F.		✓
G.		✓
H.	✓	
I.		✓

Schedule A - Real Property Interests

Do you have any interest (as an owner or a tenant, including interests in time shares) in real property in Maryland or in any other state or country?

- Yes
- No (go to Schedule B)

If Yes: (Answer each question below. A separate Schedule A will be required for each property you need to disclose.)

- 1. What is the address or legal description of the property? (Give street address, if you know it. If the property is your primary residence, you may enter the lot and block legal description instead, if you wish.)

Street Address
104 Old House Court
City/State/Zip
Pikesville, Maryland - 21208, UNITED STATES

- 2. Are you the owner or tenant?

Owner Tenant

- a. If tenant, did you reside at this address during the reporting period?

Yes No

- b. If owner, complete questions 3 through 12.

- 3. What kind of property is it?

Improved (Indicate whether property is residential or commercial property): residential
 Unimproved (vacant lot)

- 4. Do you hold the interest solely or is it jointly held with another?

Solely Jointly Tenants by the Entirety (owned with spouse)

- 5. If held jointly, or as tenants by the entirety, the name(s) of the other joint owner(s):

- 6. Is the interest held directly by you or is it attributable to you?

Direct Attributable

7. Are there any legal conditions or encumbrances on the property? (Example: mortgages, liens, contracts, options, etc.)

Yes No

If Yes: What is/are the name(s) of the lender(s), creditor(s), lien holder(s), etc.?
Fulton Mortgage

8. What date was the property acquired? 09/30/2012

9. How was the property acquired? (Example: purchase, gift, inheritance, etc.)

purchase

The following information is often accessible on the Maryland Real Property Search Website of the State Department of Assessment and Taxation, and may be helpful in obtaining this information.
<http://sdat.resiusa.org/realproperty/pages/viewdetails.aspx>

10. From whom was the property acquired? (Name of individual or entity from whom you purchased or inherited the property or who gifted the property to you.)

Gary Gilpin

11. What consideration was given/price paid when the property was acquired? (Dollar amount paid or, if you received the property as a gift or inherited it, the fair market value at the time you acquired your interest in the property.) \$334,000.00

12. Have you transferred any interest in this property during the reporting period?

Yes No

If Yes:

12A. What percentage of interest did you transfer?

12B. What consideration did you receive for the interest?

12C. To whom did you transfer the interest?

The following information is often accessible on the Maryland Real Property If you have any additional interests in real property in Maryland, any other state or any other country, please use additional sheet(s), if necessary, and respond to each above question for each such entry.

Schedule B - Interests in Corporations and Partnerships

Did you have any interest in any corporations, partnerships, limited liability partnerships (LLP) or limited liability companies (LLC) during the reporting period, whether or not the entity did business with the Board of Education?

- Yes
- No (go to Schedule C)

If Yes: (Answer each question below. A separate Schedule B will be required for each interest you need to disclose.)

1. What is the name of the entity? Include the complete name of the entity, do not identify solely by trading symbol:

2. Does the stock of the corporation trade on a stock exchange?

- Yes
- No

If No: The legal address of the entity's principal office.

3. Is the interest held directly by you or is it attributable to you?

- Directly Attributable

4. Do you hold the interest in your name alone, or is it held jointly?

- In your name alone Jointly

If jointly, the percentage of your interest:

5. What is the nature of your interest and the dollar value or the number of shares? (Example: stock, notes, bonds, puts, calls, straddles, purchase options, etc.) If in a non-publicly traded entity or LLP or LLC, report the percentage of ownership.

Type

Dollar Value of Shares:

or Number of Shares:

Percentage of ownership:

6. Are there any legal conditions or encumbrances that apply to your interest in the entity? (Example: mortgages, liens, contracts, options, etc.)

- Yes
- No

If yes, name of entity holding the encumbrance:

7. Did you acquire an interest in the entity during the reporting period?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

If Yes:

7A. In what month was the interest acquired?

7B. How was the interest in the entity acquired? (Example: purchase, gift, will, etc.)

7C. From whom did you acquire the interest in the entity?

(If you purchased it from a brokerage, the name of the brokerage):

7D. What consideration was given when the interest was acquired?

(Dollar amount paid, or if you received the property as a gift or inherited it, the fair market value at the time you acquired your interest in the property):

8. Have you transferred any interest in this entity during the reporting period?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

If Yes:

8A. What portion of the interest was transferred?

8B. What consideration did you receive for the interest in the entity?

(Dollar amount paid, or if you received the property as a gift or inherited it, the fair market value and terms at the time you transferred your interest in the property):

8C. To whom did you transfer your interest in the entity?

If you have additional interests in corporations or partnerships, please use additional sheet(s) if necessary, and answer each of the above questions for each additional entry.

Schedule C - Interests in Non-Corporate Business Entities Doing Business with the Board of Education

Do you have an interest in any non-corporate business entity (a sole proprietorship) that did business with the Board of Education during the reporting period?

- Yes
- No (go to Schedule D)

If Yes: (Answer each question below. A separate Schedule C will be required for each business entity to be disclosed.)

1. Name and address of the principal office of the business entity.

Name:
Address:
City/State/Zip:

2. Is the interest held directly by you or is it attributable to you?

- Directly
- Attributable

3. Indicate if you hold the interest solely or jointly:

- Solely
- Jointly

3A. If jointly, the percentage of your joint interest:

3B. Dollar value of your interest in the entity: _____ ; or
Percentage of your interest in the entity:

4. Are there any legal conditions or encumbrances that apply to your interest in the entity? (Example: mortgages, liens, contracts, options, etc.)

- Yes, If yes give name of creditor:
- No

5. Was any interest acquired during the reporting year?

- Yes
- No

If Yes:

5A. What month was the interest acquired?

5B. How was the interest in the entity acquired? (Example: purchase, gift, will, etc)

5C. From whom did you acquire the interest?

5D. What consideration was given when the interest was acquired? (Dollar amount paid or if you received the property as a gift or inherited it, the fair market value at the time you acquired your interest in the property)

6. Did you transfer any of your interest during the reporting period?

Yes

No

If Yes:

6A. What percentage of interest, if less than all, was transferred?

6B. What consideration did you receive for the interest in the entity? (Dollar amount paid or if you received the property as a gift or inherited it, the fair market value and terms at the time you transferred your interest in the property)

6C. To whom did you transfer your interest in the entity?

If you have additional interests in sole proprietorship(s) that did business with the Board of Education during the reporting year, please use additional sheet(s) if necessary, and answer each of the above questions for each additional entry.

Schedule D - Gifts

During the reporting period, did you receive any gift(s), directly or indirectly, in excess of a value of \$20, or a series of gifts from the same donor with a cumulative value of \$100 or more, from a person or entity who: 1) did business with the Board of Education; 2) engaged in an activity that was regulated or controlled by the Board of Education; or 3) was a regulated lobbyist? Gifts received from a member of the official's, employee's or candidate's immediate family do not need to be disclosed.

Yes

No (go to Schedule E)

If Yes: (Answer each question below. A separate Schedule D will be required for each gift.)

1. Who gave you the gift?

2. What was the nature of the gift? (Example: book, restaurant meal, theater tickets, book, etc.)

3. What was the value of the gift?

4. If the gift was given to someone else at your direction, list the identity of the recipient of the gift.

Please use additional sheet(s), if necessary, for any additional entries.

Schedule E - Offices, Directorships, Salaried Employment and Similar Interests

During the reporting period, did you or any member of your immediate family have any salaried employment or hold any office or directorship with an entity that did business with the Board of Education?

- Yes
 No (go to Schedule F)

If Yes: (Answer each question below. A separate Schedule E will be required for each disclosure.)

1. What is the name and address of the business entity?

Name:

Address:

City/State/Zip:

2. Who was the individual who held the position or interest listed above? (Example: yourself, spouse, dependent child)

- Self Spouse Dependent child

2A. Name of spouse or dependent child:

3. What is the title of the office you, your spouse or dependent child held? (Example: limited partner, director, treasurer, chair of the board of trustees, etc.)

4. What year did the position begin?

5. What was the nature of the business? (Example: regulated by the Board of Education, registered under the lobbying law, or involved with sales and contracts with the Board of Education)

If necessary, please use additional sheet(s) for any additional entries.

Schedule F - Debts You Owe

During the reporting period, did you owe a debt (excluding a retail credit account) to a financial entity that did business with the Board of Education? **[NOTE: If, on Schedule A, B or C you listed a financial entity that did business with the Board of Education as the holder of your mortgage or other encumbrance, you must complete Schedule F with regard to that indebtedness.]**

- Yes
- No (go to Schedule G)

If Yes: (Answer each question below. A separate Schedule F will be required for each debt to be disclosed.)

1. To whom did you owe the debt? (Do not include consumer credit debts)

2. When was the debt incurred?

3. What are the interest rate and terms of payment of the debt?

Interest Rate

Terms (monthly, bimonthly, annually, etc.)

4. What was the amount of the debt as of the end of the reporting period? (If debt existed during the reporting period but was paid in full at the end of the period, put \$0.)

5. Did the principal of the debt increase or decrease (check one) during the reporting period, and by how much?

6. Was any security given for the debt?

- Yes
- No

If Yes: Please state what type of security was given (home, car, boat, etc.):

7. If this is a transaction in which you were involved, but which resulted in a debt being owed by your spouse or dependent child, identify your spouse or child and describe the transaction.

If necessary, please use additional sheet(s) for any additional entries.

Schedule G - Family Members Employed by the Board of Education

During the reporting period, were any members of your immediate family employed by the Board of Education in any capacity?

- Yes
 No (go to Schedule H)

If Yes: (Answer each question below. A separate Schedule G will be required for each member of the immediate family who is employed by the Board of Education.)

1. What is the relation and name of the immediate family member employed by the Board of Education? ,
2. What was the title of your immediate family member's position at the Board of Education during the reporting period?
3. Are you in a position that directly supervises, evaluates, or disciplines the immediate family member?

- Yes
 No

If necessary, please use additional sheet(s) for any additional entries.

Schedule H - Employment/Business Ownership

During the reporting period, did you or any member of your immediate family receive any earned income from an entity other than the Board of Education? Please note that your dependent child's employment or business ownership does not need to be disclosed unless the place of employment or the business entity is subject to regulation or the authority of the Board of Education or has contracts in excess of \$10,000 with the Board of Education.

Yes

No (go to Schedule I)

If Yes: (Answer each question below. A separate Schedule H will be required for each member of the immediate family who had employment or ownership of a business entity.)

1. If, during the reporting period, you or a member of your immediate family had employment from which you or they earned income, please complete information for yourself and the family member.

Your Name: Shaun Dance

Position: Beneficiary - death

Employer: DEC, LLC

Address: 104 Old House Court

City/State/Zip: Pikesville, Maryland - 21208, UNITED STATES

Immediate Family Member's Name:

Position:

Employer:

Address:

City/State/Zip:

2. If, during the reporting period, you or a member of your immediate family wholly or partially owned any business entity from which income was earned, please complete information below.

Business Entity: DEC, LLC

Owned By: Roy Dance

Address: 104 Old House Court

City/State/Zip: Pikesville, Maryland - 21208, UNITED STATES

If necessary, please use additional sheet(s) for any additional entries.

Schedule I - Other

Is there any additional information or interest you would like to disclose?

ADDENDUM TO 2015 FINANCIAL DISCLOSURE STATEMENT


S. DALLAS DANCE

Per the August 23, 2016 letter of the Ethics Review Panel, I hereby provide this ADDENDUM to Schedule H – Employment/Business Ownership.

During the reporting period, I earned \$18,062.51 from the University of Richmond.

During the reporting period, neither me nor a member of my family earned any income from Deliberate Excellence, LLC.

I hereby make oath or affirm under penalties of perjury that this ADDENDUM is complete, true and correct to the best of my knowledge, information and belief.

Signature 
Date 8/29/16

