



TERRY BRANSTAD, GOVERNOR
KIM REYNOLDS, LT. GOVERNOR

DEPARTMENT OF EDUCATION
JASON E. GLASS, DIRECTOR

DE Employee Request for Consent to Sell

Date of Request 6/16/14

Employee Name Bradley Niebling

Job Title at DE Program Consultant

Division, Bureau at DE
Learning and Results, Standards and Curriculum

Immediate Supervisor at DE Lea Davidson

Proposed outside employer Guilford Publishing

Proposed services to sell to outside employer
Book authorship

(E.g., if teaching classes, which classes, graduate or undergraduate level)

How will selling this service not conflict with your DE duties?
All work will be done on nights and weekends, not during work hours.

I certify that I have the permission of my DE supervisor, above named, to make this request of the Department of Education. *Lea Davidson*

Bradley Niebling
Signature of Employee

Return to our Attorney – Nicole Proesch



Response to DE Employee Request for Consent to Sell

Employee Name and Job Title: Brad Niebling, Education Program Consultant (EPC)

Division, Bureau: Division of Learning & Results, Bureau Standards & Curriculum

Date of Request: 06/16/14

Date of Agency Determination: 07/25/14

Determination¹: Consent granted without condition

Summary of Request and Rationale for Determination:

Brad Niebling seeks permission to sell the service of co-authorship of a book for Guilford Publishing. This book is about improving Universal Tier Instruction for all learners. Mr. Niebling's work on this book will be done on nights and weekends and not during his regular work hours.

The Iowa Department of Education (IDE) has no regulatory authority over Guilford Publishing. Nor does IDE do business with Guilford Publishing. In Mr. Niebling's position as an EPC Mr. Niebling does not work with Guilford Publishing.

Therefore, the sale of the service co-authoring the aforementioned book Guilford Press will not cause Mr. Niebling to advocate on behalf of any entity, does not benefit or prejudice any regulated person or entity, and does not result in a conflict of interest per section 68B.2A.

¹ If the determination is a denial or a conditional consent, the employee may file an appeal with the Iowa Ethics and Campaign Disclosure Board pursuant to rule 351—IAC 6.11(6).