

BEFORE THE
MISSOURI ETHICS COMMISSION

Filed

MAY 21 2026

Missouri Ethics
Commission

MISSOURI ETHICS COMMISSION,)	
)	
Petitioner,)	
)	
v.)	Case No. 26-0011-I
)	
AMY WASSMAN,)	
)	
Respondent.)	
)	

**JOINT PROPOSED FINDINGS OF FACT,
CONCLUSIONS OF LAW, AND CONSENT ORDER**

The Missouri Ethics Commission (“MEC”), together with Amy Wassman (“Respondent”), collectively the “parties,” jointly stipulate and consent to action as set forth here (the “agreement”).

Respondent acknowledges their right to have this agreement reviewed by counsel. Respondent further acknowledges they have received actual notice of the legal complaint filed by the MEC in this case, have reviewed the contents of the legal complaint, and submits to the jurisdiction of the Missouri Ethics Commission.

Respondent further acknowledges they are aware of the various rights and privileges afforded by law, including but not limited to: the right to appear and be represented by counsel at a hearing before the MEC; the right to have all allegations against Respondent proven upon the record by competent and substantial evidence; the right to cross-examine any witnesses appearing at the hearing against Respondent; the

right to present evidence on Respondent's behalf at the hearing; and the right to a decision upon the record of the hearing. Being aware of these rights, Respondent knowingly and voluntarily waives each one of these rights and freely enters into this agreement and agrees to abide by its terms.

I.

The parties mutually agree and stipulate, subject to adoption by the Missouri Ethics Commission, the following shall constitute the Findings of Fact and Conclusions of Law in this matter:

FINDINGS OF FACT

1. The Missouri Ethics Commission (MEC) is an agency of the State of Missouri established pursuant to § 105.955, RSMo, in part for the purpose of enforcing the provisions of the "constitution or state statute or order, ordinance or resolution of any political subdivision relating to the official conduct of officials or employees of the state and political subdivisions." Section 105.957.1(6), RSMo.

2. Pursuant to § 105.961, RSMo, the MEC's staff investigated a complaint filed with the Commission and reported the investigation findings to the Commission.

3. The Commission determined there were reasonable grounds to believe violations of the law had occurred and authorized a hearing pursuant to § 105.961.3, RSMo.

4. Respondent Amy Wassman is a Special Education Coordinator for the

Special School District of St. Louis County.

5. As Special Education Coordinator for the Special School District of St. Louis County, Respondent manages substitute teacher assignments at three public schools within the Kirkwood School District, including North Glendale Elementary.

6. In or about January of 2024, Respondent hired her mother to work as a substitute teacher at the North Glendale Elementary School.

CONCLUSIONS OF LAW

7. The Missouri Constitution provides the following penalty for nepotism: "Any public officer or employee in this state who by virtue of his [or her] office or employment names or appoints to public office or employment any relative within the fourth degree, by consanguinity or affinity, shall thereby forfeit his [or her] office of employment." Article XII, Section 6.

8. A parent is a relative within the first degree of consanguinity. *See MEC Advisory Opinion No. 2020.11.CI.008.*

9. Respondent is a "public officer" in that she is "an individual who has been elected or appointed in the manner prescribed by law, who has a designation or title given to him [or her] by law, and who exercises the functions concerning the office assigned to him [or her] by law." *MEC Advisory Opinion No. 2020.11.CI.008* (quoting *State ex rel. Zevely v. Hackmann*, 254 S.W. 53, 55-56 (Mo. banc 1923))

10. There is probable cause to believe Respondent violated Article VII, Section 6 of the Missouri Constitution by employing her mother to work as a substitute teacher.

II.

Based on the foregoing, the parties mutually agree and stipulate, subject to adoption by the Missouri Ethics Commission, the following shall constitute the Order issued by the Missouri Ethics Commission in this matter:

CONSENT ORDER

The Missouri Ethics Commission finds probable cause to believe Respondent violated Article VII, Section 6 of the Missouri Constitution and pursuant to §105.961.4, hereby **ORDERS** that no further action be taken.

III.

The parties understand that the MEC will maintain this agreement as an open record of the Commission. This agreement does not bind the MEC or restrict the remedies available concerning any violations not expressly detailed here, including any future violations. Each party agrees to pay all their own fees and expenses incurred as a result of this case, its litigation, and/or its disposition.

Respondent, together with their heirs, assigns, agents, representatives and attorneys, does hereby waive, release, acquit and forever discharge the MEC, the Commission's respective members, employees, agents and attorneys including former members, employees, agents and attorneys, of, or from any liability, claim, actions,

causes of action, fees, costs, expenses and compensation, including, but not limited to, any claim for attorney's fees and expenses, whether or not now known or contemplated, including, but not limited to, any claims pursuant to § 536.087, RSMo, as amended, or any claim arising under 42 U.S.C. § 1983, which now or in the future may be based upon, arise out of, or relate to any of the matters raised in this case or its litigation or from the negotiation or execution of this Joint Stipulation. The parties acknowledge that this paragraph is severable from the remaining portions of this agreement in that it survives in perpetuity even in the event that any court or administrative tribunal deems this agreement or any portion thereof void or unenforceable.

This agreement shall become effective immediately upon (1) the signature of all parties; (2) the adoption of the Joint Proposed Findings of Fact, Conclusions of Law by the Missouri Ethics Commission; and (3) the issuance of a Final Order by the Commission, without any further action of the parties.

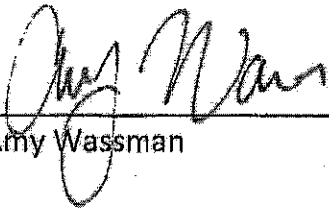
SO AGREED:

RESPONDENT

PETITIONER

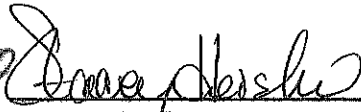
AMY WASSMAN

MISSOURI ETHICS COMMISSION




Amy Wassman

5/21/26
Date



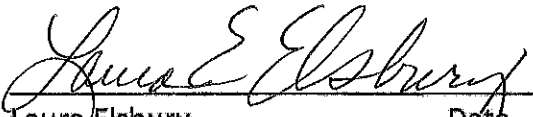
Stacey Heislen
Executive Director

5/21/2026
Date



Philip J. Mackey
Lewis Rice, LLC
Attorney for Respondent

05/21/26
Date



Laura Elsbury
Attorney for Petitioner

Date

Filed

JUN 02 2026

**Missouri Ethics
Commission**


**BEFORE THE
MISSOURI ETHICS COMMISSION**

MISSOURI ETHICS COMMISSION,)	
)	
Petitioner,)	
)	
v.)	Case No. 26-0011-I
)	
AMY WASSMAN,)	
)	
Respondent.)	
)	

CONSENT ORDER

The Missouri Ethics Commission finds probable cause to believe Respondent violated Article VII, Section 6 of the Missouri Constitution and pursuant to §105.961.4, hereby **ORDERS** that no further action be taken.

SO ORDERED this 2nd day of June 2026,



Julie Leicht, Commission Chair
Missouri Ethics Commission