

Think
World Class
North Little Rock School District

2700 Poplar Street • P.O. Box 687 • North Little Rock, Arkansas 72115-0687
(501) 771-8000 www.nlrzd.org

Via Hand Delivery

Mr. Brad Bolding
5308 Timbercreek
North Little Rock, AR 72116

Re: Termination of Employment Contract

Dear Mr. Bolding:

Pursuant to the Arkansas Teacher Fair Dismissal Act, Ark. Code Ann. §§ 6-17-1501, *et seq.*, I am continuing your suspension with pay and recommending that your employment contract with the North Little Rock School District ("District") be terminated. The reasons for this action are conduct unbecoming a professional teacher, insubordination, failure to follow reasonable rules, regulations, policies and directives, incompetent performance, repeated or material neglect of duty, and conduct which materially interferes with the continued performance of your duties, as follows:

1. Despite being directed in writing on August 9, 2013 to obtain prior written approval for the purchase of athletic equipment and supplies and confirming on July 29, 2014 that you would follow all District procedures for purchasing and fundraising, you have failed to follow District rules, regulations, policies and directives regarding the purchase and inventorying of athletic equipment and supplies. Specifically, the District has learned that you failed to follow District procedures in connection with the following purchases:
 - a. Purchase of supplies and equipment from Riddell on November 25, 2013;
 - b. Purchase of equipment from Bradco Supply on February 25, 2014;
 - c. Purchase of equipment from Sam's Club on March 21, 2014;
 - d. Purchase of equipment from LM Cases on March 24, 2014;
 - e. Purchase of equipment from Rae Crowther Co. on April 10, 2014;
 - f. Purchase of equipment from CoachComm on April 21, 2014.
2. You have failed to comply with District policy regarding the disposal of personal property when you traded in District equipment in or about April 2014 pursuant to the purchase of equipment from CoachComm.
3. In February 2013 you unprofessionally and in violation of Arkansas Activities Association rules gave the step-father of a prospective student-athlete a check drawn on the NLR Athletic Foundation in the sum of \$600.00 prior to the student-athlete's enrollment in the District on March 4, 2013.

"World Class Schools for World Class Students"

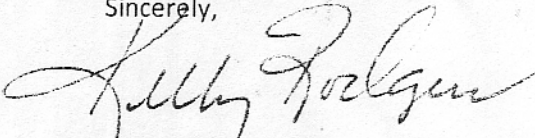
An Equal Opportunity Employer

4. On December 15, 2014, you were reprimanded for unprofessionally posting inappropriate information about the District on Facebook which resulted in extensive harm to the public image of the District and its board, staff and community.

You have a right to request a hearing on this recommendation pursuant to the Arkansas Teacher Fair Dismissal Act. If you wish to request such a hearing, you must make a request for the hearing, in writing by certified or registered mail, or delivered in person, to the president, vice president or secretary of the District's board of directors, with a copy to the Superintendent, within thirty (30) calendar days from the date you receive this letter.

If you request a hearing, it will take place at an agreed upon time, or, if no agreement can be reached, no sooner than five (5) and no more than twenty (20) days from the receipt of your hearing request. The hearing may be public or private at your request, and, if you so request in writing, a record of the hearing will be made and a transcript provided to you at no cost. You may be represented by an attorney or other person(s) of your choosing, and the Board may also be represented.

Sincerely,


Kelly Rodgers
Superintendent

~~11:55 AM~~

1.30-15 Mr. Bolding chose
Brad Bolding,
not to sign

Date

x [Signature]
Witness

x 1/30/2015
Date

Your signature does not indicate your agreement with the contents of this notice, but signifies that the notice has been personally delivered to you and that you have been offered the opportunity under Act 869 of 2003 to have a witness present during the discussion of this matter with your supervisor.