



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

Thursday, February 26, 2015

**Via CERTIFIED MAIL RETURN RECEIPT REQUESTED**  
**AND U.S. MAIL**

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

Re: Termination of Employment Contract

Dear Mr. Bolding:

This letter is to confirm that the recommendation to terminate your employment with the North Little Rock School District as set forth in my letter to you dated January 30, 2015 is hereby withdrawn and the hearing scheduled for Thursday, February 26, 2015 is cancelled. Pursuant to this letter, I am reissuing the recommendation to terminate your employment with the District as set forth below.

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. You have engaged in a pattern of failing to comply with District purchasing procedures. In early August 2013, the District learned that you had failed to follow District rules, regulations, and/or policies in connection with the purchase of numerous items of athletic equipment and supplies. A list of the purchases the District learned of in or about August 2013 is set forth in section 1(c) below. Despite being directed in writing on August 9, 2013 to obtain prior written approval for the purchase of athletic equipment and supplies in the future 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, and you have failed to comply with District policy regarding the disposal of personal property.
  - a. Specifically, the District learned in January 2015 that you failed to follow District procedures in connection with making, authorizing and/or having knowledge of

numerous purchases of equipment and supplies, and you disregarded applicable law and policy by failing to properly inventory the purchases over \$1,000, including but not limited to the following:

- i. Brad Bolding on August 30, 2013 in the sum of \$500.00;
- ii. Brad Bolding on September 7, 2013 in the sum of \$200.00;
- iii. BSN Sports on November 6, 2013 in the sum of \$7496.87;
- iv. Riddell on November 25, 2013 in the sum of \$109.39;
- v. BSN Sports on January 15, 2014 in the sum of \$38,739.13;
- vi. Brad Bolding on February 4, 2014 in the sum of \$200.00;
- vii. Brad Bolding on February 11, 2014 in the sum of \$100.00;
- viii. Bradco Supply on February 25, 2014 in the sum of \$5,202.00;
- ix. Nike on March 20, 2014 in the sum of \$3,661.53;
- x. Wal-Mart on March 20, 2014 in the sum of \$217.40;
- xi. Sam's Club on March 21, 2014 in the sum of \$2,334.40;
- xii. Hudl on March 22, 2014 in the sum of \$585.00;
- xiii. Rogue Fitness on March 22, 2014 in the sum of \$1,282.00;
- xiv. Eastbay on March 22, 2014 in the sum of \$1,925.16;
- xv. Epic Sports on March 23, 2014 in the sum of \$265.25;
- xvi. ClothesRacks.com on March 24, 2014 in the sum of \$185.00;
- xvii. WristBand Connection on March 27, 2014 in the sum of \$646.86;
- xviii. Nike on March 27, 2014 in the sum of \$629.30;
- xix. Nike on March 28, 2014 in the sum of \$423.15;
- xx. Sam's Club on March 28, 2014 in the sum of \$242.00;
- xxi. Wal-Mart on March 28, 2014 in the sum of \$316.69;
- xxii. Lowe's on March 28, 2014 in the sum of \$330.45;
- xxiii. Office Depot on March 29, 2014 in the sum of \$116.67;
- xxiv. Riddell on March 31, 2014 in the sum of \$2,682.94
- xxv. RII Sports Technology on April 2, 2014 in the sum of \$945.25;
- xxvi. Homewood Suites on April 5, 2014 in the sum of 677.79;
- xxvii. Burger King and Pilot Travel Centers on April 5, 2014 in the sum of \$30.22;
- xxviii. Meals on April 5, 2014 in the sum of \$110.33;
- xxix. Eastbay on April 8, 2014 in the sum of \$838.99;
- xxx. Nike on April 9, 2014 in the sum of \$667.28;
- xxxi. Rae Crowther Co. on April 10, 2014 in the sum of \$2,156.33;
- xxxii. Medco on April 10, 2014 in the sum of \$470.79;
- xxxiii. Gilman Gear on April 10, 2014 in the sum of \$1,248.00;
- xxxiv. Sports Heaven on April 10, 2014 in the sum of \$244.54;
- xxxv. ShoeLacesExpress on April 11, 2014 in the sum of \$599.00;
- xxxvi. Lone Star Athletic Designs on April 14, 2014 in the sum of \$324.50;
- xxxvii. Sign Zone on April 17, 2014 in the sum of \$1033.13;
- xxxviii. LM Cases on April 17, 2014 in the sum of \$10,090.50;
- xxxix. CoachComm on April 21, 2014 in the sum of \$22,000;
- xl. Riddell on April 23, 2014 in the sum of \$1,004.98;
- xli. BSN Sports on April 28, 2014 in the sum of \$11,849.93;
- xlii. Academy Sports on May 3, 2014 in the sum of \$81.41;

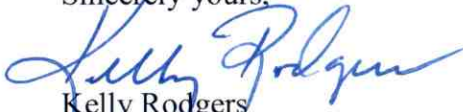
- xl.iii. Homewood Suites on May 3, 2014 in the sum of \$418.22
  - xliv. All Arkansas Preps on May 6, 2014 in the sum of \$214.96;
  - xlv. Laundry Loops on May 10, 2014 in the sum of \$555.80;
  - xlvi. Academy Sports on May 11, 2014 in the sum of \$309.98;
  - xlvii. Dick's Sporting Goods on May 11, 2014 in the sum of \$1,288.98;
  - xlviii. Kroger on May 17, 2014 in the sum of \$405.95;
  - xlix. Academy Sports on May 17, 2014 in the sum of \$340.56;
    - l. Academy Sports on May 18, 2014 in the sum of \$398.73;
    - li. Arkansas Sound and Service on May 19, 2014 in the sum of \$1,218.38;
    - lii. Lowe's on December 2, 2014 in the sum of \$342.18;
    - liii. Bodybuilding.com on December 3, 2014 in the sum of \$96.35;
    - liv. Kyle Signs on December 8, 2014 in the sum of \$130.00;
    - lv. Amazon on December 8, 2014 in the sum of \$239.72;
    - lvi. BSN Sports on December 10, 2014 in the sum of \$759.50;
    - lvii. BSN Sports on December 16, 2014 in the sum of \$9,596.24;
    - lviii. Perform Better on December 26, 2014 in the sum of \$56.85;
    - lix. Wal-Mart on January 1, 2015 in the sum of \$325.84;
    - lx. Commercial Rolling Storage on January 11, 2015 in the sum of \$91.10;
- b. 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 vendors, including but not limited to CoachComm.
- c. The following purchases were made, authorized, or known by you prior to August 2013:
- i. Best Buy on March 15, 2013 in the sum of \$31.74
  - ii. Eastbay on March 18, 2013 in the sum of \$111.74
  - iii. Medco on April 5, 2013 in the sum of \$540.00
  - iv. Academy Sports on April 6, 2013 in the sum \$500.06
  - v. Homewood Suites on April 10, 2013 in the sum of \$1,233.33
  - vi. Wristband Connection on April 19, 2013 in the sum of \$457.00
  - vii. Haring Printing on May 3, 2013 in the sum of \$563.35
  - viii. Lowe's on May 5, 2013 in the sum of \$241.49
  - ix. Southwest Goods on May 10, 2013 in the sum of \$178.66
  - x. Office Depot on May 15, 2013 in the sum of \$327.25
  - xi. Academy Sports on May 15, 2013 in the sum of \$236.39
  - xii. Southwest Goods on May 30, 2013 in the sum of \$2,348.20
  - xiii. Southwest Goods on May 30, 2013 in the sum of \$55.06
  - xiv. Southwest Goods on May 31, 2013 in the sum of \$2,403.26
  - xv. ARNG on July 16, 2013 in the sum \$1,022.50
  - xvi. Sports Depot on July 28, 2013 in the sum of \$1,274.44
  - xvii. Ebay on July 28, 2013 in the sum \$444.00
  - xviii. Ebay on July 28, 2013 in the sum of \$401.00
  - xix. BSN Sports on August 8, 2013 in the sum of \$81,795.56

2. Prior to the enrollment of a student/athlete in the District on March 4, 2013, in violation of the 2012-2013 Arkansas Activities Association Handbook, Article III, Section 1, Rules 3(B) and (D): (a) in or about February 2013, a check in the sum of \$600.00 written on the account of an outside booster organization you had significant involvement with, was given to the step-father of the student/athlete by you or by a third party with your knowledge; and  
(b) in the months prior to the student/athlete's enrollment in the District, you made improper contact with the student-athlete and the student/athlete's mother and step-father. Specifically, this improper contact includes but is not limited to the fact that during the months of January and February 2013, prior to the enrollment of the student/athlete, you arranged to have and/or were aware of the student/athlete's step-father's work on campus with football players during off-season practice.

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 yours,



Kelly Rodgers  
Superintendent

cc: David Couch, Esq.