

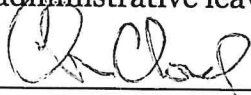
April 20, 2021

Dear Dr. Gotcher:

We are writing to notify you of the Russellville School District Board of Education's decision to place you on paid administrative leave until June 30, 2021 and terminate your employment contract effective June 30, 2021. The reasons for the Board of Education's decision are for your failure to administer and enforce the policies of the Board of as evidenced by the following:

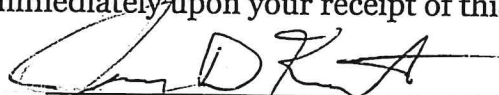
1. Showing favoritism to a Russellville School District patron by providing the patron with a badge to access Cyclone Arena on an unlimited basis.
2. Revealing confidential personnel performance information of a Russellville School District employee to a patron who had lodged a complaint with you regarding the employee.

Your administrative leave shall be effective immediately upon your receipt of this letter.



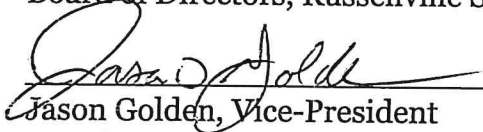
Chris Cloud, President

Board of Directors, Russellville School District



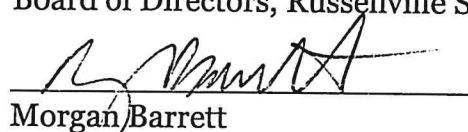
Jeremy Keaster

Board of Directors, Russellville School District



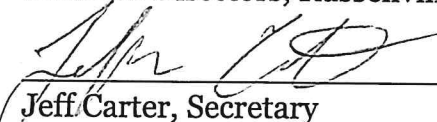
Jason Golden, Vice-President

Board of Directors, Russellville School District



Morgan Barrett

Board of Directors, Russellville School District



Jeff Carter, Secretary

Board of Directors, Russellville School District

Wesley White

Board of Directors, Russellville School District

Janet Winn

Board of Directors, Russellville School District