



April 30, 2020

Scott Olsen



RE: Notice of Termination

Dear Mr. Olsen,

We have concluded our internal investigation.

As a result of the investigation you are being terminated for gross misconduct.

Gross misconduct includes but is not limited to:

- Failure to communicate concerns to the school and escalate concerns per your employment contract, the escalation policy, and the grievance policy.
- False claim of making repeated pleas to the administration.
- False claim of being required to bring your children to school.

Additionally, you violated the provisions of your paid administrative leave in the following ways:

- Disclosure of paid administrative leave document to the media, thus disparaging the school.
- False claim of termination while being investigated, and use of this false claim to raise money, resulting in further disparagement of the school.

As part of the internal investigation you were afforded opportunities to provide evidence related to the items outlined above as gross misconduct. No evidence was provided.

You will be paid through today. You are required to promptly return any school property, including but not limited to your school issued laptop, keys, and instructional material. If you have any personal belongings at the school please let me know and we will arrange a time for you to pick up your items. Please reply back with two options for times that would work for you between now and Friday at 3pm. You will be provided with a receipt evidencing your school property has been returned.

Regards,

Larry Henson
Principal & Founder