

Lasker, Karen

From: Lasker, Karen
Sent: Tuesday, November 9, 2021 3:08 PM
To: vikki.jennings@ADE.arkansas.gov
Cc: Lasker, Karen
Subject: Jesse Sublet
Attachments: doc03102420211109145653.pdf; doc03102520211109145828.pdf;
doc03102620211109145853.pdf

Karen Lasker, Ed.D.
Director of Personnel
Conway School District
2220 Prince Street
Conway, AR 72034
(501) 450-4800

Creating a Culture of Caring

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CONWAY PUBLIC SCHOOLS
ADMINISTRATION OFFICE

September 17, 2021

Jesse Sublett
36 Gregory Drive
Conway, AR 72032

Dear Mr. Sublett:

I am hereby notifying you that you are suspended with pay while we conduct an internal investigation concerning allegations of a breach of professional conduct. We will contact you with a date when you can return to work.

During this suspension with pay, you are not to be on any campus in our district. You are not to communicate with students or fellow employees. You may communicate with your supervisor and/or the Director of Personnel.

Respectfully Yours,

Jeff Collum
Superintendent, Conway Public Schools

CC: Personnel file of Jesse Sublett
Buck Bing, Supervisor, Conway High School

I acknowledge receipt of this letter by my signature below:

Signature

9/17/2021

Date

Karen Lasker

Meeting with Mr. Buck Bing, principal CHS, Detective Brittani Little CPD September 16, 2021 11:00 am

Det. Little wanted to update us on BH, a student @CHS and SGT. Stiefvater.

BH's mom [REDACTED] sent a report to the CP that she felt like Sgt. Stiefvater was possibly grooming her daughter. There is a 40 minute audio recording on BH's phone with mom [REDACTED] and Stiefvater talking with a lot of inappropriate comments.

Det. Little spoke to Sgt. S and asked pointed questions and the conversation went well. He described himself as a father figure, because her father was incarcerated. He said, this type of behavior and relationship goes hand in hand with the military- they are family oriented and have that type of relationships.

Det. Little stated that on her phone she also stated that he Sgt. S allowed her inside his vehicle multiple times and she took selfies. They exchanged some Gay jokes and discussed other students and personnel on the phone.

She stated that they are not Facebook friends but she could tell on the phone that she tried to befriend his girlfriend.

She was alone with Sublett and Stiefvater in his personal vehicle many times. Det. Little also thought that Sublett and BH have kissed because when she was asked about "how many times have they kissed"? She stuttered, hesitated, paused and had difficulty answering that question. This was not the normal way she had answered all of the other questions. So far there was no indication of sexual contact.

Mom was told by Stiefvater to not report or talk to administration. That he would come to her house to speak with her.

Det. Little informed us that mom can provide police report. The report that she has would be redacted because of her being a juvenile.

Det. Little wanted to interview Mr. Sublett.

September 16, 2021 11:50

Initially there was nothing surprising about Mr. Sublett except some text messages with the student (BH). Det. Little said that she thought his name sounded familiar and that she had a colleague who had a case on before. She text her friend and she confirmed that he was the same guy. She stated that it is all public knowledge with history. Go to police department and FOI every file with his name on it.

Det. Little asked:

Have you texted messaged with any other student? "I have not text with any other student".

You, Vader and BH rode to Orielly auto store together? JS said, I think she was with us and we all rode together over there to get a part for my ____.

What is the relationship with Det. JS and BH? Mom wanted him to be a stand in dad. That's all it has been. She calls him dad.

What is the most inappropriate thing that you have seen between them? Nothing... they ride around together. I am guilty of riding around with them. I thought it was okay with the mom. I don't think that she is infatuated with him. I think that she thinks of him as a father. We went to the Gun Store together. I know that the school has a job to do. We over stepped the line with her and her mom. He (SGT. JS) came back from Louisiana and he is upset that he could lose his job. I have never had or heard him or her say "I love you to each other".

I (Lasker) asked if he had ever had something like this happen to him before? Or have you been accused of something like this before with a student. He said, "Yes.. My four year old daughter went to school and said that I like to touch her and see her naked and see her booty" The daycare did a report and I was cleared.

Det. Asked about the house. I don't think she has been to Mr. Stiefvater house. Do you think he would be open to seeing his phone? Yes.

On the evening of September 16, 2021 Mr. Bing called me to inform me that Det. Little had called him and said that she had been able to interview BH and she had revealed Mr. Sublet had done other things to [REDACTED] and that it was criminal. I asked Mr. Bing to interview the student in the morning to get the information.

On the morning of September 17, 2021 Mr. Bing called me to tell me that Officer Townsend was in his office and he was told that Det. Little was on her way to arrest Mr. S. for allegations made by BH. I went to get Assistant Supt. Bradshaw and Director of Support Services to try and figure out what was going on that we didn't know. After a conversation with Det. Little, Officer Townsend and Mr. Bing we thought we would speak with Mr. S and get his version of the events that took place. Superintendent Collum, myself, Dr. Bradshaw and Mr. Bing met with Mr. S and gave him a letter of suspension until we further investigate.

@ 11:06 Mr. S allegations with BH:

I met her last year. I texted her to come over to help me build cabinets.

Mom found out about sex with boyfriend. How did you know about that? She told Sgt. JS and Speck and I about the boyfriend. I asked if she as okay. She has been depressed about not eating or drinking and she is looking malnourished. I informed my boss and called the child abuse hotline. Her weight had drastically dropped. She stated her mom was going to file a grievance for them calling the hotline on her again. I told he that I called the hotline and was afraid of her committing suicide and saying she was depressed. I informed her I cannot have her in my class anymore. I should her how to build boxes for the classroom.

Your interactions was anything like taking her places inappropriate? No just riding in the vehicle with her. There are some question marks that we have got to get answered too. We are going to send you home with pay while we are investigating this.

No inappropriate acts between you two? You never have been alone with this student. No just in my classroom and with JS in the truck. He signed the letter and asked if he could get his personal stuff from his room. Mr. Bing set up a time to meet with him after students were gone.

At approximately 6:04 Friday night Mr. Bing called and said that Mr. JS never showed up.

The next morning Saturday September 18th Mr. Bing told me Mr. JS had been arrested "Engaging Children in Sexually Explicit/General Harassment".

Lasker, Karen

From: Bing, Buck
Sent: Wednesday, September 15, 2021 6:45 AM
To: Lasker, Karen
Subject: FW: Summary from meeting on 9.14.21

FYI

From: Bing, Buck
Sent: Wednesday, September 15, 2021 6:45 AM
To: Sublett, Jesse <sublettj@conwayschools.net>
Cc: Lyon, Donna <lyond@conwayschools.net>
Subject: Summary from meeting on 9.14.21

Good morning,

Please find the summary points below from the meeting held on 9.14.21;

- Personal cell phone communications between you the teacher, and a student have occurred approximately 10 times over the course of SY 20-21 and 21-22.
- Occupying a personal vehicle with a female student and another co-worker has occurred although not your vehicle.
- Direction was given by your supervisor and Principal to never communicate with students through the use of a personal cell phone.
- Direction was given by your supervisor and Principal to never have a student in a personal vehicle or transport students in personal vehicles.
- Written parental consent must be obtained before transporting students.

A delivery receipt and read receipt have accompanied this email. Please ensure to adhere to the directions above in all dealings with students.

Thank you.

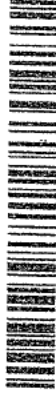
Buck Bing
Principal
Conway High School
bingb@conwayschools.net
501-450-4880 ext. 4101

SENDER: COMPLETE THIS SECTION

- ☒ Complete items 1, 2, and 3.
- ☒ Print your name and address on the reverse so that we can return the card to you.
- ☒ Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

Tesse Sublett
 [Redacted Address]
 Conway, AR 72032



9590 9403 0428 5163 7256 15

2. Article Number (Transfer from service label)

7015 0640 0001 1939 0897

PS Form 3811, April 2015 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

- A. Signature ☒ Agent
- B. Received by (Printed Name) ☒ Address
- C. Date of Delivery 9 27 2012
- D. Is delivery address different from item 1? ☐ Yes
 If YES, enter delivery address below: ☒ No

3. Service Type
- ☐ Audit Signature
 - ☐ Adult Signature Restricted Delivery
 - ☐ Certified Mail®
 - ☐ Certified Mail Restricted Delivery
 - ☐ Collect on Delivery
 - ☐ Collect on Delivery Restricted Delivery
 - ☐ Restricted Delivery
 - ☐ Priority Mail Express®
 - ☐ Registered Mail™
 - ☐ Registered Mail Restricted Delivery
 - ☒ Return Receipt for Merchandise
 - ☐ Signature Confirmation™
 - ☐ Signature Confirmation Restricted Delivery

Domestic Return Receipt

Mailed Letter

UNITED STATES POSTAL SERVICE AR 720

27 SEP 2021 PM 3 L

First-Class Mail
Postage & Fees Paid
USPS
Permit No. G-10

• Sender: Please print your name, address, and ZIP+4® in this box•

Dr. Karen Lasker
Conway Public Schools
2220 Prince St.
Conway, AR 72034

USPS TRACKING#



9570 9403 0428 5163 7256 15

USPS Tracking®[FAQs >](#)**Track Another Package +***Sublett***Tracking Number:** 70150640000119390897

Remove X

Your item was picked up at the post office at 2:14 pm on September 27, 2021 in CONWAY, AR 72034.

✓ Delivered, Individual Picked Up at Post OfficeSeptember 27, 2021 at 2:14 pm
CONWAY, AR 72034**Get Updates** ✓**Text & Email Updates****Tracking History****Product Information**

Feedback

See Less ^**Can't find what you're looking for?**Go to our [FAQs](#) section to find answers to your tracking questions.[FAQs](#)



CONWAY PUBLIC SCHOOLS
OFFICE OF THE SUPERINTENDENT
Jeff S. Collum

*Mailed
Gregory
Horne*

September 22, 2021

Jesse Sublett
36 Gregory Drive
Conway, AR 72032

Dear Mr. Sublett:

Pursuant to the Arkansas Teacher Fair Dismissal Act, Ark. Code Ann. §§6-17-1501, *et seq.*, I am continuing your suspension with pay and you are notified that I will recommend to the Conway Public School Board that your contract with the Conway School District be terminated immediately.

The reasons for this recommendation are as follows: Conduct unbecoming of a professional employee that undermines your ability and effectiveness to perform the essential functions of your job.

1. On the evening of September 17, 2021 you were arrested by the Conway Police Department for the following offenses:

Criminal Intent to Engage Children in Sexually Explicit Conduct for use in Visual or Print Medium and Harassment, a Class B Felony and a Class A Misdemeanor.

This unprofessional conduct is utterly inconsistent with your responsibilities under the Arkansas Code of Ethics for Arkansas Educators and District Board Policy 3.54 Licensed Personnel Ethics and 3.27.3 Licensed Personnel Social Networking and Ethics. The Division of Elementary and Secondary Education (DESE) Rules Governing the Code of Ethics for Arkansas Educators Standard 1: requires "District staff to maintain a professional relationship with each student, both in and outside of the classroom

You have a right to a hearing before the Conway Public School Board on this recommendation. If you desire a hearing, you must make a request for a hearing in writing by certified or registered mail or delivered in person to the President, Vice President, or the Secretary of the School Board with a copy to me as Superintendent within thirty (30) calendar days from the date that you received this letter.

"EVERY CHILD, EVERY DAY...WHATEVER IT TAKES"

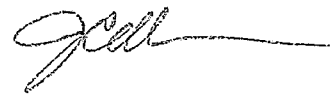
2220 PRINCE STREET • CONWAY, ARKANSAS • 72034-3718
PHONE: 501-450-4800 • FAX: 501-450-4868

September 22, 2021

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 request by one of the school board officers. The hearing may be public or private at your request. If requested in writing, a record of the hearing will be made and a transcript will be provided to you at no cost. Additionally, an attorney may represent you or any other person of your choosing and the school board may also be represented.

In addition, please be advised that, in accordance with state law, your behavior will be reported to the Arkansas Department of Education as a violation of Standard 1 and Standard 3 "Code of Ethics for Arkansas Educators." Your behavior has also been reported to the Department of Human Services.

Respectfully yours,



Jeff S. Collum
Superintendent of Schools

cc: Personnel file of Jesse Sublett
Buck Bing, Principal of Conway High School
Jay Bequette, Attorney at Law

By my signature below, this will confirm that I have been offered the opportunity under ACT 869 of 2003 to have a witness of my choice present during the discussion of this matter and this letter. Your signature does not indicate your agreement with the contents of this notice, but signifies that the notice has been personally delivered to you.

Employee Signature

Witness Signature

Date

Date

Lasker, Karen

From: Collum, Jeff
Sent: Monday, September 27, 2021 7:10 PM
To: Bradshaw, Karen; Lasker, Karen; Jay Bequette
Subject: School Board letter.docx
Attachments: School Board letter.docx

Please see below.

Sent from my iPhone



D. Ward - Law Clerk

D Hogue – Attorney/Mediator

J. West - Legal Assistant

September 23, 2021

Trip Leach
President of Conway School Board
Conway, AR

Re: Suspension/termination of Jesse Sublett

Mr. Leach:

Please be advised that I have been retained to represent Mr. Jesse Sublett in the above referenced matter.

This letter is to inform you that he wishes to appeal any negative action regarding his employment, whether that is a suspension or a termination.

Further, please accept this as his request under the Arkansas Freedom of Information Act for a complete copy of his personnel file, to be picked up as soon as it is available or within the statutory three days.

Finally, as “being arrested” is not “behavior,” please advise me as to exactly what he is being accused of doing, and exactly what was reported to the Department of Human Services.

Sincerely,

David Hogue,
Hogue Legal Services

Conway Public Schools

2300 Prince St.

Conway, AR 72034

501-450-1880

Name: [REDACTED]

Date: 9-22-21

Period: 2nd

Time: 9:30 a.m.

When I'm in ROTC class everything felt and looked normal for the most part the teacher's never showed any extra attention. Both took there job seriously but still ~~is~~ joked around with us and gave advice to us when something was wrong. I know my sister and vaders were close because they always talk during school and after when we went to ROTC after school to give kids their uniforms. And at first I thought it was weird because they would go get something like chick-fil-ee and he got me stuff and when I talked to her about it she told me "he does that with everyone and even gives [REDACTED] a ROTC shirt last year so I started to think he was trying to be nice to everyone. Now with everything going on I don't know what to think when I hear about him."

Mr Sublett - When I first met him it was with [REDACTED] and watching them was like watching two kids play to be honest. For example [REDACTED] would do something then try to run and he would chase. →

Student Signature: _____

☒ Parent Notified Yes/ No

QR

her and [REDACTED] would fall to the ground
and he would put her on the head or something
like that.

I did see anything weird or anything unless
you count her getting pinned to the
ground or stuck into a trashcan.

And the reason why ~~I~~ at first I
thought Nothing was weird was
because [REDACTED] makes fun of
everyone in a joking way ~~so~~ and
I felt like no one would do anything to her
in a weird way while I was there.

That's about all I know about them
and I knew [REDACTED] Not a liar so I
believe her.

Lasker, Karen

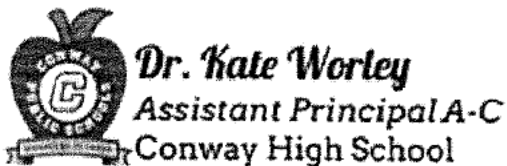
From: Bing, Buck
Sent: Wednesday, September 22, 2021 7:19 AM
To: Lasker, Karen
Subject: FW: [REDACTED] Statement
Attachments: Sublett Statement [REDACTED].pdf

Please find the statement from Dr. Worley, regarding student statement of Mr. Sublett.

From: Worley, Katti <worleyk@conwayschools.net>
Sent: Tuesday, September 21, 2021 8:13 PM
To: Bing, Buck <bingb@conwayschools.net>
Subject: B. Holder Statement

Please see attached.

KW



"It is our choices, Harry, that show what we truly are, far more than our abilities." — Albus Dumbledore

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17 September 2021

Time: 9:45am

Location: Worley's Office (151P)

Student: [REDACTED]

Prior to speaking with [REDACTED] Mr. Bing advised me that he had been notified the night before by Detective Little from Conway Police Department that [REDACTED] had reported to her that Mr. Jesse Sublett, construction teacher, at Conway High School had kissed her. Mr. Bing advised that he wanted me to talk to [REDACTED] and get a statement from her regarding the incident.

Mr. Bing had Mrs. Thompson, our attendance secretary, call [REDACTED] out of [REDACTED] class. [REDACTED] arrived in my office around 9:40 am. Mr. Bing told [REDACTED] that he had a meeting at the central office, but wanted her to visit with me regarding some information she had given to Detective Little. Mr. Bing reminded her that she was not in trouble, but that we were in need of information regarding that incident. [REDACTED] agreed to visit with me and Mr. Bing left my office.

I asked [REDACTED] if she would feel more comfortable writing a statement for me or if she would prefer that I just take notes on our conversation. [REDACTED] said that she didn't like to write, and was okay with me taking notes while we talked. I got my notebook and a pencil from my desk and sat beside her to begin my notes while we talked.

[REDACTED] said that she was not in Mr. Sublett's class, and that she came in contact with him via her JROTC class. Mr. Sublett was helping them (JROTC) build shelves for their supply room for their boots and OCPs (uniforms). This project started 2nd semester last school year and continued into this school year. [REDACTED] said that Mr. Sublett told her she could come after school and help him. She also mentioned that she enjoyed working on the project and building things. When I asked how frequently she would stay after school to help Mr. Sublett, she said "almost every day". When I asked if anyone else was there, she said that "sometimes the other teacher was there, but he didn't stay as late." {Mr. Lachney, the paraprofessional}

I asked [REDACTED] how Mr. Sublett had gotten her cell phone number. She said that in the spring she had made plans to come help him work on the shelves before school. Mr. Sublett had showed up 20 minutes after their arranged time and had told her, "give me your number so that you can text me if you are over here before me."

Since that time they have texted outside of school hours and the school day. When asked if she had ever gone out to his room any other time than before school or after school [REDACTED] said that she had a 1st period study hall last year and sometimes she would get a pass to go during 1st period.

When I asked [REDACTED] if Mr. Sublett had kissed her, she told me "Yes". She said that they were supposed to be working on shelves for JROTC, but that he kept wanting to be in the supply room and finding reasons for her to get things out of the supply room. [REDACTED] said that she remembered him verbalizing, "there aren't any cameras in there." When I asked her if that was an odd statement for him to make, she responded, "I didn't think anything was going to happen." I asked her where Mr. Sublett had kissed her and she said in the supply room closet. I asked her to describe what happened and [REDACTED] said, "he pinned me up against one of the racks and yeah..." I asked what yeah meant, and she said that he had kissed her. Afterwards, he asked her if it was okay. She said that she just stood there and didn't know what to do. After a bit, she walked out into the classroom and sat out there. [REDACTED] said that he kept telling her to go back into the closet or to get things out of it. [REDACTED] said that he kissed her twice. The first time she was pinned against the rack and the second time [REDACTED] said, "I don't think I was pinned." [REDACTED] said that she was kissed on the mouth and that he didn't touch her anywhere else.

I asked [REDACTED] if he ever did anything else that made her uncomfortable. She said that he had jokingly punched her in the chest and that she was wearing a sports bra with a zipper. When he felt the zipper he asked her what it was and she told him it was the zipper on her sports bra. She said that he made the statements, "I want to see" and "let me see" [REDACTED] responded by saying, "No, tell your girlfriend to get one" and Mr. Sublett said, "No, I want to see yours." I asked her when this event occurred and she said it was the same day that he kissed her. When I asked her why she had gone back to his classroom after he kissed her, she said it was to tell him that it didn't need to happen again.

I asked [REDACTED] if Mr. Sublett ever said anything that made her uncomfortable and [REDACTED] described him as having a "weird vibe" but ignored it. When I asked what that meant she said, "he makes you shiver" or "unsettled".

[REDACTED] said that she had not seen him be inappropriate with anyone else or had heard rumors that he was inappropriate with other students. I asked [REDACTED] if she continued to go over there after this incident occurred and she said, "yes". When I asked why, she said "I don't know, I don't know why I kept going over there." She

referenced "I don't wanna get anyone in trouble, so I kept brushing it off and acting like it didn't happen."

█████ said that she had gone over there this week and that nothing had happened. █████ said, "I more wanted to see what Sgt. Vader was doing." Mr. Sublett told her he was down in Louisiana again. I asked her what that meant and she said that one of his security companies was there and that they were watching people's businesses so that they didn't get looted.

I asked █████ when the last day was that she was around Mr. Sublett and she said it was either Tuesday or Wednesday of this week. That she had went to ask him why he had called DHS. █████ recalled that it was raining and it was a night of parent teacher conferences because it was almost 4:00. She said that he had asked her to help him put away some helmets, "back into that room". She said that while she was there they were standing in the doorway talking about how much weight she had lost. Mr. Sublett said, "Yeah everything is getting smaller" and tried to turn her around to look at her butt. She swatted his hand away and then walked home in the rain.

█████ described Mr. Sublett as being "funny" and "entertaining" around other people. She made the statement, "alone he changes". After the initial incident she said that she would normally take someone else with her when she went to help him

█████ said that she had told Sgt. Vader about what happened and that, "He {Vader} didn't want her to go there anymore so he took over doing shelves so that I didn't have to go."

I asked █████ if she had ever been alone with Mr. Sublett outside of school and she said that shortly after JCLC, that with her mom's permission Sgt. Vader had picked her up and brought her up to school. Mr. Sublett helped Sgt. Vader move some gun safes he was selling with a blue tractor from construction. █████ said she rode with Vader and that Mr. Sublett drove separately.

█████ also said that Mr. Sublett had messaged her on GroupMe and that those messages were hidden because, "they were clearly inappropriate". When I asked what that meant, she said, "I was acting dumb" and that he had made some comments about her "sexual experience".

█████ mom arrived on campus and was upset that we were questioning her daughter without her permission. Ms. █████ had come to the school to check

her out and front office staff could not locate her. Mom was afraid that she had left school and was planning to harm herself. Mom had notified Detective Little that she was not at school. While I was visiting with [REDACTED] mom, Det. King and Sgt. Cole showed up to visit with me. At this time, I terminated the conversation with [REDACTED] in order to speak to her mom and CPD Detectives.

Lasker, Karen

SEP 29 2021
Superintendent's
Office

From: Jay Bequette <jbequette@bbpalaw.com>
Sent: Wednesday, September 29, 2021 3:21 PM
To: Jeff Collum; Bradshaw, Karen; Lasker, Karen
Subject: FW: FW: Sublett File

Well that did not take long. Let me know who should be contacted to make the arrangements. Thanks

Jay Bequette
Bequette Billingsley & Kees, P.A.
Attorneys At Law
425 West Capitol Avenue
Suite 3200
Little Rock, Arkansas 72201-3469
Telephone: (501) 374-1107
Facsimile: (501) 374-5092
Mobile: (501) 590-4500
jbequette@bbpalaw.com

From: David Hogue <dh@hoguelegalservices.com>
Sent: Wednesday, September 29, 2021 3:15 PM
To: Jay Bequette <jbequette@bbpalaw.com>
Subject: Re: FW: Sublett File

Please accept this email as your notice of Mr. Sublett's resignation effective immediately. He would like to arrange a time to pick up his personal belongings from the school. dh

On Wed, Sep 29, 2021 at 2:44 PM Jay Bequette <jbequette@bbpalaw.com> wrote:

David, attached is the personnel file you requested as Mr. Sublett's counsel. As we discussed, you have agreed to schedule the hearing on a mutually agreeable date inside or outside of the statutory window. I will be in touch regarding dates that the board has available for hearing.

Regarding the possibility of resignation that you raised, that is an issue for you and your client, school districts have no involvement in that under these circumstances, and we discussed the benefits to that for school employees in general.

Jay Bequette
Bequette Billingsley & Kees, P.A.
Attorneys At Law
425 West Capitol Avenue
Suite 3200
Little Rock, Arkansas 72201-3469
Telephone: (501) 374-1107
Facsimile: (501) 374-5092

Mobile: (501) 590-4500
jbequette@bbpalaw.com

From: Georgia Cooley <gcooley@bbpalaw.com>
Sent: Wednesday, September 29, 2021 11:26 AM
To: Jay Bequette <jbequette@bbpalaw.com>
Subject: Sublett File

Georgia Cooley

Legal Assistant

Bequette, Billingsley & Kees, P.A.

425 West Capitol Avenue, Suite 3200

Little Rock, AR 72201-3469

Phone: (501) 374-1107 Ext. 210

Fax: (501) 374-5092

Email: gcooley@bbpalaw.com



CONWAY PUBLIC SCHOOLS

ADMINISTRATION OFFICE

MEMO

TO: Conway Public Schools Personnel

FROM: Dr. Karen Lasker
Personnel Director

RE: Personnel Policies Manual

Please read the Conway School District Personnel Policies Manual on line (www.conwayschools.org, Our District, School Board, Policies, Section 3-Licensed Personnel), sign below, and return this acknowledgement to the Administration Building within 10 days.

I have read the Personnel Policies Manual and I agree to abide by the rules and policies stated therein.

Jesse Sublett
Employee Name (Please Print)

1 25 2021
Date

[Signature]
Employee Signature



WORKERS COMPENSATION PROCEDURES

I am aware that I must report any injuries that occur on the job to my supervisor/principal immediately. I am aware that I must complete a Form AR-N Employee's Notice of Injury no later than five days after I am injured on the job in order to receive Workers' Compensation. I am also aware that medical treatment for injuries that occur on the job must be received from the assigned workers compensation doctors, Dr. Gil Johnson or Dr. Robert Rook.


(Employee Signature)

01 25 2021
(Date)

Any emergency situation should be given priority above these procedures and then information should be reported as soon as possible

It is vital that this information is given to payroll in an accurate and timely manner.

State of Arkansas

EDUCATOR LICENSE

By virtue of the authority vested in the Arkansas State Board of Education, we hereby issue this Educator License to

JESSE S SUBLETT

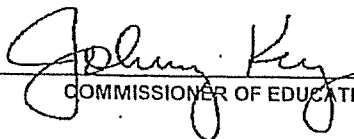
This is to certify that person named hereon is licensed under the laws of Arkansas to teach or serve in the public schools in the capacity indicated.

CID: 10151093

Program of Study

Code	Area	Type	Grade Level	Valid From	Valid To
566	Technical Permit	Standard	7 - 12	4/14/2021	12/31/2025
570	Construction Technology	Standard	7 - PS	4/14/2021	12/31/2025

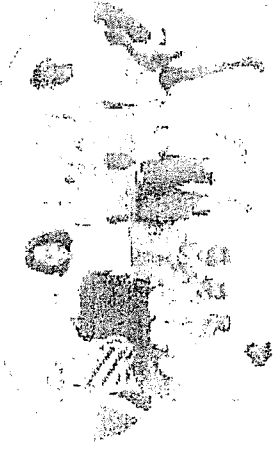



COMMISSIONER OF EDUCATION


MANAGER - EDUCATOR LICENSURE

Arkansas Commission on Child Abuse, Rape and Domestic Violence

Mandated Reporter



ONLINE TRAINING

CERTIFICATE OF COMPLETION

PRESENTED TO

7

jesse sublett

issued

1/27/2021



2.0 Hours