

BROKEN ARROW SCHOOL DISTRICT

601 South Main Street
Broken Arrow, Oklahoma 74012

October 7, 2008

Via Hand Delivery via Mr. Terry Laflin

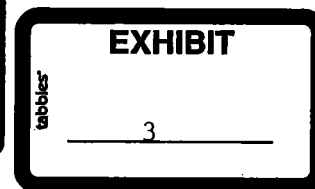
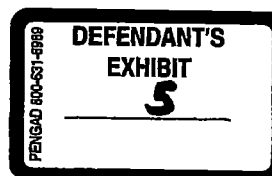
Dr. Jim Sisney
1410 East Boise Place
Broken Arrow, OK 74012-9237

Re: Notice That Board of Education Will Consider Your Possible Dismissal

Dear Dr. Sisney:

This is to advise you that the Board of Education has directed me to notify you, in writing, that the Board of Education has determined that it will consider and vote on your possible dismissal as a full-time certified administrator. The reasons for this possible action are as follows:

1. Significant evidence from several witnesses shows that you frequently treat staff, patrons and others in a demeaning and humiliating manner which imperils working relationships.
2. Witnesses have indicated that during duty time and while acting as superintendent of schools, you have made unprofessional, demeaning and derogatory statements to a District employee about other District employees, current and former board members and superintendents of other Tulsa area school districts.
3. Witnesses and a document show that you entered into an agreement, on behalf of the District, with an administrator in which the administrator is required to be paid for sick leave when he is not sick, requires the administrator to keep the agreement confidential when all such agreements are public records and which agreement you did not disclose to the school board.
4. Witnesses have indicated that you have made false public allegations against a District vendor as to that vendor's billing practices to the District.



Handwritten signature

Mr. Charles Brown
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5. Significant evidence from several witnesses shows that you are not a good leader nor do you work in a collaborative or collegial manner with staff or the community.

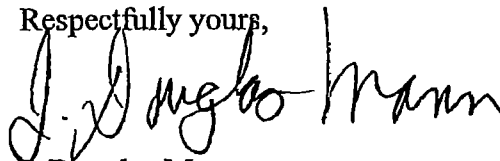
This is to notify you that you have the right to a hearing before the Board of Education prior to the Board taking any action with regard to your possible dismissal. If you wish to exercise your right to this hearing, you must, **WITHIN TEN (10) CALENDAR DAYS OF YOUR RECEIPT OF THIS NOTICE, NOTIFY THE CLERK OF THE BOARD OF EDUCATION IN WRITING.** If you fail to notify the Board Clerk in writing within the ten (10) calendar day period of your desire to have a hearing on your possible dismissal, you will be deemed to have waived your right to a hearing and the Board can proceed to make a decision concerning your possible dismissal without affording you any further notice or any further opportunities to present your side of the matter to the Board. The decision of the Board of Education concerning your possible dismissal is final and nonappealable.

The address of the Clerk of the Board of Education for the purpose of you giving such notice is:

Clerk of the Board of Education
Broken Arrow School District
601 South Main Street
Broken Arrow, Oklahoma 74012

If you request a hearing, the hearing will be scheduled as soon as possible and you will be notified in writing of the date, time and place of the hearing.

Respectfully yours,



J. Douglas Mann

Attorney for the Broken Arrow School District

JDM/ikl