

### **SETTLEMENT AGREEMENT AND RELEASE**

This Settlement Agreement and Release is entered into by and between Randall Lawley ("Lawley") and the Board of Education of the Elida Local School District ("Board") and the Elida Education Association, OEA/NEA ("EEA").

WHEREAS, Lawley was employed by the Board as a custodian at Elida High School; and,

WHEREAS, the Board's Superintendent recommended to the Board that Lawley's employment be terminated; and,

WHEREAS, the Board acted on the Superintendent's recommendation; and,

WHEREAS, Lawley filed an appeal with the Allen County Common Pleas Court, Case No. CV-2019-0392, which has been scheduled for a hearing; and,

WHEREAS, Lawley and EEA also filed a charge alleging that the Board had committed an unfair labor practice with the State Employment Relations Board ("SERB"), Case No. 2019-ULP-12-0232, to which the Board has responded denying the allegations, and

WHEREAS, Lawley and the Board have reached an Agreement to settle their differences and to terminate the above appeal and SERB charge.

In consideration of the mutual covenants contained herein and intending to be legally bound hereby, the parties agree as follows:

1. The Board will withdraw from Lawley's personnel file all copies of the minutes of the Board's September 17, 2019 meeting and all correspondence referencing or related to the matter giving rise to the Superintendent's recommendation.
2. Lawley and the Board acknowledge that the documents referenced in paragraph 1, above, may be retained by the Board in a separate file together with a copy of this Agreement.
3. In reliance upon the promises set forth herein, Lawley will submit the letter of resignation attached to this agreement as Attachment 1, a copy of which will be placed in Board's personnel file regarding Lawley.
4. Within three (3) business days after execution of this Agreement, Lawley will file with the Allen County Common Pleas Court a copy of the Notice of Dismissal with Prejudice that is attached to this Agreement as Attachment 2.
5. Within three (3) business days after execution of this Agreement, Lawley and EEA will file with the SERB a copy of the Notice of Dismissal with Prejudice that is attached to this Agreement as Attachment 3.

6. The Board will pay Lawley Four Thousand Dollars (\$4000.00) within thirty (30) days following confirmation of the items set forth in paragraphs 4 and 5. Said payment will be made solely as an inducement to the withdrawal of the pending court and SERB matters referenced in the preamble to this Agreement, and shall not be considered as wages paid to Lawley nor as an admission of any wrongdoing on the part of the Board, its agents, officials or employees less any required withholdings for taxes.
7. Lawley agrees that he will not apply for future employment with the Board, and that should he nonetheless seek such employment the Board may and will refuse such employment.
8. The Board maintains that it did not engage in conduct that would amount to a violation of R.C. 4117.11(A)(1), (2) or (3) with respect to any efforts by EEA and Lawley or other non-teaching employees to organize a collective bargaining unit. The Board affirms that it will not interfere with the formation of any employee organization, in violation of R.C. 4117.11(A)(3) and affirms that the Board and its agents will maintain a stance of neutrality on the union organizing campaign in all oral, written, and electronic communications. The Board or its agents will not conduct any individual or group meetings with any employees to oppose the organizing campaign, but may conduct individual or group meetings to answer questions asked by employees which were not solicited by the Board or agents, respond to rumors, correct inaccurate information, or engage in other communications that do not oppose the organizing campaign. The Board will post for a period of 30 days in the staff break room of each school building a notice setting forth the second and third sentences of this paragraph.
9. In exchange for the consideration promised to Lawley in this Agreement, Lawley, on behalf of himself and his personal representatives, successors, next of kin, minor children, heirs, and assigns, hereby forever releases and discharges the Board, and the Board's predecessors, successors, personal representatives, insurers, attorneys, and assigns, as well as past and present officers, board members, trustees, employees, partners, agents, employees, both individually and in their business capacities, (collectively referred to throughout the remainder of this Agreement as "Releasees") from any past, present, or future claims, liabilities, demands, promises or causes of action, known and unknown, asserted or unasserted, he may have against Releasees as of the date of execution of this Agreement, including, but not limited to, any claims arising out of Lawley's employment with the Board, any alleged violation of Title VII of the Civil Rights Act of 1964 and the Civil Rights Act of 1991, Sections 1981 through 1988 of Title 42 of the United States Code, the Employee Retirement Income Security Act of 1974 ("ERISA") (except for any vested benefits under any tax qualified benefit plan), the Americans with Disabilities Act, the Age Discrimination in Employment Act ("ADEA"), the Workers Adjustment and Retraining Notification Act, the Fair Credit Reporting Act, any alleged violation of federal, state or local law, including but not limited to state law equal employment opportunity claims, claims under R.C. Chapter 4117, disputed wage claims, including claims for any back wages, accrued time off, or overtime; any other federal, state or local law, rule, regulation, or ordinance; any public policy, contract, tort, or common law, including but not limited to, for personal injuries, harassment, sexual harassment, hostile work environment, quid pro quo harassment, assault, battery,

retaliation, constructive discharge, discrimination, invasion of privacy, defamation, loss of services, loss of consortium, and infliction of emotional distress (collectively "Lawley's Released Matters"); and any basis for recovering costs, fees, or other expenses including attorneys' fees incurred in Lawley's Released Matters. Lawley acknowledges and agrees that this Agreement is a final and general release.

10. The EEA agrees not to initiate, bring, and/or file any further claim of any kind on behalf of itself or Lawley arising out of Lawley's termination from employment with the Board.
11. In exchange for the consideration set forth herein, the Board hereby releases and discharges Lawley from any past, present, or future claims, liabilities, demands, promises or causes of action, known and unknown, asserted or unasserted, it may have against Lawley, arising from or related in any way to his employment with the Board as of the date of execution of this Agreement. The Parties intend and agree that the Board's release and discharge of claims in regard to Lawley as set forth above is identical in scope and breadth to Lawley's release and discharge of claims in regard to the Board.
12. Nothing in this Agreement or the releases contained herein waives rights or claims that: (a) arise after the date this Agreement is executed; (b) relate to a breach of this Agreement; or (c) may not, as a matter of law, be waived.
13. The Parties enter this Agreement to save the costs and expenses of litigation. This Agreement and any negotiations or proceedings connected with it, will not in any event constitute or be construed as, or be deemed to be, evidence of an admission of or concession of any wrongdoing by any Party hereto.
14. Lawley further affirms that he has no known workplace injuries or occupational disease related to his employment with the Board.
15. Except as to claims brought to challenge the validity of this Agreement under the Age Discrimination in Employment Act, the Parties agree that in the event of a breach of any of the terms of this Agreement as determined by a Court of competent jurisdiction, the breaching Party will be responsible for all costs and expenses incurred by the non-breaching Party in enforcing this Agreement, including the non-breaching Party's reasonable attorneys' fees.
16. This Agreement contains the entire agreement between Lawley and the Board and supersedes any and all prior agreements, understandings, discussions, negotiations, and undertakings, whether written or oral between the Parties regarding matters related to or arising out of Lawley's employment or the matters that are the subject of the SERB charge referenced in the preamble to this Agreement. Provided however, that this paragraph does not apply to prior agreements, understandings, discussions, negotiations and undertakings, whether written or oral, with respect to the collective bargaining unit of the Board's teaching employees, which remain in full force and effect.
17. The Parties are entering into this Agreement and the transactions herein contemplated freely, knowingly, and voluntarily, and they are fully aware of the contents and effects of

its terms. The Parties affirm the execution and delivery of this Agreement are not the result of any fraud, duress, mistake, or undue influence.

18. No provision of this Agreement may be amended or waived unless such amendment or waiver is agreed to in writing and signed by all Parties. No failure to exercise, and no delay in exercising, any right, power, or privilege hereunder will operate as a waiver thereof. No waiver of any breach of any provision of this Agreement will be deemed to be a waiver of any preceding or succeeding breach of the same or any other provision.
19. If any provision of this Agreement is found to be invalid or unenforceable, such findings will not in any way affect the validity or enforceability of any other provision of this Agreement. Any provision found invalid or unenforceable will be deemed severable from the rest of this Agreement to the extent of any such invalidity and unenforceability.
20. This Agreement will be binding upon, and inure to the benefit of, the Parties and their respective representatives, successors, heirs, executors, administrators, and assigns except as otherwise expressly stated herein. The Parties agree that the terms of this Agreement will be construed fairly as to the Parties and not in favor or against each Party.
21. This Agreement will be construed, interpreted, and governed by the laws of the State of Ohio and the appropriate venue for any proceedings related to interpretation and enforcement will be in court of competent jurisdiction in or for Allen County, Ohio.

**ADEA Acknowledgment.**

Lawley may take up to 21 days after receiving this Agreement to sign it. Lawley acknowledges and agrees that Lawley has had the opportunity to consult counsel, that no deadline less than 21 days has been imposed for the signing of this Agreement, and that Lawley has had time to read and consider the Agreement before signing it.

**NOTICE:** THIS AGREEMENT INCLUDES A RELEASE OF YOUR RIGHTS.  
YOU MAY WISH TO CONSULT AN ATTORNEY BEFORE EXECUTING  
THIS AGREEMENT.

For Board of Education of the Elida Local  
School District

\_\_\_\_\_  
Randall Lawley

\_\_\_\_\_  
Date

By: \_\_\_\_\_

Joel Mengerink, Superintendent

\_\_\_\_\_  
Date

For Elida Education Association, OEA/NEA

By: \_\_\_\_\_

\_\_\_\_\_  
Date

479375

Attachment 1

To whom it may concern:

I hereby submit my resignation from employment with the Elida Local School District effective September 13, 2019 for personal reasons.

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Randy Lawley

IN THE COURT OF COMMON PLEAS  
ALLEN COUNTY, OHIO

RANDALL LAWLEY,

APPELLANT,

V.

ELIDA LOCAL SCHOOL DISTRICT BOARD OF  
EDUCATION,

APPELLEE.

) Case No. CV-2019-0392

) Judge Terri L. Kohlrieser

) **NOTICE OF DISMISSAL WITH PREJUDICE**

) Christine A. Reardon (0034686)  
Edward J. Stechschulte (0085129)

) KALNIZ, IORIO & REARDON CO., L.P.A.  
5550 W. Central Avenue

) Toledo, Ohio 43615  
[creardon@ioriolegal.com](mailto:creardon@ioriolegal.com)

) [estechschulte@ioriolegal.com](mailto:estechschulte@ioriolegal.com)  
(419) 537-4825

) (419) 535-7732 (facsimile)

) *Attorneys for Appellant Randall Lawley*

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Appellant Randall Lawley hereby gives notice that he is dismissing with prejudice the above-captioned action.

Respectfully submitted,

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Christine A. Reardon (0034686)  
Edward J. Stechschulte (0085129)  
KALNIZ, IORIO & REARDON CO., L.P.A.  
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(419) 537-4825  
(419) 535-7732 (facsimile)

*Attorneys for Appellant Randall Lawley*

CERTIFICATION

This is to certify that on the \_\_\_\_\_ day of \_\_\_\_\_, 2020 a true and accurate copy of the foregoing was served electronically to [lpizza@snlaw.com](mailto:lpizza@snlaw.com) for Lisa E. Pizza, Spengler Nathanson P.L.L., 900 Adams Street, Toledo, Ohio 43604, attorneys for Respondent Elida Local School District Board of Education

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## Attachment 3

**BEFORE THE STATE EMPLOYMENT RELATIONS BOARD**

**Randall Lawley & Elida Education  
Association, OEA/NEA**

) Case No. 2019-ULP-12-0232

v.

)

## Notice of Withdrawal of Charge and

)

### Dismissal with Prejudice

**Elida Local School District Board of Education**

)

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\* \* \* \* \*

Now come charging parties, Randall Lawley and the Elida Education Association, EEA/NEA, and give Notice that they are hereby withdrawing with prejudice and dismissing their charge in the above-captioned case.

Respectfully submitted,

/s/ Christine A. Reardon

**Kalniz, Iorio & Reardon Co. L.P.A.**  
5550 West Central Avenue  
Toledo, Ohio 43615

*Attorneys for Randall Lawley and  
Elida Education Association,  
OEA/NEA*

## CERTIFICATION

This is to certify that on the \_\_\_\_\_ day of \_\_\_\_\_, 2020 a true and accurate copy of the foregoing was served electronically to [lpizza@snlaw.com](mailto:lpizza@snlaw.com) for Lisa E. Pizza, Spengler Nathanson P.L.L., 900 Adams Street, Toledo, Ohio 43604, attorneys for Respondent Elida Local School District Board of Education

/s/ Christine A. Reardon



**STATEMENT OF NON-REVOCATION**

Randall Lawley hereby states that seven days have elapsed since he signed the attached Settlement Agreement and Release, which was entered into by and between him and the Board of Education of the Elida Local School District. Randall Lawley acknowledges and states that during such time he has had the opportunity to consider whether to revoke the Settlement Agreement and Release, that he does not revoke said Agreement, and that he understands that by signing this Statement, the Settlement Agreement and Release will immediately become final and binding.

Signatures:

Date:

\_\_\_\_\_  
Randall Lawley

\_\_\_\_\_  
Witness

