



MONTCLAIR PUBLIC SCHOOLS

BUSINESS OFFICE

22 VALLEY ROAD ~ MONTCLAIR, NEW JERSEY 07042
WWW.MONTCLAIR.K12.NJ.US

CHRISTINA HUNT

Business Administrator / Board Secretary

January 25, 2024

VIA EMAIL (email address)

Public Records Request
John Paff

**RE: Requests for Public Records Dated October 24, 2023
to the Montclair Board of Education**

Dear Mr. Paff:

You requested documents from the Montclair Board of Education ("Board") pursuant to an Open Public Records Act ("OPRA") request dated October, 2023. Enclosed please find the responsive document to your OPRA request for, "Settlement Agreement or Release that resolved Marleen Awad v. Montclair Public Schools, et al, Docket No. ESX-L-53-19".

Should you disagree with this decision, you have the right to appeal. OPRA permits a person who believes he or she has been illegally denied access to a public record to file a complaint with the GRC, or file suit in Superior Court to challenge the decision and compel disclosure. For more information, you may contact GRC by phone at 1-866-850-0511, by e-mail at grc@dca.state.nj.us, or visit the GRC web site at www.nj.gov/grc.

Very truly yours,

A handwritten signature in blue ink, appearing to read "Christina Hunt", written over a horizontal line.

Christina Hunt
Custodian of Records

CONFIDENTIAL SETTLEMENT AGREEMENT AND GENERAL RELEASE

This Confidential Settlement Agreement and General Release (“Agreement”) is made as of the ____ day of _____ 2023, by and between the plaintiff, Marleen Awad, (“Plaintiff” or “Releasor”), and the defendants, Montclair Board of Education and Dana Rubin (“Defendants”) and their insurers, including but not limited to American Alternative Insurance Corporation and Glatfelter Claims Management Inc., all subsidiaries, affiliates, parents, partners, divisions, business units and all of past and present directors, trustees, owners, officers, attorneys, agents, benefits plans, administrators, employees, supervisors, managers, successors, and assigns of Montclair Board of Education and its insurers (all of whom are referred to collectively as “Released Parties”).

WHEREAS, on or about January 2, 2019, Plaintiff commenced a lawsuit against Defendant in the Superior Court of New Jersey, Law Division, Essex County captioned Marleen Awad v. Montclair Public Schools, Montclair High School, Dana Rubin, John Does 1-100 and XYZ Corporations 1-100, bearing Docket No. ESX-L-0053-19 (the “Lawsuit”), alleging claims under the New Jersey Law Against Discrimination.

WHEREAS, Defendants have denied and continue to deny all of the allegations asserted by Plaintiff in the Lawsuit and have denied and continues to deny that they violated any law, rule, regulation or committed any wrongdoing whatsoever against Plaintiff; and,

WHEREAS, the Parties desire to resolve and settle in full any and all claims that Plaintiff may have including, but not limited to, all claims known and unknown that were and/or could have been raised in the Lawsuit; and,

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WHEREAS, the Parties are entering into this Agreement solely for the purpose of avoiding the burdens and expense of continued litigation and trial; and,

NOW, THEREFORE, for good and valuable consideration, it is agreed as follows:

1. The Parties have agreed to settle Plaintiff's claims for the total amount of one hundred fifty-five thousand dollars and zero cents (\$155,000.00) (the "Settlement Proceeds") inclusive of all alleged compensatory or punitive damages, and claims for wages, attorneys' fees, costs and expenses asserted by Plaintiff. The payment will be made as follows:

(a) a portion of Settlement Proceeds in the amount of \$10,311.00 shall be payable to Plaintiff, less applicable taxes and withholdings for alleged wage loss damages. A Form W-2 shall be issued by Defendant, Montclair Board of Education, to Plaintiff for said amount;

(b) a portion of Settlement Proceeds in the amount of \$93,023.00 shall be payable to Plaintiff for the alleged personal injury damages, and an IRS Form 1099 shall be issued for said amount; and,

(c) a portion of the Settlement Proceeds in the amount of \$51,666.00 shall be made payable to Plaintiff's counsel, MarKorLaw LLC, for Plaintiff's attorneys' fees, and a 1099 Form shall be issued in said amount.

(e) The Settlement Proceeds shall be paid within thirty (30) days of the date Defendant receives the formal settlement agreement fully executed by Plaintiff along with the appropriate IRS Forms W-9 for both Plaintiff and her counsel and a clear judgment search.

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2. Immediately upon receipt of the Settlement Proceeds, Plaintiff will deliver to counsel for Defendants an original executed Stipulation of Dismissal with Prejudice for filing with the Court.

3. Plaintiff acknowledges that she and her counsel have agreed upon how to allocate the Settlement Proceeds as set forth in Paragraph 1 above. Notwithstanding, Plaintiff agrees that she is solely responsible for the payment of all individual taxes, if any, with respect to the Settlement Proceeds. The Released Parties make no representations as to the tax treatment of the Settlement Proceeds or any portion thereof paid pursuant to this Agreement. Plaintiff acknowledges that she bears the responsibility to pay all taxes on the Settlement Proceeds described in Paragraph 1 above and agrees to hold harmless and indemnify the Released Parties from any tax, withholding liability, fine, or penalty that may be incurred as a result of such payment, and expressly agrees to assume all tax responsibility for such payment. Forms 1099 and W-2 will be issued pursuant to IRS regulations with respect to the payments referred in Paragraph 1 above.

4. Plaintiff and her counsel warrant that Plaintiff is not a Medicare beneficiary as of the date of this release nor will be one in the near future; therefore, no conditional payments have been made by Medicare. Plaintiff will indemnify, defend and hold Released Parties harmless from any and all claims, liens, tax liens or liability, Medicare conditional payments and rights to payment, known or unknown. This settlement is based upon a good faith determination of the Parties to resolve a disputed claim. The Parties have not shifted responsibility of medical treatment to Medicare in contravention of 42 U.S.C. Sec. 1395y(b). The Parties resolved this matter in

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compliance with both state and federal law. The Parties made every effort to adequately protect Medicare's interest and incorporate such into the settlement terms.

5. Plaintiff agrees and acknowledges that the payments and benefits provided to her by Released Parties pursuant to this Agreement exceed any payment, benefit, or other thing of value to which Plaintiff would otherwise be entitled under any policy, plan or procedure of Released Parties or under any prior agreement (written or oral) between Plaintiff and Defendants.

6. In consideration for the Settlement Proceeds, the releases and promises made herein by the Parties, and for other good and valuable consideration, Plaintiff and each of her successors, assigns, heirs, executors, agents, contractors, trustees, and personal and legal representatives and related persons ("Releasers") hereby irrevocably and unconditionally release and forever discharge the Released Parties from any and all claims, demands, actions, causes of actions, judgments, rights, fees, damages, debts, obligations, expenses, unemployment benefits and liabilities of any kind whatsoever (upon any legal or equitable theory, whether contractual, common-law, statutory, federal, state, local, constitutional or otherwise), whether known or unknown, whether or not asserted in the Lawsuit, arising by reason of any act, omission, transaction or occurrence up to and including the date of Plaintiff's execution of this Agreement and including any and all claims of any nature whatsoever in law or in equity. This global release of claims includes, without limitation, any claims for, pursuant to, arising out of, relating to, or involving, any and all claims that were or could have been asserted in the Lawsuit arising under tort, contract, or quasi-contract law, including but not limited to common law claims for wrongful termination as set forth in Pierce v. Ortho Pharm. Corp., 84 N.J. 58, 73 (1980) (including wrongful termination

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in violation of the implied covenant of good faith and fair dealing), breach of employment contract or promise, breach of any implied contract, detrimental reliance or promissory estoppel, invasion of privacy, nonphysical injury, personal injury or sickness, or any other harm, wrongful or retaliatory discharge, fraud, slander, and/or libel defamation, false imprisonment, negligence, negligent or intentional infliction of emotional distress and/or any other tort; any and all claims of employment discrimination, harassment, constructive discharge, hostile work environment, retaliation, and/or failure to accommodate, under any federal, state or local statute or ordinance, including without limitation, any and all claims under Title VII of the Civil Rights Act of 1964; Sections 1981 through 1988 of Title 42 of the United States Code; The Employee Retirement Income Security Act of 1974 (as modified below); The Immigration Reform and Control Act; The Americans with Disabilities Act of 1990; The Age Discrimination in Employment Act of 1967; The Worker Adjustment and Retraining Notification Act; The Fair Credit Reporting Act; The Family and Medical Leave Act; The Equal Pay Act; The Genetic Information Nondiscrimination Act of 2008; The Families First Coronavirus Response Act, 29 C.F.R. § 826; The Emergency Paid Sick Leave Act; The Emergency Family and Medical Leave Expansion Act; The Coronavirus Aid, Relief, and Economic Security Act, 15 U.S.C.S. § 9001, et seq.; New Jersey Law Against Discrimination N.J. Stat. § 10:5-1 et seq.; New Jersey Civil Rights Act N.J. Stat. § 10:6-2; New Jersey Family Leave Act N.J. Stat. Ann. § 34:11B-4; New Jersey State Wage and Hour Law; Millville Dallas Automotive Plant Job Loss Notification Act N.J. Stat. Ann. §§ 34:21-1 et seq.; New Jersey Conscientious Employee Protection Act N.J. Stat. Ann. § 34:19-1 et seq.; New Jersey Equal Pay Law N.J. Stat. §§ 34:11-56.1-34:11-56.12; New Jersey Occupational Safety and Health

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Law N.J. Stat. Ann. § 34:6A-25 et seq.; New Jersey Smokers' Rights Law; New Jersey Genetic Privacy Act; New Jersey Opportunity to Compete Act; The New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act; The New Jersey A1897 law concerning decriminalization of marijuana; New Jersey Fair Credit Reporting Act N.J. Stat. § 56:11-28 et seq.; New Jersey Paid Sick Leave Act N.J. Stat. Ann. § 34:11d-1 et seq.; Jake Honig Compassionate Use Medical Cannabis Act; New Jersey Statutory Provision Regarding Retaliation/Discrimination for Filing a Workers' Compensation Claim; New Jersey Public Employees' Occupational Safety and Health Act; New Jersey laws regarding Political Activities of Employees, Lie Detector Tests, Jury Duty, Employment Protection and Discrimination; any Executive Order issued by the Governor of the State of New Jersey; any rule, regulation, or ordinance issued by the New Jersey Department of Health, Department of Labor and/or the National Labor Relations Board; any other federal, state or local law, rule, regulation, or ordinance; any public policy, contract, tort, or common law; or any basis for recovering costs, fees, or other expenses including attorneys' fees incurred in these matters;

(a) any and all claims for tortious conduct, interference with business relationships, or other tortious or negligent conduct;

(b) any and all claims for compensation of any type whatsoever, including but not limited to claims for salary, wages, bonuses, commissions, incentive compensation, fringe benefits, pension benefits, stock options, vacation, PTO, sick pay, or severance;

(c) any and all claims for attorneys' fees, costs, expenses, disbursements, and the like; and,

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(d) notwithstanding the foregoing, the releases contained in this Agreement shall not pertain to any claim that Plaintiff may have with respect to any vested pension or retirement benefits or any workers' compensation claims that Plaintiff may have against Defendants.

7. The Parties have entered into this Agreement solely for the purpose of avoiding the burdens and expense of further legal proceedings, and the making of this Agreement is not intended to be, and shall not be construed as, an admission that they have violated any federal, state, or local law (statutory or decisional), ordinance or regulation, or any express or implied contract of employment, or breached the public policy of the State of New Jersey, or committed any wrong whatsoever. No findings of any kind have been made or issued by any court.

8. Plaintiff represents that, other than the Lawsuit, there are no pending lawsuits, charges or other claims of any nature whatsoever by Plaintiff against Defendants or any Releasee in any state or federal court or any agency or other administrative body. Further, Plaintiff agrees not to institute any lawsuit, nor assert any claims, charges or other legal proceedings against Defendants or any Releasee in any forum, based upon any act, event, or omission, whether known or unknown, occurring prior to the date of the execution of this Agreement. In addition, Plaintiff waives and relinquishes any and all rights to raise in any future lawsuit, complaint, charge, action, cause of action or dispute of any kind, any alleged statement, employment action or conduct of any kind by Defendants which may have occurred prior to the time she executed this Agreement. Notwithstanding the foregoing, Plaintiff may institute or participate in an administrative action brought before or by the United States Equal Employment Opportunity Commission ("EEOC"). However, Plaintiff

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waives, releases, and gives up any right or claim that she may have to recover in any lawsuit or proceeding brought by or before any administrative agency, including but not limited to the EEOC or the Division of Civil Rights, on hers behalf. Further, Plaintiff agrees not to take part in and to opt out of any and all class actions asserted against Defendants or any Releasee. In such case, Plaintiff agrees that she will provide prompt written notice to Defendant that she has opted out of any and all purported class actions. Finally, Plaintiff agrees not to participate, support, or assist in any other lawsuit against Defendants or any other Releasee unless she is compelled by subpoena or court order, and she will not otherwise support or encourage any person who is considering bringing such a lawsuit.

9. The Parties agree that the terms and conditions of this Agreement, including but not limited to the amount of the Settlement Proceeds are confidential and shall not be voluntarily disclosed or otherwise disseminated to any other person(s) or individual(s) or on any form of social media, including but not limited to Facebook, Twitter, Instagram, MySpace, Snapchat, LinkedIn, YouTube, Reddit, Tumblr, and/or Tik Tok, except as required by law and subject to N.J.S.A. 10:5-12.8, provided, however, that, Plaintiff may inform her attorneys and financial advisor (solely as required for the preparation and completion of hers income tax returns) about the terms of the Agreement, on the condition that they are informed of this confidentiality agreement prior to the disclosure of information protected by it and agree to abide by its terms. Plaintiff represents that her counsel, MarKorLaw, LLC, is aware of the confidentiality terms of this Agreement and the prohibition against disclosing information about this Lawsuit and settlement to any media, including trade or professional media or sites and on social media or marketing platforms and they have agreed to abide by the same.

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Plaintiff agrees that any breach of the terms of this Section by her counsel or financial advisors shall be deemed a breach of this Agreement by her. In the event that Plaintiff, her counsel or financial advisor are required to reveal the terms of this Agreement pursuant to legal process, Plaintiff must provide Defendant with prior and timely written notice of the legal process and an opportunity to oppose disclosure. Notice shall be to Suzanne M. Marasco, Esq., Hill Wallack LLP, 21 Roszel Road, Princeton, New Jersey by overnight or certified mail and via email (smarasco@hillwallack.com). It is expressly understood and agreed that Plaintiff shall not discuss the terms of this Agreement with anyone else. Notwithstanding anything to the contrary in this agreement, Plaintiff agrees to keep the settlement and underlying facts confidential and that she must not publicize any detail or allegation of this Lawsuit and must not respond to any inquiry from any source regarding this Lawsuit. Plaintiff further agrees to not discuss or publicize in any way the amount paid by Defendants or terms of this Agreement. If asked, Plaintiff will only state "the matter is resolved".

10. Notwithstanding the prior filing of a complaint in Superior Court, the Parties agreed to keep the settlement and underlying facts of this matter confidential. Such provision in the agreement is unenforceable against Defendants if Plaintiff publicly reveals sufficient facts or details of the or settlement agreement (excluding the filing of her complaint) such that Defendants have been identified or are reasonably identifiable. In such case, Defendants are thereby permitted to disclose details about the agreement, the lawsuit and/or payment to Plaintiff to third Parties as it deems appropriate. Plaintiff specifically agrees and acknowledges that the amount of the settlement as specified in paragraph 1 will remain confidential as such amount does not constitute sufficient details of the claim so that Defendants are reasonably identifiable as specified by

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N.J.S.A. § 10:5-12.8. Nothing in this agreement shall prevent Defendants from disclosing the terms of this agreement or the payment to Plaintiff to their attorneys, financial advisors, accountants or government agencies or entities as required by law and/or to necessitate business operations.

11. Plaintiff agrees not seek to or apply for reinstatement, employment, or otherwise any position with Defendants as well as any and all companies or entities associated with Defendants. The Parties agree that this Agreement is sufficient and adequate basis for rejection or denial of any future application submitted by Plaintiff for employment with Defendant, Montclair Board of Education, as well as any and all companies associated therewith.

12. Subject to applicable law, the Parties agree to mutual non-disparagement. Plaintiff agrees that she shall not in any way publicly or privately by or through any form of communication, written electronic and/or digital, any media and/or social media platform, disparage, disrepute, defame or otherwise slander Defendants or any of the Montclair Board of Education's employees or representatives including Defendant, Dana Rubin, as well as Defendant, Montclair Board of Education's current Superintendent, Board of Education Business Administrator and Human Resources Director. Defendant's Administration and Dana Rubin will likewise not disparage Plaintiff.

13. Defendants agree to provide a neutral reference including Plaintiff's term of employment and position(s) with Defendant, Montclair Board of Education, should any prospective employer contact Defendants. Reference requests are to be sent to Defendant, Montclair Board of Education's Human Resources Director, who will respond to such requests.

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14. Plaintiff agrees that she will never apply for reemployment or reinstatement as a member, direct employee or as a contractor with the Montclair Board of Education at any time in the future.

15. If, at any time after the date of the execution of this Agreement, any provision thereof shall be held to be illegal, void or unenforceable by a court of competent jurisdiction, such provision shall be of no force and effect. The illegality or unenforceability of any such provision shall have no effect upon, and shall not impair the enforceability of, any other provision of this Agreement, except as provided in this Agreement; provided, however, that, upon any finding by a court of competent jurisdiction that any provision in this Agreement is illegal, void or unenforceable, Plaintiff agrees to execute a release, waiver and/or covenant that is legal and enforceable to effectuate the other terms of this Agreement.

16. To the extent consistent with applicable law, the Parties agree that this Agreement may be used as evidence only in a subsequent proceeding in which any of the Parties allege a breach of this Agreement or in which any Releasees relying upon this Agreement in support of an affirmative defense. The Agreement shall not be filed with a court or used for any other purpose other than to enforce the settlement.

17. The Parties intend that, in executing this Agreement and doing the acts called for herein, that this Agreement constitutes a full and final accord and satisfaction and settlement of and a bar to each and every item hereby released. In connection with such waiver, the Parties acknowledge that they are aware that they may hereafter discover facts different from or in addition to the facts they now know or believe to be true. The Parties agree that no fact, evidence, event, or

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transaction currently unknown but which may hereafter become known to them shall affect in any manner the final and unconditional nature of the release stated above.

18. The waiver by any party of a breach of any provision hereof shall not operate or be construed as a waiver of any other breach by any party.

19. This Agreement represents the complete understanding between the Parties, may not be changed orally and supersedes any and all prior agreements between the Parties. Plaintiff acknowledges that she has not relied on any representations, promises or agreements of any kind made to her in connection with her decision to sign this Agreement, except for those set forth in this Agreement. No other promises or agreements shall be binding or shall modify this Agreement unless signed by the Parties hereto, or counsel for and on behalf of the Parties.

20. This Agreement shall be governed by and construed in accordance with the laws of New Jersey, except where federal law controls. Should any provision of this Agreement be declared or determined by any Court to be illegal or invalid, the validity of the remaining parts, terms or provisions shall not be affected thereby and said illegal or invalid part, term, or provision shall be deemed not to be a part of this Agreement.

21. This Agreement sets forth the entire release between the Parties and fully supersedes any and all prior releases or understandings between them.

22. Plaintiff agrees, certifies, acknowledges, and represents:

(a) that she has been and is hereby advised in writing to consult with an attorney of her choice and at her expense, prior to signing this Agreement;

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(b) that she has had adequate time and opportunity to review and discuss, and has reviewed and discussed, all of the terms and sections of this Agreement thoroughly with her counsel;

(c) that her counsel has explained this entire Agreement to her;

(d) that she does not waive any rights or claims that may arise after the date this Agreement becomes effective;

(e) that she shall have and was given at least twenty-one (21) days to consider the terms and conditions of this Agreement before signing it; and,

(f) that her waiver of claims and this Agreement shall not become effective until the effective date of this Agreement.

23. If Plaintiff decides to sign this Agreement before the expiration of the 21-day period, Plaintiff specifically acknowledges that she has had sufficient time and opportunity to review and understand the terms of this Agreement and specifically waives and gives up any rights for additional time or opportunity to review it.

24. Plaintiff further certifies, acknowledges and represents that she is able to read and understand English, that she understands all of the provisions herein with the advice and assistance of her counsel, and that she makes this agreement knowingly and voluntarily. Plaintiff acknowledges that she has no physical or mental problem, condition or impairment of any kind which has interfered with her ability to read and understand the meaning of this Agreement or its terms. Plaintiff further represents that in signing this Agreement she does not rely on any promises or representations made by anyone other than those stated specifically herein.

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25. This Agreement is binding upon, and shall inure to the benefit of, the Parties and their respective heirs, executors, administrators, successors and assigns.

26. This Agreement may be executed in several counterparts, each of which shall be deemed an original.

(The remainder of this page is left intentionally blank.)

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BY SIGNING THIS AGREEMENT, PLAINTIFF, MARLEEN AWAD, STATES THAT:

- a) SHE HAS READ THIS AGREEMENT;**
- b) SHE UNDERSTANDS EVERYTHING IN THIS AGREEMENT AND THAT KNOWS THAT SHE IS GIVING UP IMPORTANT RIGHTS, INCLUDING, BUT NOT LIMITED TO, STATUTORY CLAIMS UNDER THE NEW JERSEY LAW AGAINST DISCRIMINATION, FAMILY AND MEDICAL LEAVE ACT, THE AMERICANS WITH DISABILITIES ACT AS AMENDED, AND THE AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967, AND THAT she IS GIVING UP ANY RIGHTS OR CLAIMS IN EXCHANGE FOR CONSIDERATION TO WHICH she IS OTHERWISE NOT ALREADY ENTITLED;**
- c) SHE UNDERSTANDS THAT SHE IS NOT WAIVING ANY RIGHTS OR CLAIMS UNDER THE NEW JERSEY LAW AGAINST DISCRIMINATION THAT MAY ARISE AFTER THE DATE THIS AGREEMENT IS EXECUTED;**
- d) SHE AGREES WITH EVERYTHING IN THIS AGREEMENT;**
- e) THIS AGREEMENT HAS BEEN NEGOTIATED WITH HER KNOWLEDGE AND CONSENT;**
- f) SHE HAS BEEN ADVISED TO CONSULT WITH AN ATTORNEY PRIOR TO EXECUTING THIS AGREEMENT AND HAS IN FACT DONE SO;**
- g) SHE HAS SIGNED THIS AGREEMENT KNOWINGLY AND VOLUNTARILY; AND**
- h) A STIPULATION OF DISMISSAL WILL BE EXECUTED BY THE ATTORNEYS FOR THE PARTIES AND FILED WITH THE COURT DISMISSING THE COMPLAINT WITH PREJUDICE.**

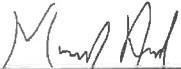
[SIGNATURES APPEAR ON THE FOLLOWING PAGE(S)]

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PLEASE READ CAREFULLY. THIS AGREEMENT IS SIXTEEN (16) PAGES IN LENGTH AND INCLUDES A RELEASE OF KNOWN AND UNKNOWN CLAIMS.

WHEREFORE, the Parties hereto have caused this Confidential Settlement Agreement and General Release to be signed as of the day and date first above written.

Dated: July 26, 2023



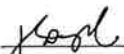
Marleen Awad

Subscribed and sworn to me on this
26 day of July 2023.

Margaret Korgul, Esq. per N.J.S.A 46:14-6.1
Notary Public

I hereby represent and warrant that my client does approve the making and performance of this Confidential Settlement Agreement and General Release, and that I am signing it at the express authority of my client.

Dated: 7/26/23, 2023



Margaret T. Korgul, Esq.
MarKorLaw, LLC
Attorneys for Plaintiff, Marleen Awad

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PLEASE READ CAREFULLY. THIS AGREEMENT IS SEVENTEEN (17) PAGES IN LENGTH AND INCLUDES A RELEASE OF KNOWN AND UNKNOWN CLAIMS.

WHEREFORE, the Parties hereto have caused this Confidential Settlement Agreement and General Release to be signed as of the day and date first above written.

MONTCLAIR BOARD OF EDUCATION

Dated: 10/5, 2023

By: [Signature]
Dr. Jonathan Ponds, Superintendent

Subscribed and sworn to me on this
5 day of October 2023.

[Signature]
Notary Public



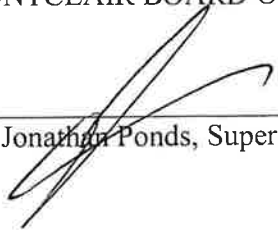
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PLEASE READ CAREFULLY. THIS AGREEMENT IS SEVENTEEN (17) PAGES IN LENGTH AND INCLUDES A RELEASE OF KNOWN AND UNKNOWN CLAIMS.

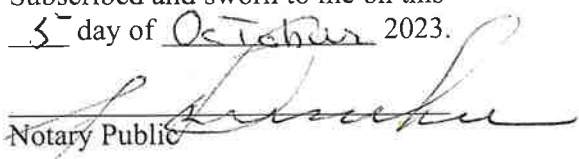
WHEREFORE, the Parties hereto have caused this Confidential Settlement Agreement and General Release to be signed as of the day and date first above written.

MONTCLAIR BOARD OF EDUCATION

Dated: 10/5, 2023

By: 
Dr. Jonathan Ponds, Superintendent

Subscribed and sworn to me on this
5 day of October 2023.


Notary Public



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