

Governing Iowa's public universities and special schools

University of Iowa
Iowa State University
University of Northern Iowa
Iowa School for the Deaf
Iowa Braille and Sight Saving School
Lakeside Laboratory Regents Resource Center
Western Iowa Regents Resource Center



BOARD OF REGENTS
STATE OF IOWA

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Routing/Review Approval of Personnel Settlement Agreement

Please sign/date where indicated below noting the approval or denial of the attached proposed Personnel Settlement Agreement. **After signing, please return to the attention of BOR – General Counsel. ** If "denied," please return to BOR – General Counsel.

In the matter of: Deitra Beechum
BOR #19-MG-004

Institutional Staff: Kristin Bauer
Associate Counsel, BOR

Office of the Attorney General

Reviewed by (Print Name): Jeff Thompson

Reviewer's Signature: [Signature]

Date: 6/4/20 Reviewed: Redacted:

Institution: State Univeristy of Iowa

Institutional Head's Printed Name: J. Bruce Harreld, President

Institutional Head's Signature: [Signature]

Date: June 9, 2020 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Mark Braun
DocuSigned by: _____

Executive Director's Signature: [Signature]
FE898DCFCBED45B...

Date: 6/9/2020 Approve: Deny:

BOARD OF REGENTS, STATE OF IOWA,

STATE UNIVERSITY OF IOWA

AND

DEITRA BEECHUM

SETTLEMENT

The Board of Regents (BOR), State of Iowa, and the State University of Iowa (SUI), hereinafter Employer, and Deitra Beechum, hereinafter Grievant, enter into the following Settlement in full and final resolution of BOR grievance number 19-MG-004 filed by Grievant on January 25, 2019.

This agreement arose out of a situation in which the Grievant received a written reprimand for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

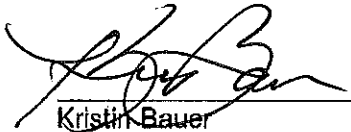
1. Employer shall remove the 1st Written Reprimand dated November 14, 2018 from the Grievant's personnel file.
2. In consideration of the foregoing, the Grievant will withdraw the above referenced grievance.
3. This settlement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
4. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigation, or other proceeding in the future.
5. This settlement is subject to Iowa Code Section 22.13A and must be approved by the Executive Director of the Board of Regents and the President of SUI and reviewed by the Attorney General or his designee. This settlement shall become effective once it has received all necessary approvals and review. Once in effect it shall be posted to the Board of Regents website.

6. This settlement agreement is subject to Open Records and is available for public inspection and copying.

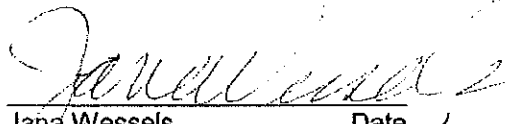
Dated this 15th Day of November 2019.

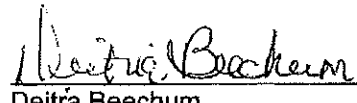
FOR THE EMPLOYER:


FOR THE GRIEVANT:


 11/25/19
Date
Kristin Bauer
Associate Counsel
BOR

 11/21/19
Date
Todd Taylor
Union Representative
AFSCME Council 61

 11/27/19
Date
Jana Wessels
Associate Vice President - HR
UI Health Care

 11.25.19
Date
Deitra Beechum
Grievant

 11/25/2019
Date
Lisa Brewster
UI Health Care ELR
University of Iowa

 11/25/2019
Date
Jan Waterhouse
University Human Resources