

Governing Iowa's public universities and special schools

University of Iowa
Iowa State University
University of Northern Iowa
Iowa School for the Deaf
Iowa Educational Services for the Blind and Visually Impaired
Lakeside Laboratory Regents Resource Center
Western Iowa Regents Resource Center



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Jim Lindenmayer, PhD, Ottumwa
JC Risewick, Johnston
Greta Rouse, Emmetsburg

Mark J. Braun, EdD, Executive Director

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: Sriram Chari

Institutional Staff: Todd Rent, Senior Director, HR Services

Office of the Attorney General

Reviewed by (Print Name): Stan Thompson

Reviewer's Signature: /s/ SJT

Date: April 4, 2023

Reviewed: Redacted:

Institution: State University of Iowa

Institutional Head's Printed Name: Barbara J. Wilson, PhD

Institutional Head's Signature: 

Date: 29 March 2023

Approve: Deny:

Board of Regents

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

Executive Director's Signature:  FE808DCFCBEC45B...

Date: April 4, 2023

Approve: Deny:

**BOARD OF REGENTS, STATE OF IOWA, STATE
UNIVERSITY OF IOWA AND SRIRAM CHARI
SEPARATION AGREEMENT**

The **STATE UNIVERSITY OF IOWA** (Employer) and **SRIRAM CHARI** (Employee) enter into the following Separation Agreement, which reflects the Parties' mutual desire to resolve any disputes arising from the Employee's employment. Accordingly, the parties agree to the following:

1. **Employee Resignation.** Employee agrees to voluntarily resign from his at-will position of Executive Director of Administrative Information System (AIS) in Information Technology Services (ITS), effective April 3, 2023 (Separation Date).
2. **Employer Assumption of COBRA Premium Payments.** Employer agrees to assume the premium costs associated with the continuation of university health and dental insurance under the Consolidated Omnibus Budget Reconciliation Act (COBRA) program from Separation Date to June 30, 2023. To initiate COBRA coverage, Employee must complete and submit the university's COBRA election form within the period of time specified by law.
3. **Unemployment.** Employer agrees not to contest the Employee's unemployment compensation claim arising from Employee's resignation. Notwithstanding such agreement, Employer reserves the right to respond to any governmental inquiries regarding Employee's separation in a manner that is truthful, adequate, and complete.
4. **Good Faith Resolution.** This agreement is a good faith settlement of all Issues arising from the Employee's employment. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for any claims or potential causes of action arising from or relating to the Employee's employment, and the parties that such consideration is sufficient.
5. **University Property.** Employee agrees to return to Employer all university property on or before Separation Date. Such property includes without limitation any university keys or access cards, electronic computing devices, mobile phones, purchasing cards, and parking passes in Employee's custody, possession, or control.
6. **Waiver and Release.** In consideration for SUI's agreement to the terms set forth above, Employee hereby irrevocably and unconditionally releases, remises, and forever discharges and covenants not to sue SUI, the State of Iowa, and the Board of Regents for the State of Iowa, and each of their respective agents, directors, officers, employees, representatives, attorneys, divisions, subsidiaries, affiliates (and agents, directors, officers, employees, representatives and attorneys of such divisions, subsidiaries and affiliates), and their predecessor, successors, heirs, executors, administrators and assigns, and all persons acting by, through, under, or in concert with any of them (collectively, the "Releasees"), or any of them, of and from any and all grievances, actions, causes of action, suits, debts, charges, claims, liabilities, obligations, promises, agreements, controversies, damages, and expenses (including attorneys' fees and costs actually incurred), of any nature whatsoever, in law or equity, which Employee ever had, now has, or Employee or Employee's heirs, executors and

administrators hereafter may have, particularly against each or any of the Releasees, from the beginning of time to the date of this Agreement, by reason of any claims against SUI, or any of its directors, officers, agents, employees or representatives, arising from or related to Employee's employment relationship with SUI (and compensation and benefits related thereto) or the end thereof, including, but not limited to, any claims arising from any alleged violation by SUI of any federal, state or local statutes, ordinances or common laws, including but not limited to, the Rehabilitation Act of 1973 (29 U.S.C. § 701, *et seq.*), Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000, *et seq.*), Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681, *et seq.*), the Age Discrimination in Employment Act (29 U.S.C. § 626 *et seq.*); the Equal Pay Act (29 U.S.C. § 206(d)); the Iowa Civil Rights Act (Iowa Code Chapter 216); Iowa Wage Payment and Collection Law (Iowa Code Chapter 91A); the Americans with Disabilities Act (42 U.S.C. § 12101 *et seq.* and related sections and amendments); and any claims in violation of common law or public policy of this state. Employee acknowledges this release includes all claims against employees of SUI, the State of Iowa, and the Board of Regents for the State of Iowa in their official and individual capacities.

- a. Employee has read this Agreement in its entirety and understands all of its terms.
 - b. Employee knowingly, freely, and voluntarily agrees to all of the terms and conditions stated in this Agreement, including without limitation, the waiver, release, and covenants contained in it.
 - c. Employee is advised to consult with an attorney prior to executing this Agreement.
 - d. Employee acknowledges that Employee was informed that Employee has had at least twenty-one (21) days in which to review and consider this Agreement, to review the information as required by the ADEA, a copy of any materials attached to and made part of this Agreement, and to consult with an attorney regarding the terms and effect of this Agreement.
 - e. Employee may revoke the waiver of any ADEA claim for a period of seven (7) days following the date on which Employee signs this Agreement, and the waiver/release of any age discrimination claims shall not become effective or enforceable until the revocation period has expired.
7. **Representation of Comprehension of Agreement.** Employee and Employer enter into this Agreement knowingly and voluntarily with full understanding of the terms and provisions herein, having been advised to and had the opportunity for consultation with legal counsel.
8. **No Admission of Liability.** This Agreement is not and shall not in any way be construed as an admission by SUI or by the State of Iowa or the Board of Regents of the State of Iowa or any of the Releasees that it engaged in any wrongful acts against Employee or that it violated any federal, state, or local law.
9. **Approvals.** This agreement 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 the State University of

Iowa and reviewed by the Attorney General or her designee. This agreement 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.

10. **Public Record.** This agreement is subject to Open Records and is available for public inspection and copying.
11. **Extinguishment of All Claims, Known or Unknown.** Employee expressly acknowledges that this Agreement is intended to include all claims, whether known or unknown to Employee, that have arisen prior to or as of execution of this Agreement, and that this Agreement contemplates the extinguishment of any such claims, including but not limited to equitable relief.
12. **Governing Law and Venue.** This Agreement is made and entered into in the State of Iowa and shall in all respects be interpreted, construed, enforced, and governed under the laws of the State of Iowa. In the event any proceeding of a quasi-judicial or judicial nature is commenced in connection with this Agreement, the exclusive jurisdiction for the proceeding shall be in Johnson County District Court for the State of Iowa. This provision shall not be construed as waiving any immunity to suit or liability, including without limitation sovereign immunity in state or federal court, which may be available to the State of Iowa and the State University of Iowa as its instrumentality.
13. **Entire Agreement.** This Agreement contains the entire agreement between the parties and supersedes any and all prior agreements, understandings, arrangements, and communications, whether oral or written, pertaining to the subject matter of this Agreement.
14. **Modification of Agreement.** This Agreement shall not be modified or amended except by written agreement of the parties.

FOR THE EMPLOYER:



Steven Fleagle
Associate Vice President and CIO, Information
Technology Services



Cheryl Reardon
Chief HR Officer & Associate VP, University Human
Resources

3/23/2023

Date

3-24-2023

Date

FOR THE EMPLOYEE:

 3/23/23

Sriram Chari

Date