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Iowa Braille and Sight Saving School
Lakeside Laboratory Regents Resource Center
Western Iowa Regents Resource Center



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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: Kimberly Kelly, Nursing Assistant
Merit Grievance dated July 9, 2018

Institutional Staff: Lisa K. Brewster, Director
UI Health Care Employee & Labor Relations

Office of the Attorney General

Reviewed by (Print Name): Stephen J. Thompson
Reviewer's Signature: [Signature]
Date: 10/15/18 Reviewed: Redacted:

Institution: The University of Iowa
Institutional Head's Printed Name: J. Bruce Harreld
Institutional Head's Signature: [Signature]
Date: 10/18/18 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Mark Braun
Executive Director's Signature: [Signature]
Date: 10/19/18 Approve: Deny:

**THE UNIVERSITY OF IOWA
AND
KIMBERLY J. KELLY**

SETTLEMENT AGREEMENT

The University of Iowa (Employer) and Kimberly J. Kelly (Grievant) enter into the following Settlement in full and final resolution of the merit grievance dated July 9, 2018, filed by the Grievant alleging a violation of the Iowa Administrative Code, Chapter 3 Personnel Administration: 681-3.115 Disciplinary Actions.

This Settlement arose out of a situation in which the Grievant's employment as a Nursing Assistant was terminated. Based on this situation, the parties agree to the following:

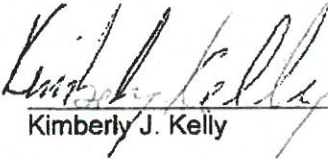
1. Employer agrees to change the termination to a voluntary resignation effective June 22, 2018.
2. Grievant agrees she will not apply for, accept, or be considered for employment by UI Health Care in any capacity involving patient care.
3. In consideration of the foregoing, the Grievant will withdraw the above referenced grievance.
4. 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.
5. 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.
6. 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 the University of Iowa 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.
7. This settlement agreement is subject to Open Records and is available for public inspection and copying.

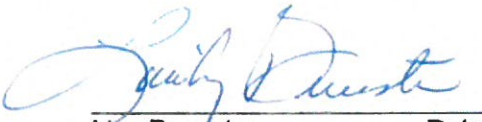
Dated this 21st day of September 2018.

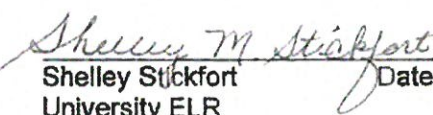
FOR THE UNIVERSITY:

FOR THE GRIEVANT:

 10/10/18
UHC Date

 10/2/18
Kimberly J. Kelly Date

 10/9/2018
Lisa Brewster Date
UI Health Care ELR

 Director
Shelley Stickfort Date 10-9-18
University ELR