

AGREEMENT AND MUTUAL RELEASES

This is an Agreement by and between DR. LAURA FEIJOO (hereinafter referred to as "DR. FEIJOO"), employed by the CITY SCHOOL DISTRICT OF THE CITY OF NEW ROCHELLE as the Superintendent of Schools, and the BOARD OF EDUCATION of the CITY SCHOOL DISTRICT OF THE CITY OF NEW ROCHELLE (hereinafter occasionally referred to as the "DISTRICT," or the "BOARD" or "RELEASEE"); and

WHEREAS, the BOARD and DR. FEIJOO entered into an initial employment agreement for the period November 1, 2019 through June 30, 2023, wherein the BOARD agreed to employ DR. FEIJOO as Superintendent of Schools; and

WHEREAS, certain irreconcilable differences have arisen between the BOARD and DR. FEIJOO; and

WHEREAS, the BOARD and DR. FEIJOO have arrived at a mutual understanding that it is in the best interests of the DISTRICT and DR. FEIJOO that her Employment Agreement be terminated effective October 6, 2020 subject to certain terms and conditions; and

WHEREAS, (i) DR. FEIJOO has been represented by and has consulted with legal counsel of her choice; (ii) has been given a reasonable period within which to consider this Agreement and General Release ("Agreement"); and (iii) understands that in executing this Agreement she is, *inter alia*, giving up any and all rights and claims which she has, had, or may have had in law or in equity under all federal, state, county or local statutes, laws, rules and regulations pertaining to employment, as well as any and all claims under tort law, or which were or could have been alleged by her;

NOW, THEREFORE, in consideration of the said mutual undertakings and promises contained in this Agreement and other good and valuable considerations, the parties agree and covenant as follows:

1. The above recitations of facts and circumstances set forth in all of the preceding "Whereas" clauses are expressly incorporated herein and form a part of the terms of this Agreement.

2. DR. FEIJOO hereby submits her irrevocable resignation as Superintendent of Schools, from the DISTRICT effective October 6, 2020. Her irrevocable letter of resignation is attached hereto as Exhibit "A". Except as specifically provided herein, said resignation shall terminate the respective rights and obligations of the parties pursuant to the Employment Agreement, as of the effective date of her resignation.

3. In consideration of DR. FEIJOO'S resignation from her position as the Superintendent of Schools, the termination of the Employment Agreement, DR. FEIJOO'S release of all claims and other good and valuable consideration as set forth in this Agreement, DR. FEIJOO shall receive the following:

a. DR. FEIJOO shall be paid a lump sum equivalent to nine (9) months of salary under her Employment Agreement. The parties agree that the gross sum to be paid to DR. FEIJOO is \$213,750.00. Said sum shall be payable in two (2) installments. The first installment representing the months of October, November and December 2020 shall be paid within sixty (60) days of the execution of this Agreement. The second installment representing the remaining balance owed (covering January 1, 2021 to June 30, 2021) shall be paid between January 1st and 15th, 2021. Said monies shall be payable as regular salary subject to all applicable deductions (including any and all deductions representing DR. FEIJOO'S share of the premium contribution for family health and dental insurance coverage as set forth in sub-paragraph "b" below).

b. DR. FEIJOO shall be provided with family health insurance coverage through June 30, 2022 in accordance with her Employment Agreement and shall be responsible for twenty percent (20%) of the premium cost for said coverage.. DR. FEIJOO shall be provided

with family dental insurance coverage through June 30, 2022 in accordance with her Employment Agreement and shall be responsible for fifty percent (50%) of the premium cost for said coverage. DR. FEIJOO understands and acknowledges that the health and dental insurance coverage provided by the DISTRICT shall be the same coverage provided to similarly situated administrators in accordance with the applicable health and dental insurance plan(s). The total amount of DR. FEIJOO'S share of the premium contribution for said health and dental insurance coverage through June 30, 2022 shall be deducted in two (2) equal installments from the lump sum payment(s) set forth above. The DISTRICT'S obligation to provide health and/or dental insurance coverage shall cease to the extent that on or before June 30, 2022, DR. FEIJOO commences full-time employment with another employer that provides substantially equivalent health and/or dental insurance coverage at a substantially equivalent cost to that which DR. FEIJOO would have paid had she remained employed by the DISTRICT¹. If said prospective employer offers such described health and/or dental insurance coverage, DR. FEIJOO acknowledges that the DISTRICT'S obligation to provide said coverage(s) shall cease as of the effective date of such described health and/or dental insurance coverage. DR. FEIJOO agrees to notify the DISTRICT, in writing, within five (5) business days upon securing employment with a new employer that provides substantially equivalent family health and/or dental insurance coverage at a substantially equivalent cost to that which DR. FEIJOO would have paid had she remained employed by the DISTRICT. DR. FEIJOO'S failure to provide such notification may be considered a breach of this Agreement. In the event DR. FEIJOO notifies the DISTRICT of her receipt of health and/or dental benefits from another employer, then the DISTRICT agrees to cancel health and/or dental benefits upon the effective date of the new coverage from the new

¹ The above-referenced termination of insurance shall be inapplicable to the extent DR. FEIJOO is offered and thereafter appointed to an interim and/or temporary position wherein the term of her employment ends prior to or on June 30, 2022. If Dr. Feijoo accepts full-time interim employment, which provides health and dental insurance and said term extends beyond June 30, 2022 this paragraph shall apply in all respects.

employer and any monies previously paid by DR. FEIJOO for her share of the premium contribution for health and/or dental insurance coverage from the effective date of her new coverage(s) through June 30, 2022 shall be returned to DR. FEIJOO within ten (10) business days of the effective date of said new coverage.

4. DR. FEIJOO acknowledges that the DISTRICT has made no representation as to the position of New York State Teachers Retirement System ("TRS") regarding whether the monies contained within this Agreement will be included in DR. FEIJOO's final average salary ("FAS") or whether it will be counted for purposes of service credit. Furthermore, DR. FEIJOO shall be solely responsible for any and all Federal and/or State taxes to the extent said monies may be owed by her arising from the payment of any of the monies set forth in this Agreement.

5. Other than as provided for in paragraph "3" above, DR. FEIJOO acknowledges that that there shall be no additional monies and/or benefits paid to DR. FEIJOO in connection with this Agreement and/or her separation from employment with the CITY SCHOOL DISTRICT OF THE CITY OF NEW ROCHELLE.

6. Effective October 6, 2020, DR. FEIJOO acknowledges that she has, by this Agreement, relinquished all right, title and interest in any position of the CITY SCHOOL DISTRICT OF THE CITY OF NEW ROCHELLE, including, but not limited to, the position of Superintendent of Schools.

7. DR. FEIJOO agrees that to avoid the possibility of litigation in the future, she will not apply for any vacancy and/or accept a position of employment in the CITY SCHOOL DISTRICT OF THE CITY OF NEW ROCHELLE that exists as of the date of execution of this Agreement, or that may exist at any time thereafter.

8. DR. FEIJOO agrees that she will cooperate with the BOARD in connection with any litigation which may occur concerning events which arose during her employment with the

DISTRICT. Said cooperation shall include, but not be limited to, her appearance as a witness in any future proceeding, as well as any necessary preparation for such appearance. Further, DR. FEIJOO will cooperate and assist her successor in the assumption of the duties of the office of the Superintendent of Schools. In the event DR. FEIJOO must return to the DISTRICT after October 6, 2020 as necessary in the defense of any claim, suit, action or legal proceeding brought against DR. FEIJOO, or the RELEASEES, arising out of incidents which occurred while DR. FEIJOO was acting within the scope of her employment under the direction of the BOARD, she will be paid for such service(s) at the rate of 1/240th of her current base salary for each day of attendance. Said amount shall be prorated in the event of attendance for less than a full day (8 hours). The DISTRICT shall reimburse DR. FEIJOO for mileage at the IRS rate when she is required to travel to the DISTRICT to perform duties pursuant to this paragraph.

9. DR. FEIJOO covenants that she has not filed any action, complaint, proceeding, charge, grievance or arbitration or any other proceeding, administrative or judicial, against the RELEASEES. DR. FEIJOO hereby covenants and agrees not to file any action, complaint, proceeding, charge, grievance or arbitration nor commence any other proceeding, administrative or judicial, against the RELEASEES in any court of law, admiralty or equity or before any administrative agency or arbitrator seeking damages or other remedies on DR. FEIJOO'S own behalf, with respect to her relationship with the RELEASEES, her employment with the RELEASEES, her separation from employment from the RELEASEES, or respecting any matters which were or could have been claimed, or otherwise arising on or prior to the date of execution of this Agreement, except to the extent that any such claim concerns an allegation that the RELEASEES have failed to comply with any obligations created by this Agreement.

10. Both parties do not admit, and specifically deny any liability, wrongdoing or violation of any law, statute, regulation, agreement or policy, and are entering into this

Agreement solely for the purposes of (a) amicably resolving any and all matters in controversy, disputes, causes of action, claims, contentions and differences of any kind whatsoever between the RELEASEES and DR. FEIJOO, and (b) avoiding the attorneys' fees and other expenses that will result from litigation between the parties. No findings of any kind have been made or issued by any mediator, arbitrator, administrative agency or court of law, and DR. FEIJOO acknowledges that she is not the prevailing party in any action which she has filed against the RELEASEES, or in any action or putative action which may have been filed against her.

11. For purposes of this Agreement the word "RELEASEES" shall include the CITY SCHOOL DISTRICT OF THE CITY OF NEW ROCHELLE, its members, officers, employees, agents, and independent contractors, the BOARD OF EDUCATION OF THE CITY SCHOOL DISTRICT OF THE CITY OF NEW ROCHELLE, its members, individually and in their official capacities, including, but not limited to, Rachel Relkin, William Ianuzzi, Adina Berrios Brooks, Katie Castellano Minaya, Todd Kern, Amy Moselhi, Julie Muggia Ochs, Paul Warhit and Valarie D Williams, its officers, employees, agents and independent contractors.

12. DR. FEIJOO, for and in consideration of the payments made by RELEASEES, as set forth herein, and other good and valuable consideration, hereby releases and forever discharges, and by this instrument does release and forever discharge the CITY SCHOOL DISTRICT OF THE CITY OF NEW ROCHELLE and RELEASEES of and from all actions, causes of action, suits, charges, complaints, proceedings, grievances, obligations, costs, losses, damages, injuries, attorneys' fees, debts, dues, sums of money, accounts, covenants, contracts, controversies, agreements and promises of any form whatsoever (collectively referred to as "claims") including, but not limited to, any claims in law, equity, contract, tort or those claims which were or could have been alleged up until the date of execution of this Agreement, or any claims arising under any and all federal, state, county or local statutes, laws, rules and

regulations pertaining to employment, as well as any and all claims under state or federal contract or tort law against RELEASEES, whether known or unknown, unforeseen, unanticipated, unsuspected, or latent which she, her heirs, executors, administrators, successors and assigns ever had, now have or hereafter can, shall or may have for, upon or by reason of any matter, cause or thing whatsoever from the beginning of the world to the date of execution of this Agreement, except a claim that RELEASEES have failed to comply with any obligations created by this Agreement.

Without limiting the generality of the foregoing, DR. FEIJOO agrees that she knowingly and voluntarily waives all rights she has or may have (or that of anyone on her behalf) to commence or prosecute any lawsuit, charge, claim, complaint, or other legal proceeding or action against RELEASEES, whether an individual or class action, with any administrative agency, court or other forum, including, but not limited to claims brought under the Americans with Disabilities Act of 1990, 42 U.S.C. §12101 *et seq.*, Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq.*, the Pregnancy Discrimination Act of 1978, 42 U.S.C. §2000e(k), the Civil Rights Act of 1991, Pub. L. No. 102-166, 105 Stat. 1071 (1991), 42 U.S.C. §1981, the Fair Labor Standards Act, 29 U.S.C. §201 *et seq.*, the National Labor Relations Act, 29 U.S.C. §151 *et seq.*, the Equal Pay Act of 1963, 29 U.S.C. §206(d), the Employee Retirement Income Security Act of 1974, 29 U.S.C. §1001 *et seq.*, the Rehabilitation Act of 1973, 29 U.S.C. §791 *et seq.*, the Family and Medical Leave Act of 1993, 29 U.S.C. §2601 *et seq.*, the New York State Human Rights Law, N.Y. Executive Law §290 *et seq.*, Title IX, 20 U.S.C. §1681 *et seq.*, the New York Civil Rights Law, N.Y. Civil Rights Law §79-e *et seq.*, the New York Equal Pay Law, N.Y. Labor Law §§194-198, the New York Workers' Compensation Law, N.Y. Workers' Compensation Law §1 *et seq.*, under any and all other federal, state and local equal employment, fair employment and civil or human rights law (whether statutory, regulatory or decisional),

under the statutory, regulatory or common law of any jurisdiction, including, but not limited to, any and all tort claims (e.g., assault, battery, false imprisonment, defamation, intentional infliction of emotional distress, negligent infliction of emotional distress, wrongful termination, negligent hiring, supervision and/or retention, conversion, interference with contract, abusive discharge) and under any and all federal, state and local laws relating to employment and/or gender discrimination, pregnancy discrimination, sexual and/or other harassment, retaliation, benefits, labor or employment standards, or retaliation.

13. DR. FEIJOO specifically agrees that she knowingly and voluntarily releases and forever discharges, and by this instrument does release and forever discharge the CITY SCHOOL DISTRICT OF THE CITY OF NEW ROCHELLE and RELEASEES of and from all actions, causes of action, suits, charges, complaints, proceedings, grievances, obligations, costs, losses, damages, injuries, attorneys' fees, debts, dues, sums of money, accounts, covenants, contracts, controversies, agreements and promises of any form whatsoever (collectively referred to as "claims"), including, but not limited to claims brought under the Age Discrimination in Employment Act of 1967 (ADEA), 29 U.S.C. §621 *et seq.*, which were or could have been alleged by DR. FEIJOO, her heirs, executors, administrators, successors and assigns up until the date of execution of this Agreement.

To comply with the Older Workers Benefit Protection Act of 1990 (OWBPA), this Settlement and Release has advised DR. FEIJOO of the legal requirements of the Act, and fully incorporates the legal requirements by reference into this Agreement as follows:

- a) DR. FEIJOO understands the terms of this Agreement;
- b) DR. FEIJOO has been advised of her right to consult with an attorney to discuss the terms of this Agreement, and specifically acknowledges that she has fully discussed the terms of this Agreement with legal counsel of

her own choosing and understands the meaning and effect of her waiver of all rights and claims under the ADEA;

- c) DR. FEIJOO does not waive any rights or claims under the ADEA that may arise after the date of execution of this Agreement;
- d) DR. FEIJOO is receiving consideration beyond anything of value to which she is already entitled in exchange for her execution of this Agreement;
- e) DR. FEIJOO acknowledges that RELEASEES have afforded her the opportunity to consider the terms of this Agreement for a period of twenty-one (21) days;
- f) The parties acknowledge that DR. FEIJOO may revoke this Agreement within seven (7) days after the Agreement has been executed by all parties and that the Agreement shall not become effective until the eighth (8th) day after the execution of this Agreement. In the event DR. FEIJOO chooses to exercise her option to revoke this Agreement, DR. FEIJOO shall notify the DISTRICT CLERK in writing of said revocation, no later than 5:00 P.M. of the last day of the revocation period.

14. The BOARD, for good and valuable consideration made by DR. FEIJOO, as set forth herein, and other good and valuable consideration, hereby releases and forever discharges, and by this instrument does release and forever discharge DR. FEIJOO of and from all actions, causes of action, suits, charges, complaints, proceedings, grievances, obligations, costs, losses, damages, injuries, attorneys' fees, debts, dues, sums of money, accounts, covenants, contracts, controversies, agreements and promises of any form whatsoever (collectively referred to as "claims") including, but not limited to, any claims in law, equity, contract, tort or those claims which were or could have been alleged up until the date of execution of this Agreement, or any

claims arising under any and all federal, state, county or local statutes, laws, rules and regulations pertaining to employment, as well as any and all claims under state or federal contract or tort law against DR. FEIJOO, excluding any claim that DR. FEIJOO has failed to comply with any obligations created by the Agreement. The foregoing shall exclude any claims under state or federal law, which arise from any criminal or illegal act, defalcation, false claim, receipt of monies, or any other act involving the illegal or unauthorized conversion of monies or things of value of the DISTRICT and/or RELEASEES by DR. FEIJOO, by her own acts or by the acts of others or third parties through confederation with DR. FEIJOO, or by DR. FEIJOO acting alone or in confederation with others on behalf of a third party. In addition, DR. FEIJOO hereby acknowledges that the foregoing release shall not apply or extend to any claim of the RELEASEES, the existence of which is unknown or unforeseen.

15. DR. FEIJOO specifically acknowledges that she understands that this Agreement is a legally binding document and that by signing this Agreement, she is prevented from filing, commencing or maintaining any action, complaint, charge, grievance, arbitration or other proceeding against RELEASEES, except as expressly permitted by the terms of this Agreement.

16. This Agreement shall not be effective or binding upon DR. FEIJOO and/or RELEASEES unless and until it is approved by the BOARD, by formal resolution.

17. DR. FEIJOO represents and acknowledges that no representation, statement, promise, inducement, threat or suggestion has been made by RELEASEES and/or the attorneys for RELEASEES, to influence her to sign this Agreement, except such statements as are expressly set forth herein.

18. DR. FEIJOO acknowledges and agrees that she has been given a sufficient time period within which to consider this Agreement, that she has read this Agreement, that she has been given an opportunity to fully discuss the terms of this Agreement with legal counsel of her

own choosing. DR. FEIJOO further acknowledges and agrees that, in deciding to execute this Agreement, she has had the opportunity to ask any questions that she may have of anyone, including legal counsel and other personal advisors of her own choosing, that he has consulted with legal counsel of her own choosing, and that she has executed this Agreement freely, voluntarily, and of her own will, and with full and complete understanding of its terms and effects.

19. The District agrees to provide DR. FEIJOO defense and indemnification in accordance with applicable law, Board policy and/or the Employment Agreement in connection with any claims asserted or judgments obtained against DR. FEIJOO provided the act or omission from which such judgment or claim arose occurred while DR. FEIJOO was acting within the scope of her employment, in accordance with applicable law.

20. The parties acknowledge that this Agreement represents the full, final, and complete resolution of this matter; so that this Agreement supersedes all prior agreements, written or oral, if any, between the parties. This Agreement may not be changed except by an instrument in writing signed by the parties.

21. DR. FEIJOO'S letter of resignation, which letter shall not be subject to reconsideration or recall by DR. FEIJOO, shall be held by the DISTRICT in escrow, pending final approval by the BOARD of this proposed Agreement and, in the event that the BOARD declines to approve the same, DR. FEIJOO'S resignation and this Agreement shall be of no force and effect.

22. Except as required by law, or except pursuant to the direction of the Commissioner of Education or pursuant to an order of a court of competent jurisdiction, the existence and terms of this Agreement, the consideration paid hereunder, the identity of the parties released under this Agreement and the documents and correspondence between the

parties and the discussions and negotiations concerning the settlement are deemed confidential, and shall not be disclosed by any party to any individual or entity not a party to this Agreement, with the exception of certain DISTRICT administrators who the BOARD and/or DR. FEJOO may inform that the Superintendent will be resigning effective October 6, 2020 and thereafter discuss transition issues related to the Superintendent's impending departure. The parties herewith further acknowledge that DR. FEJOO shall be permitted to disclose such information to her attorney, immediate family, accountants, tax advisors and financial advisors and said individuals shall be bound by this confidentiality agreement at all times.

Without limiting the generality of the foregoing, and subject to paragraph twenty-five (25) below, each party to this Agreement shall not initiate, nor respond to, nor in any way participate in, nor contribute to any discussion, public, private or otherwise, nor take part in any other form of publicity, concerning, nor in any way relating to, the execution and terms of this document and the disputes between the parties that led to any of the differences and/or disputes between them. The foregoing shall include individuals acting on behalf of the parties. The parties herewith acknowledge that any violation of this provision by the parties and/or anyone acting on their behalf may be considered a material breach of this Agreement.

23. RELEASEES shall limit their response to any inquiries concerning DR. FEJOO'S employment with the DISTRICT to the content of the letter of recommendation attached hereto as Exhibit "B". Subject to paragraph twenty-four (24) below, DR. FEJOO may discuss the circumstances regarding this Agreement and her resignation with any potential future employer(s) and/or search consultant.

24. The parties represent and agree that they will not disparage or cause others to disparage each other (including the RELEASEES) or make, solicit, or post or cause others to make, solicit or post any comments, statements, photographs or the like to the media, on the

internet, on any social media platforms or to any individuals that may be considered to be derogatory or detrimental to the good name and/or reputation of either party (including the RELEASEES). The parties herewith acknowledge that any violation of this provision by the parties and/or anyone acting on their behalf may be considered a material breach of this Agreement.

25. In the event either party receives any third party (inclusive of media, community members, parents, staff members and/or students) inquiries and/or requests for information regarding DR. FEIJOO'S work status, work assignments or any matter related to this Agreement and/or the events, facts and/or or circumstances which led to the execution of this Agreement by the parties, the parties will limit their response to the agreed upon public statement attached hereto as Exhibit "C". Said statement may be released by either party individually or by both parties jointly. The parties herewith acknowledge that any violation of this provision by the parties and/or anyone acting on their behalf may be considered a material breach of this Agreement.

26. This Agreement shall be governed by and construed and interpreted in accordance with the laws of the State of New York.

27. The parties agree to cooperate fully and execute this Agreement and all supplementary documents and take any and all additional action which may be necessary or appropriate to give full force and effect to the basic terms and intent of this Agreement.

28. If any provision of this Agreement is determined to be contrary to law by a court of competent jurisdiction, it is understood and agreed that such provision shall be deemed deleted and the balance of this Agreement without such deleted provision, if otherwise lawful, shall remain in full force and effect. If any such deleted provision involves compensation or a monetary of fringe benefit, the undersigned parties agree to negotiate as part of this Agreement

in place of such deleted provision a substitute of comparable value thereto, and in the event of an inability to agree exceeding forty-five (45) days from the date of the declaration of illegality either party hereto may submit the issue for final disposition to arbitration by the American Arbitration Association pursuant to its Rules for Voluntary Labor Arbitration. The arbitrator appointed to hear the matter shall be empowered to make an award of comparable value or compensation as reasonably implements the intent of the parties under the deleted provision.

Dated: 11/5/20

By: 
LAURA FELLOO

On the ___ day of October, 2020, before me personally came LAURA FELLOO, to me known and known to be the individual described herein


Notary Public

~~IAN L. POLOW
Notary Public, State of New York
Qualified in Westchester County
Commission Expires Oct. 31, 2022~~
12-11-2023

BOARD OF EDUCATION of the CITY
SCHOOL DISTRICT OF THE CITY OF
NEW ROCHELLE

Dated: 10/16/20

By: 
RACHEL RELKIN
BOARD PRESIDENT

On the 6th day of October, 2020, before me personally came RACHEL RELKIN, to me known and known to be the individual described herein.


Notary Public

IAN L. POLOW
Notary Public, State of New York
No. 60-8404825
Qualified in Westchester County
Commission Expires Oct. 31, 2022

EXHIBIT "A"

October , 2020

Dear Members of the Board of Education:

I herewith submit my resignation from my position as Superintendent of Schools of the CITY SCHOOL DISTRICT OF THE CITY OF NEW ROCHELLE due to irreconcilable differences between me and the Board of Education. My resignation shall be effective at the close of business on October 6, 2020. I understand, acknowledge and agree that this letter of resignation is irrevocable.

My resignation is subject to and contingent upon the execution of a certain Agreement dated October 6, 2020 with the Board of Education of the CITY SCHOOL DISTRICT OF THE CITY OF NEW ROCHELLE.


LAURA FEISOO

EXHIBIT "B"

Dr. Laura Feijóo served as the Superintendent of Schools in the City School District of New Rochelle during a very challenging time in education.

Dr. Feijóo led our school district in the areas of curriculum and instruction, budget and finances, recruitment and hiring. After initiating her Entry Plan, she implemented a number of communication tools including a weekly communication to principals and a "Superintendent's Message" to the community to flag important messages regarding our schools.

During her tenure in the District, Dr. Feijoo led the district most notably through the closure of our schools, which were in the epicenter of the Coronavirus. Her response included the District's one-to-one Chromebook initiative and working with our community partners to provide food to our students throughout the school closure. Our instructional program included a cycle of feedback and sought after improvement with the implementation of a synchronous learning plan, attendance system and grading policy throughout this unprecedented pandemic. Dr. Feijoo communicated frequent messages and updates to the community throughout the pandemic. Dr. Feijoo created a virtual summer program and summer camp for our students benefit.

Before we were closed due to the Coronavirus, Dr. Feijoo initiated a deep dive into student data across the district, paving the way for the creation of a data dashboard. Under her leadership, principals prepared detailed public presentations of disaggregated data including student achievement, accelerated pathways, success gaps, suspension rates, attendance, budget and food anxiety. Dr. Feijoo also regularly visited schools planning two to three learning walks each week focusing on instructional improvement before our buildings closed due to the coronavirus.

Dr. Feijoo led our budget cycle with several budget presentations, a town hall where our administrators shared their budget priorities, an interactive budget café, and ongoing community input. The foregoing included an on-going budget conversation throughout the year. These presentations included a school-based budget discussion for consideration.

Dr. Feijoo was challenged to fill a number of key positions in our school district. These positions include Assistant Superintendent for Human Resources, Assistant Superintendent for Curriculum and Instruction, Executive Director of Human Resources, Director of the Arts and the Director of Elementary Education.

The Board wishes Dr. Feijoo well in all of her future endeavors.

EXHIBIT "C"

The Superintendent of Schools, Dr. Laura Feijóo, has submitted her resignation to the Board of Education based upon certain irreconcilable differences. The District and Dr. Feijóo have executed a separation agreement, pursuant to which her resignation will be effective today, October 6, 2020. The Board of Education wishes to thank Dr. Feijóo for her dedication to the District during a challenging school year and her commitment to the students, staff and community during her tenure with the District. Dr. Feijóo is honored to have served the incredible students and dedicated families this past year alongside talented educators and appreciates their support of her leadership as Superintendent of Schools. Since this is a confidential personnel matter, the Board of Education, the District and Dr. Feijoo will have no further comments regarding this matter.