

RELEASE OF CLAIMS

Grinnell-Newburg Community School District (the "School District") and \_\_\_\_\_ ("the retiring employee") agree as follows:

1. In consideration of the benefits to be provided in accordance with the School District's Certified Employee Voluntary Early Retirement Assistance Plan, the retiring employee agrees to immediately sign and submit a letter of resignation to be effective not later than June 30 of the agreed upon retirement year.

2. The retiring employee is advised that he/she has the right to consult with an attorney and tax advisor prior to signing this Agreement.

3. The retiring employee acknowledges that he/she received a copy of this Agreement on \_\_\_\_\_, 20\_\_, and that he/she was given up to twenty-one (21) days to consider this Agreement.

4. Following the date of the signing of this Agreement, the retiring employee shall have seven (7) days to revoke the Agreement, and this Agreement shall not be effective until this seven (7) day period has expired.

5. The retiring employee hereby releases and discharges the School District, the Board of Directors of the School District, and any and all officers, employees, representatives or agents of the School District from any and all liability whatsoever including all claims, demands, or causes of action which he/she has or may ever claim to have by reason of his/her employment with the School District and the termination of his/her employment relationship with the School District, and the retiring employee specifically waives any rights or claims which he/she may have or ever claim to have arising under the Age Discrimination in Employment Act of 1967 (29 U.S.C. Sec 621, et seq.), excluding any claims which may arise after the date of the signing of this Agreement.

6. The retiring employee acknowledges that this Agreement is entered into freely and voluntarily and solely in reliance upon his/her own knowledge, belief and judgment and not upon representations made by the School District or others on its behalf.

Grinnell-Newburg Community School District

By: \_\_\_\_\_  
Board President

\_\_\_\_\_  
Employee

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Approved: 11/9/16

Grinnell-Newburg Community School District, Grinnell, Iowa