

497 SETTLEMENT AGREEMENTS WITH CURRENT OR FORMER EMPLOYEES

I. PURPOSE

The purpose of this policy is to provide a process for school board review and/or approval of settlement agreements with current or former employees regarding the terms and conditions of the individual's employment, including but not limited to settlements related to wage claims, workers compensation claims, employment discrimination claims, or other claims resolved through a grievance process, mediation, litigation, or other complaint resolution process.

II. GENERAL STATEMENT OF POLICY

- A. The Executive Director of Human Resources will advise the Personnel & Negotiations Committee of any complaint settlements resulting in a payout by the School District or its insurance carriers in excess of \$10,000.
- B. After review by the Personnel & Negotiations Committee, the Committee may request background information related to a complaint settlement be shared with the full board in cases where the settlement is not routine and/or may generate public interest or concern.
- C. Nothing in this policy precludes an individual board member from receiving background information relating to a complaint settlement upon making a request for information through the Superintendent.

BOARD POLICY 497

St. Cloud Area School District 742
St. Cloud, Minnesota

Adopted: February 26, 2019
Reviewed/No Change: December, 2020