

## AGREEMENT

This Agreement (“Agreement”) is entered into by and between Britt Lewis (“Lewis”) and the Northridge Local School District Board of Education (the “District” or “Board”), collectively, “the Parties.”

**WHEREAS**, Lewis has served the District since 2012 and is planning for his retirement;

**WHEREAS**, Lewis and the Board desire to plan proactively for Lewis’ retirement to ensure a gradual and seamless transition of the Treasurer’s duties;

**WHEREAS**, Lewis wishes to assist his successor by continuing to transfer institutional knowledge, provide hands-on training, serve as a mentor, and remain available to provide consulting services to the District;

**WHEREAS**, the Parties have determined that it is in the best interest of each of them, and for clarity and consistency going forward through Lewis’ retirement, to enter this Agreement;

**NOW, THEREFORE**, in consideration of the promises and covenants herein set forth, for good and valuable consideration, the receipt of which is hereby acknowledged, the Parties agree as follows:

1. Retirement and Transfer.

Lewis’ signature on this Agreement constitutes his irrevocable resignation from Northridge Local Schools for retirement purposes, effective at midnight on December 31, 2026, without further action or notice required by the Board.

Lewis shall remain employed by the Board under his current employment contract (approved January 19, 2021, with effective dates August 1, 2022 through July 31, 2027 (“Contract”) as amended on November 19, 2024) and shall be entitled to the compensation and benefits provided thereunder, unless specifically amended herein, until his retirement from Northridge Local Schools becomes effective on December 31, 2026.

Effective January 1, 2026, Lewis will transfer from the position of Treasurer/CFO to the position of “Fiscal Projects Consultant” (“Consultant”) until Lewis’ retirement becomes effective on December 31, 2026. As Consultant, Lewis shall work with the Superintendent and Treasurer, and his point of contact from the Board, throughout the duration of his employment, shall be Evelyn Vance. Beginning January 1, 2026, Lewis shall primarily perform his services offsite and shall respond to all emails, text message and telephone calls promptly. The Board shall not suspend Mr. Lewis’ Contract or employment pursuant to R.C. 3319.17, R.C. 3319.171, Board policy 1540 or any other board policy.

2. Amendment to Contract

The Parties agree to replace Section 4, Subsection d, of the Contract in whole with the

following:

After the conclusion of the 2025-2026 contract year, by September 30, 2026, the Board shall pay Lewis a performance incentive payment of five percent (5%) of the Pay Period Compensation. No performance incentive payment shall be paid to Lewis with respect to any contract year if Lewis leaves the employment of the Board prior to July 31<sup>st</sup>.

3. Release of All Claims.

As used in this Agreement, claim(s) means any and all charges, complaints, claims, liabilities, obligations, promises, agreements, grievances, controversies, damages, actions, causes of action, suits, rights, demands, costs, losses, debts, and expenses (including attorney's fees actually incurred).

Lewis waives, releases, discharges and covenants not to sue, or bring any legal actions or suits against the Board of Education or its employees or agents with respect to any and all claims whether now known or unknown, existing on and/or before the effective date of this Agreement, arising from or in any way relating to his employment by, separation from employment by mutual agreement with, or any act, omission, occurrence, transaction, or matter relating to his employment with the Board of Education, including but not limited to any claims based on race, color, religion, age, sex, marital status, national origin, disability, ancestry, wrongful discharge, retaliation and/or any other theory of recovery or claim, whether legal or equitable, related to his employment or his separation from employment, including claims under Ohio law based on tort, contract, public policy or other theory, Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), the Fair Labor and Standards Act (FLSA), Employee Retirement Income Security Act (ERISA), the Age Discrimination in Employment Act (ADEA), the Older Worker Benefit Protection Act (OWBPA) and the Family Medical Leave Act (FMLA), all as amended. This paragraph shall not apply to any claims related to a breach of this Agreement.

Further, Lewis, on behalf of himself and his heirs, administrators/executors, and assigns, hereby completely releases and forever discharges the Board and all of its past, present, and future board members, attorneys, insurers, representatives, employees and consultants (collectively referred to as the "Released Parties") from all known and unknown manner of action, claims, demands, obligations, actions, causes of action, rights, damages, losses, charges, fees, debts, obligations, costs, interest, expenses, claims for attorney fees/costs/expenses, and compensation of any nature whatsoever, whether based on negligence, a tort, contract, or other theory of recovery, which Lewis has or may hereafter acquire arising from the beginning of time to the time and date the last of the parties signs this Agreement.

Further, the Board hereby waives, releases, discharges and covenants not to sue or bring any legal action or suit against Lewis with respect to any and all claims that it is presently aware of or should be aware of. Nothing in this paragraph or Agreement waives or releases any claims the Board may have against Lewis for any findings of recovery by the auditor

of state.

4. Construction of this Document.

It is hereby agreed that should this Agreement be construed by any court, it shall be construed and interpreted in accordance with the laws of the State of Ohio. The Parties agree that the Licking County, Ohio Court of Common Pleas will have jurisdiction over any dispute related to enforcement of this Agreement. The Parties further agree that this Agreement is the product of negotiations between the Parties and shall not be construed in favor of or against any party by virtue of any party's role in the drafting of this Agreement or any provisions of this Agreement.

5. Severability.

In the event that any provision hereof becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable, or void, this Agreement shall continue in full force and effect without said provision.

6. Entire Agreement.

This Agreement represents the entire agreement and understanding between the Parties concerning the language set forth herein and therein. There are no undertakings, understandings, promises, or conditions concerning the language set forth herein that are not set forth in this Agreement; provided, however, the provisions set forth in Section 13 of the Treasurer's Contract shall remain in effect and neither party waives their rights, obligations, or defenses under Chapter 2744 of the Ohio Revised Code. The Parties acknowledge that they have not relied upon representations or statements made by the other Parties to this Agreement that are not specifically set forth herein.

7. If Lewis is convicted of or pleads guilty to any felony or violation of R.C. 102.03 or R.C. 2921.42, Lewis is considered to have immediately resigned from Northridge Local Schools without further action or notice required from the Board.

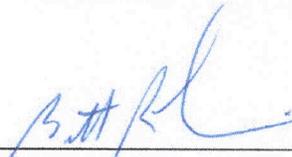
8. As this Agreement pertains to Lewis' release of claims under the ADEA, pursuant to and in compliance with the Older Workers Benefit Protection Act, the parties agree as follows: Lewis affirms that he is entering into this Agreement voluntarily in order to receive the compensation and benefits described above. Lewis understands that the Board of Education would not make these payments without his voluntary consent to this Agreement. Lewis agrees that this Agreement is written in a manner that enables Lewis to understand fully its content and meaning. In making his decision to enter into this Agreement, Lewis recognizes that he is advised to seek advice and counsel from others, including an attorney. Lewis acknowledges he has at all times been represented by counsel and advised by counsel before executing this Agreement. Lewis further affirms that he has been given at least twenty-one (21) days to consider this Agreement. If Lewis elects to execute this Agreement prior to the expiration of twenty-one (21) days from receipt of this Agreement, Lewis warrants that he has done so knowingly and voluntarily. Lewis has seven (7) days following his execution of this Agreement to revoke said Agreement. This Agreement shall not

become effective or enforceable until the day after this seven (7) day revocation period. Lewis may, within seven (7) calendar days after the signing of this Agreement, revoke the Agreement in its entirety by written notice to the Board of Education actually delivered on or by the seventh (7th) day by 5:00 p.m. EDT to Jennifer S. Tomlin, 250 East Broad Street, 9th Floor, Columbus, Ohio 43215, email: [jennifer@scottscrivenlaw.com](mailto:jennifer@scottscrivenlaw.com). Upon such revocation, all terms of the Agreement shall be void and of no effect.

9. Voluntary Agreement and Acknowledgments.

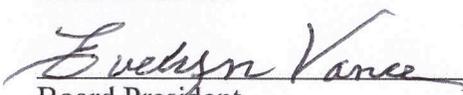
The Parties voluntarily and knowingly attach their signatures at the end of this document to indicate their absolute and unqualified intent and purpose to conclude all matters against one another up through the time and date the last of the Parties signs this Agreement so that this Agreement may be used in court or any other forum to show that the Parties are not entitled to receive any further relief from the other arising from any claim released herein. The Parties acknowledge that they are entering into this Agreement and signing this Agreement voluntarily and of their own free will and that they had full and adequate opportunity to review the terms of this document with legal counsel prior to executing the Agreement. This Agreement does not constitute and cannot be used as an admission by either party of liability, fault or wrongdoing. The Parties acknowledge that they are fully aware of the legal and binding effect of this Agreement and understand this Agreement.

**BRITT LEWIS**

  
\_\_\_\_\_  
Signature

10/3/25  
\_\_\_\_\_  
Date

**FOR THE NORTHRIDGE LOCAL  
SCHOOL DISTRICT BOARD OF  
EDUCATION**

  
\_\_\_\_\_  
Board President

10/22/2025  
\_\_\_\_\_  
Date