

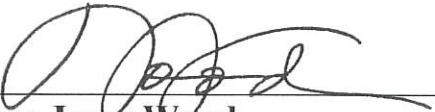
**BEFORE THE ALABAMA
STATE PERSONNEL BOARD
IN THE MATTER OF**

Natasha Isaac,)	
)	
Appellant,)	
)	
v.)	Case No. 24-16-JJW
)	
Alabama Department of Labor,)	
)	
Appellee.)	

**RECOMMENDATION TO
THE STATE PERSONNEL BOARD**

The parties have notified the undersigned that the above case has been settled. The parties have produced an appropriate settlement document which is attached hereto as Exhibit A. It is the recommendation of the undersigned that this cause should be **DISMISSED WITH PREJUDICE**.

Done, this the 19th day of July 2024.



James Jerry Wood
Administrative Law Judge
State Personnel Department
64 North Union Street
Montgomery, Alabama 36130
Telephone: (334) 242-8353
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Copies to:

VIA E-MAIL AND FIRST-CLASS U.S. MAIL:

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BEFORE THE STATE OF ALABAMA STATE PERSONNEL BOARD

IN THE MATTER OF)	
)	
NATASHA ISSAC)	
)	
Appellant)	
v.)	Case No. 24-16-JJW
)	
ALABAMA DEPARTMENT OF)	
LABOR)	
)	
Appellee)	

SETTLEMENT AGREEMENT AND JOINT MOTION
FOR DISMISSAL OF APPEAL WITH PREJUDICE

This written agreement is entered into by the Appellant, NATASHA ISSAC, and the Appellee, the Alabama Department of Labor (the Agency). Both parties desire to reach a settlement concerning ISSAC's termination from employment with the Agency. Accordingly, subject to the approval of Alabama State Personnel Department, it is hereby understood, and the parties agree as follows:

1. Issac withdraws the administrative appeal of her dismissal from employment with Labor.
2. Labor agrees to permit Issac to resign from her position as an IT Operations Technician with Labor and said resignation is to be considered in lieu of termination.
3. By signing this agreement, Issac voluntarily resigns her position as an IT Operations Technician with Labor and agrees that she is not owed or entitled to any form of compensation from Labor whether in the form of any income, benefits, or accrued leave of any kind. This agreement, upon its execution by all parties, shall constitute Issac's letter of resignation.

4. ADOL agrees to permit Issac's resignation in lieu of termination; however, ADOL reserves the right to oppose and truthfully furnish information requested by any agency, including the unemployment agency, to rebut any incorrect, false or misleading information that may be submitted or asserted by the employee.
5. Labor agrees to complete an amended Personnel Action Form (Form 11) in connection with the separation of Issac from employment with Labor. The amended Form 11 will show Issac as having left employment with Labor by resignation. The amended form will be forwarded to the Alabama State Personnel Department.
6. It is understood that the above referenced Form 11 will show Issac as recommended for re-employment on the condition that upon execution of this agreement, Issac agrees to never seek or accept employment with Labor in any job classification capacity.
7. Issac agrees to release all claims for any damages of any kind related to her employment with Labor, whether known or unknown, foreseen, unforeseen, patent or latent, which she may now have, or may hereafter have, against Labor, or the State of Alabama, and against Labor or the State of Alabama's agents, employees, officers, directors, and servants, in their individual and/or official capacities.
8. Issac specifically agrees that she has not been subjected to any sort of impermissible employment discrimination during her employment with Labor; that she has not, and is not, making any complaints related to impermissible employment discrimination.
9. This agreement is enforceable as a contract between the parties. A violation of this agreement may be used as grounds for a lawsuit for breach of contract in state or federal court.

10. Except to the extent expressly provided in this Agreement, nothing contained herein is intended or will be construed as altering, superseding, or amending: (a) any rule, law or regulation of the State Personnel Department, the Alabama Department of Labor, or any Department of the State of Alabama; or (b) the Alabama State Merit System.
11. This writing contains the entire understanding and agreement of the parties and there are no representations, warranties, covenants, or understandings other than those expressly set forth herein.
12. By signing, Issac acknowledges that she is under no duress or coercion by any party to enter into this agreement and does so freely, willingly and knowingly, without promise of any other terms not specifically listed herein.

Natasha Issac

07/09/2024

Natasha Issac,
Appellee

Date

Jason Manasco

07/09/2024

Jason Manasco
Counsel for Issac

Date

Keyarrow Moore

7/8/2024

Keyarrow Moore-Bonner
Assistant General Counsel, Labor

Date

Fitzgerald Washington

7/12/2024

Fitzgerald Washington Secretary,
Alabama Department of Labor

Date

Prepared by:
Jason Lee Manasco, Esq

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