

**IN THE UNITED STATES DISTRICT COURT
FOR THE WESTERN DISTRICT OF PENNSYLVANIA**

CYNTHIA ZURCHIN, Ed. D.,)	CIVIL DIVISION
)	
Plaintiff,)	No: 17-836
)	
v.)	
)	US District Judge Nora Barry Fischer
AMBRIDGE AREA SCHOOL)	
DISTRICT, a political subdivision of the)	
Commonwealth of Pennsylvania; ROBERT)	ELECTRONICALLY FILED
KEBER, individually and in his official)	
capacity as a school board member;)	
ROGER KOWAL, individually and in his)	JURY TRIAL DEMANDED
official capacity as a school board member;)	
KIMBERLY LOCHER, individually and in)	
her official capacity as a school board)	
member; MEGAN MEALIE, individually)	
and in her capacity as a school district)	
administrator; and BRIAN PADGETT,)	
individually and in his official capacity as a)	
school board member,)	
)	
Defendants.)	

ANSWER AND AFFIRMATIVE DEFENSES

AND NOW, comes Defendant, BRIAN PADGETT, by and through his attorneys, MARSHALL DENNEHEY WARNER COLEMAN & GOGGIN, SCOTT G. DUNLOP, ESQUIRE and DANIELLE M. VUGRINOVICH, ESQUIRE, and files the within ANSWER AND AFFIRMATIVE DEFENSES as follows:

ANSWER TO CIVIL ACTION COMPLAINT

1. The averments contained within this Paragraph are conclusion of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

ANSWER TO THE PARTIES

2. Upon information and belief, admitted.

3. Admitted in part and denied in part. It is denied that Plaintiff was hired on March 20, 2013 as Superintendent. To the contrary, she executed her contract on March 20, 2013 for her term as Superintendent to begin on July 1, 2013. The remainder of the averments are admitted.

4. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied.

5. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied.

6. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied.

7. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied.

8. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied.

9. Admitted in part and denied in part. It is denied that Mr. Padgett failed to act in conformity with federal or state law. The remainder of the averments are admitted.

10. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied.

11. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied.

12. Admitted as to Mr. Padgett; however, the averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied.

ANSWER TO JURISDICTION & VENUE

13. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

14. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

15. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied.

16. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied.

17. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied.

18. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

ANSWER TO ADMINISTRATIVE REMEDIES

19. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

20. Admitted in part and denied in part. After reasonable investigation, Mr. Padgett is without information sufficient to form a belief as to the truth or falsity of the date upon which the Charge was filed with the EEOC.

21. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

22. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

23. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

24. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

25. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

ANSWER TO FACTUAL BACKGROUND

26. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

27. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

28. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

Dr. Zurchin's Hiring

29. Admitted in part and denied in part. It is admitted that Plaintiff was hired as acting Superintendent of Ambridge School District in March of 2013. It is denied that her term as Superintendent started on March 20, 2013. To the contrary, her term began on July 1, 2013.

30. Admitted.

31. Admitted. By way of further response, no vote was taken on the other candidate.

32. After reasonable investigation, Mr. Padgett is without information sufficient to form a belief as to the truth or falsity of these averments; therefore, the same are denied.

33. Denied.

34. Admitted.

35. Admitted in part and denied in part. It is admitted Plaintiff was hired. The remaining averments are denied as they constitute conclusions of law.

36. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

37. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

38. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

39. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

40. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

41. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

Physical Violence

42. Denied.

43. Admitted in part and denied in part. It is admitted that Mr. Padgett yelled at Plaintiff. It is denied that Mr. Padgett was within inches of her face or that he leaned toward her. The remainder of the averments are denied because after reasonable investigation, Mr. Padgett is without information sufficient to form a belief as to the truth or falsity of the remaining averments.

44. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

45. It is denied that Mr. Padgett was in close physical proximity to Plaintiff. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

46. Denied.

47. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

48. Admitted in part and denied in part. It is admitted that other board members witnessed the incident. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the remaining averments contained within this Paragraph; therefore, the same are denied.

49. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

50. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

51. Admitted in part and denied in part. It is denied that Plaintiff filed a police report the following day because after reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

52. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments detailing an alleged rumor contained within this Paragraph; therefore, the same are denied.

53. Denied. By way of further response, it is admitted that police were present at subsequent meetings; however, it is denied that a police presence was necessary.

54. Admitted.

55. It is admitted that Plaintiff refused to withdraw the charges. The remaining averments are denied.

56. Admitted.

57. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

58. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

Concerted Activity of Various Board Members to Cause the Discharge of Dr. Zurchin

59. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

60. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

61. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

62. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

63. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

Retaliation for Opposition of Race & Disability Discrimination

64. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

65. The averments contained within this Paragraph are not directed to Mr. Padgett; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

66. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

67. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

68. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

69. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

70. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

71. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

72. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient

information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

73. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

74. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

75. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

76. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

77. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

78. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

79. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

80. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

81. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient

information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

82. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

Theft of School District Funds

83. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

84. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

85. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient

information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

86. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

87. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

88. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

Retaliation for Opposition of Sexual Harassment

89. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

90. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

91. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

92. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

93. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

94. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient

information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

95. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

96. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

97. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

Denial of Benefits of Employment and Pay Increase

98. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient

information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

99. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

100. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

101. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

102. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

103. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

104. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

105. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent a response is deemed necessary, said averments are denied.

106. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this

Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

107. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

108. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

Constructive Discharge

109. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

110. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

111. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

112. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

113. Denied. It is specifically denied that Mr. Padgett threatened physical violence at a June 2013 board meeting. The remaining averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the remaining averments contained within this Paragraph; therefore, the same are denied. Furthermore, the

averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

114. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

115. Denied. It is specifically denied that Mr. Padgett threatened physical violence at a June 2013 board meeting. The remaining averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the remaining averments contained within this Paragraph; therefore, the same are denied.

116. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

117. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient

information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

118. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

119. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

120. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this

Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

121. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

122. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

ANSWER TO COUNT I

SEXUAL DISCRIMINATION (TITLE VII)

Zurchin v. Ambridge Area SD

123. No response is required to this Paragraph because it is an incorporation Paragraph. To the extent a response is deemed necessary, Mr. Padgett incorporates Paragraphs 1-122.

124. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient

information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

125. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

126. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

127. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this

Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

128. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

129. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

130. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

131. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

132. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

133. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

134. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary,

said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

ANSWER TO COUNT II
RETALIATION (TITLE VII)
Zurchin v. Ambridge Area SD

135. No response is required to this Paragraph because it is an incorporation Paragraph. To the extent a response is deemed necessary, Mr. Padgett incorporates Paragraphs 1-134.

136. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

137. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this

Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

138. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

139. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

140. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

141. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

142. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

143. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

144. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary,

said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

145. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

146. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

ANSWER TO COUNT III

SEX DISCRIMINATION & RETALIATION (PHRA)

Zurchin v. Ambridge SD, Keber, Kowal, Locher, and Padgett

147. No response is required to this Paragraph because it is an incorporation Paragraph. To the extent a response is deemed necessary, Mr. Padgett incorporates Paragraphs 1-146.

148. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

149. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

150. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

151. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

152. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

153. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

ANSWER TO COUNT IV

42 U.S.C. §1983

Zurchin v. All Defendants

154. No response is required to this Paragraph because it is an incorporation Paragraph. To the extent a response is deemed necessary, Mr. Padgett incorporates Paragraphs 1-153.

155. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

156. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

157. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

158. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are admitted.

159. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

160. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

161. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

162. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

163. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

164. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

ANSWER TO COUNT V

RETALIATION

(SECTION 504 OF THE REHABILITATION ACT OF 1973)

Zurchin v. Ambridge SD

165. No response is required to this Paragraph because it is an incorporation Paragraph. To the extent a response is deemed necessary, Mr. Padgett incorporates Paragraphs 1-164.

166. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

167. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

168. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient

information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

169. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

170. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

171. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this

Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

172. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

173. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

174. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

175. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

176. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

177. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

178. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary,

said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

ANSWER TO COUNT VI

42 U.S.C. §1985(3)

Zurchin v. Keber, Kowal, Locher, Mealie, and Padgett

179. No response is required to this Paragraph because it is an incorporation Paragraph. To the extent a response is deemed necessary, Mr. Padgett incorporates Paragraphs 1-178.

180. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

181. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

182. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

183. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

184. Denied.

185. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

186. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

187. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

188. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

189. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

190. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

191. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

ANSWER TO COUNT VII

BREACH OF CONTRACT

Zurchin v. Ambridge SD

192. No response is required to this Paragraph because it is an incorporation Paragraph. To the extent a response is deemed necessary, Mr. Padgett incorporates Paragraphs 1-191.

193. The averments in this Paragraph refer to a document that speaks for itself. To the extent that a response is deemed necessary, Mr. Padgett denies any inference or conclusion drawn from the text of the document.

194. Admitted in part and denied in part. It is admitted that the contract term was July 1, 2013 through June 30, 2017 and it was executed on March 20, 2013. The remainder of the averments are denied for lack of knowledge.

195. The averments in this Paragraph refer to a document that speaks for itself. To the extent that a response is deemed necessary, Mr. Padgett denies any inference or conclusion drawn from the text of the document.

196. The averments in this Paragraph refer to a document that speaks for itself. To the extent that a response is deemed necessary, Mr. Padgett denies any inference or conclusion drawn from the text of the document.

197. The averments in this Paragraph refer to a document that speaks for itself. To the extent that a response is deemed necessary, Mr. Padgett denies any inference or conclusion drawn from the text of the document.

198. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

199. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied.

200. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

201. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

202. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

203. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

ANSWER TO COUNT VIII

TORTIOUS INTERFERENCE WITH CONTRACTUAL RELATIONS

Zurchin v. Keber, Kowal, Locher, Mealie, Padgett

204. No response is required to this Paragraph because it is an incorporation Paragraph. To the extent a response is deemed necessary, Mr. Padgett incorporates Paragraphs 1-203.

205. The averments in this Paragraph refer to a document that speaks for itself. To the extent that a response is deemed necessary, Mr. Padgett denies any inference or conclusion drawn from the text of the document.

206. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

207. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

208. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

209. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

210. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

211. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

212. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

213. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

214. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

215. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

216. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

217. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

218. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

219. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

220. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

ANSWER TO COUNT IX
WRONGFUL DISCHARGE
Zurchin v. Ambridge SD

221. No response is required to this Paragraph because it is an incorporation Paragraph. To the extent a response is deemed necessary, Mr. Padgett incorporates Paragraphs 1-220.

222. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this

Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

223. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

224. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

225. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

226. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

227. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

228. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

229. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary,

said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

230. The averments contained within this Paragraph are directed to another party; therefore, no response is required. However, to the extent that a response is deemed necessary, said averments are denied. After reasonable investigation, Mr. Padgett is without sufficient information to form a belief as to the truth or falsity of the averments contained within this Paragraph; therefore, the same are denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

231. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

232. Denied. Furthermore, the averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

233. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

234. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

235. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

236. The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

ANSWER TO CONCLUSION

The averments contained within this Paragraph are conclusions of law to which no response is required; however, to the extent that a response is deemed necessary, said averments are denied.

WHEREFORE, Defendant, BRIAN PADGETT, demands judgment in his favor and against the Plaintiff.

AFFIRMATIVE DEFENSES

First Affirmative Defense

Brian Padgett asserts the defense of the statutes of limitations for all claims alleged.

Second Affirmative Defense

Brian Padgett has not been a School Board Director of Ambridge School District since November of 2013.

Third Affirmative Defense

To the extent revealed through discovery or investigation, Defendant pleads the defense that Plaintiff may have failed to mitigate her alleged damages.

Fourth Affirmative Defense

Mr. Padgett has a First Amendment right to free speech.

Fifth Affirmative Defense

Plaintiff's Complaint fails to state a claim upon which relief can be granted.

Sixth Affirmative Defense

Defendant invokes all applicable immunity defenses under state and federal law.

Seventh Affirmative Defense

Plaintiff failed to exhaust her administrative remedies.

WHEREFORE, Defendant, BRIAN PADGETT, demands judgment in his favor.

Respectfully submitted,

**MARSHALL DENNEHEY
WARNER COLEMAN & GOGGIN**

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