

June 27, 2023

Dr. Melissa Varley, Superintendent of Schools
Berkeley Heights Board of Education
345 Plainfield Avenue
Berkeley Heights, NJ 07922

Dear Dr. Varley:

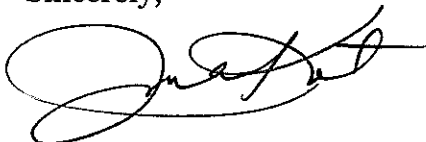
Please accept this as my formal letter of resignation as the School Business Administrator and Board Secretary of the Berkeley Heights Public Schools. Last night I was unanimously approved to lead the business and financial operations of a school district I believe is more compatible with my long-term career goals. In conformance with the terms of my employment contract, my last day of employment will be Friday, August 25, 2023, or sooner, if arrangements can be made for an adequate replacement.

In light of the current political climate, and to avoid any misunderstandings, my decision to leave Berkeley Heights has nothing to do with you or your leadership of this District, nor the work of my highly dedicated and vastly underappreciated staff. In fact, those are the very reasons I was able to stay as long as I did and why I had originally hoped to have a very long tenure in the Berkeley Heights Public Schools.

I want to take this opportunity to personally thank you. Thank you for your professional support and the generosity of time you've shown me. I especially appreciate your ability to retain a sense of humor in the face of extraordinary challenges, and your capacity to remain positive despite being the target of bitter personal attacks. Women in positions of authority have always faced unique impediments. From one female leader to another, your resilience and professionalism during these past two years have been truly inspiring.

I wish you all the best and will assist with the transition of the Business Office to my successor in any way possible.

Sincerely,

A handwritten signature in black ink, appearing to read 'Julie A. Kot', written in a cursive style.

Julie A. Kot