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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF STANISLAUS**

JANE UDOH, on behalf of herself and all
others similarly situated,

Plaintiff,

v.

GREAT VALLEY ACADEMY, a California
Non-Profit Corporation; and DOES 1-50,
inclusive.

Defendants.

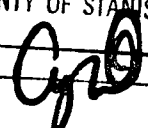
CASE NO.: CV-23-004199

Assigned to the Hon. Sonny Sandhu

**~~PROPOSED~~ ORDER GRANTING
FINAL APPROVAL OF CLASS
ACTION SETTLEMENT AND FINAL
JUDGMENT**

HEARING INFO

Date: February 13, 2026
Time: 8:30 a.m.
Dept.: 24

FILED
FEB 13 2026
CLERK OF THE SUPERIOR COURT
COUNTY OF STANISLAUS
BY  DEPUTY

1 This matter having come for hearing regarding the unopposed Motion for Final Approval of
2 Class Action Settlement on the terms set forth in the Class Action and PAGA Settlement Agreement
3 (the "Settlement"). In conformity with California Rules of Court, rule 3.769, with due and adequate
4 notice having been given to Class Members (as defined in the Settlement), and having considered the
5 Settlement, all of the legal authorities and documents submitted in support thereof, all papers filed
6 and proceedings had herein, all oral and written comments received regarding the Settlement, and
7 having reviewed the record in this litigation, and good cause appearing, the Court **GRANTS** final
8 approval of the Settlement and orders and makes the following findings and determinations and enters
9 final judgment as follows:

10 1. All terms used in this order shall have the same meaning as those terms are used and/or
11 defined in the parties' Settlement Agreement and Plaintiff's Motion for Order Granting Final
12 Approval of Class Action Settlement. A copy of the Settlement is attached to the Declaration of
13 Mehrdad Bokhour in Support of Plaintiff's Motion for Final Approval of Class Action and is made a
14 part of this order.

15 2. The Court has personal jurisdiction over the Parties to this litigation and subject matter
16 jurisdiction to approve this Settlement, and all exhibits thereto.

17 3. For settlement purposes only, the Court finally certifies the Class, as defined in the
18 Settlement and as follows: all individuals who are or were employed by Defendant as non-exempt
19 hourly employees in California between July 27, 2019, through March 15, 2025.

20 4. The Court deems this definition sufficient for the purpose of Rule 3.765(a) of the
21 California Rules of Court, and solely for the purpose of effectuating the Settlement.

22 5. The Court finds that an ascertainable class of 296 class members exists and a well-
23 defined community of interest exists on the questions of law and fact involved because in the context
24 of the Settlement: (i) all related matters, predominate over any individual questions; (ii) the claims of
25 the Plaintiff is typical of claims of the Class Members; and (iii) in negotiating, entering into and
26 implementing the Settlement, Plaintiff and Class Counsel have fairly and adequately represented and
27 protected the interest of the Class Members.

1 6. The Court is satisfied that Phoenix Settlement Administrators, which was appointed
2 as the Settlement Administrator, completed the distribution of the Class Notice in a manner that
3 complies with California Rule of Court 3.766. The Class Notice, provided in English and Spanish,
4 informed all 296 Class Members of the Settlement terms, their rights to receive their settlement share,
5 their right to submit a request for exclusion, their right to comment on or object to the Settlement,
6 and their right to appear at the Final Approval and Fairness Hearing and be heard regarding approval
7 of the Settlement. A sufficient response period was provided. No Class Members filed written
8 objections, submitted notices of intent to appear, or requested exclusion.

9 7. The Court hereby approves the terms set forth in the Settlement Agreement and finds
10 that the Settlement Agreement is, in all respects, fair, adequate, and reasonable, consistent, and
11 compliant with all applicable requirements of the California Code of Civil Procedure, the California
12 and United States Constitutions, including the Due Process clauses, the California Rules of Court,
13 and any other applicable law, and in the best interests of each of the Parties and Class Members.

14 8. The Court directs the Parties to effectuate the Settlement Agreement according to its
15 terms and declares the Settlement Agreement to be binding on all 296 Participating Class Members.

16 9. The Court finds that the Settlement Agreement has been reached as a result of
17 informed and non-collusive arm's-length negotiations. The Court further finds that the Parties have
18 conducted extensive investigation and research, and their attorneys were able to reasonably evaluate
19 their respective positions.

20 10. The Court separately and expressly approves the PAGA portion of the Settlement
21 pursuant to Labor Code section 2699(l). The Court finds that the PAGA settlement is fair, adequate,
22 and reasonable in light of the purposes and policies of the Private Attorneys General Act. The Court
23 further finds that the allocation of \$10,000 in PAGA penalties, with 75 percent (\$7,500) payable to
24 the California Labor and Workforce Development Agency and 25 percent (\$2,500) payable to the
25 PAGA Members, is appropriate and consistent with the statute. The Court further finds that Plaintiff
26 has complied with all notice and submission requirements under Labor Code section 2699(l)(2), and
27 that the State of California has not objected to the PAGA settlement.

28 11. The Court also finds that the Settlement now will avoid additional and potentially

1 substantial litigation costs, as well as delay and risks if the Parties were to continue to litigate the
2 case. Additionally, after considering the monetary recovery provided as part of the Settlement in
3 light of the challenges posed by continued litigation, the Court concludes that Class Counsel secured
4 significant relief for Class Members.

5 12. The Settlement Agreement is not an admission by Defendant, nor is this order a
6 finding of the validity of any allegations or any wrongdoing by Defendant.

7 13. The Court appoints Plaintiff Jane Udoh as Class Representative and finds her to be
8 adequate.

9 14. The Court appoints Joshua Falakassa of Falakassa Law, P.C. and Mehrdad Bokhour
10 of Bokhour Law Group, P.C. as Class Counsel and finds each of them to be adequate, experienced,
11 and well-versed in class action litigation.

12 15. The terms of the Settlement Agreement, including the Gross Settlement Amount of
13 \$800,000 and the individual settlement shares, are fair, adequate, and reasonable to the Class and
14 each Class Member, and the Court grants final approval of the Settlement set forth in the Settlement
15 Agreement, subject to this order.

16 16. The Court approves the following allocations, which fall within the ranges stipulated
17 by and through the Settlement Agreement:

18 A. The Court awards \$6,000.00 to the Settlement Administrator, and finds this
19 amount to be fair and reasonable. The Court grants final approval and orders
20 the Settlement Administrator to pay this amount in accordance with the
21 Agreement.

22 B. The Court awards \$266,666.67 to Class Counsel as attorneys' fees and finds
23 this amount to be fair and reasonable in light of the benefit obtained for the
24 Class. The Court grants final approval of, awards, and orders that the Class
25 Counsel fees be paid in accordance with the Settlement Agreement.

26 C. The Court awards \$21,643.95 to the Bokhour Law Group, P.C. in litigation
27 costs, an amount which the Court finds to be reflective of the reasonable costs
28 incurred. The Court grants final approval of and orders the Class Counsel

1 litigation expenses payment in this amount to be made in accordance with the
2 Settlement Agreement.

3 D. The Court awards \$10,000 to the class representative as payment requested
4 by Plaintiff and finds this amount to be fair and reasonable. The Court grants
5 final approval of and orders that the class representative's payment be made
6 in accordance with the Settlement Agreement.

7 E. The Court approves the \$10,000 allocation for penalties under the Labor Code
8 Private Attorneys General Act of 2004 and orders 75 percent (\$7,500) to be
9 paid to the California Labor and Workforce Development Agency, and 25
10 percent (\$2,500) to be paid to the PAGA Employees, in accordance with the
11 Settlement Agreement.

12 17. The Court orders the Parties to comply with and carry out all terms and provisions of
13 the Settlement, to the extent that the terms thereunder do not contradict this Order, in which case the
14 provisions of this order shall take precedence and supersede the Settlement.

15 18. Nothing in the Settlement or this order purports to extinguish or waive Defendants'
16 rights to continue to oppose the merits of the claims in this Action or class treatment of these claims
17 in this case if the Settlement fails to become final or effective, or in any other case without limitation.

18 19. The Settlement shall bind all 296 Participating Class Members, and this Order,
19 including the release of claims set forth in the Settlement Agreement, is final and binding as to them.

20 20. The Parties shall bear their own respective attorneys' fees and costs except as
21 otherwise provided in this order and the Settlement Agreement.

22 21. All checks mailed to the Class Members must be cashed within one hundred and eighty
23 (180) days after mailing. If a Class Member fails to cash his/her check by the deadline, then the
24 Settlement Administrator shall donate the remaining funds to the *cypres* recipient Legal Aid at Work.

25 22. Within 10 days of this order, the Settlement Administrator shall give notice of
26 judgment to Settlement Class Members pursuant to California Rules of Court, rule 3.771(b) by
27 posting a copy of this Order and Final Judgment on the Settlement Administrator's settlement website
28 for this matter.

1 23. The Court retains continuing and exclusive jurisdiction over the Parties, the Action,
2 and the Settlement pursuant to California Rules of Court, rule 3.769(h), for the limited purposes of:
3 (a) enforcing the terms of the Settlement Agreement and this Judgment; (b) supervising settlement
4 administration and distribution; and (c) addressing such post judgment matters as may be appropriate
5 under applicable law.

6 24. This Judgment finally resolves all claims released by the Settlement Agreement and
7 is intended to be a final, appealable judgment.

8 25. The Court sets a Distribution Compliance Hearing for 1/21/, 2027 at 8:30
9 a.m. At least 15 calendar days prior to the hearing, Class Counsel shall file a declaration regarding
10 the status of the distribution of the settlement funds.

11 26. This final judgment is intended to be a final disposition of the above-captioned action
12 in its entirety and is intended to be immediately appealable. This final judgment resolves and
13 extinguishes all claims released by the Settlement Agreement against Defendants and the Released
14 Parties as set forth in the Agreement.

15 **JUDGMENT IS ENTERED ACCORDINGLY. IT IS SO ORDERED.**

16
17 DATED: 13 FEB 2028



HONORABLE SONNY SANDHU