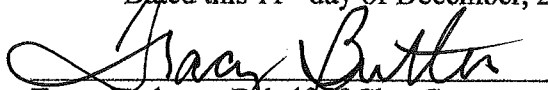


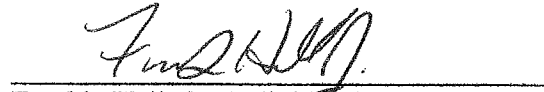
DISCIPLINE RESOLUTION AGREEMENT

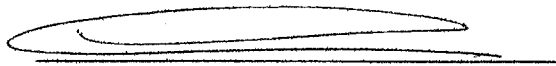
The School District of Clay County, Florida ("the School District"), the School Board of Clay County, Florida ("the School Board"), the Clay County Education Association ("the Union") and Frankie Hall, Jr. ("Hall") enter into the following agreement to resolve any actual or potential dispute arising out of the School District's recommendation and the School Board's action regarding discipline issued to Hall for mishandling of funds. Specifically, the parties agree as follows:

1. Hall and the Union, as Hall's exclusive representative concerning Hall's employment with the School District, will accept, and shall not challenge, a five day suspension of Hall from his employment without pay to occur on the dates of December 18, 2015 and January 4, 5, 6 and 7, 2016 and shall not publicly refer to the suspension.
2. Hall acknowledges knowing failure to follow proper financial protocols in accounting of funds.
3. As it has no legal or other obligation to do so, the School District will not report Hall's conduct to the Department of Education, Office of Professional Practice Services ("the DOE"). Indeed, it is understood any such reporting would be futile given the DOE's enforcement policies and practices.
4. This Agreement shall not constitute precedent for any future matter involving alleged mishandling of funds or other violation of proper financial protocols in accounting of funds.
5. Approval of this Discipline Resolution Agreement shall be executed and presented in time for the School Board to vote on its approval at the December 17, 2015 regular meeting of the School Board.
6. Each party may execute a separate facsimile of this Agreement and send to each other party a copy of same electronically without adversely impacting the effectiveness of this Agreement.


Dated this 11th day of December, 2015.


Tracy Butler on Behalf of Clay County
Education Association


Frankie Hall, Jr., individually


Mark S. Levine, As Counsel for
Frankie Hall, Jr.


School District of Clay County, Florida


Eric J. Holshouser, Counsel to Superintendent
of the School District of Clay County