

**FOWLER WHITE
BOGGS BANKER**

ATTORNEYS AT LAW

ESTABLISHED 1943

Timothy Strong
Direct Dial: 904-446-2644
Direct Fax: 904-562-1758
tim.strong@fowlerwhite.com

July 3, 2008

VIA TELECOPIER (904) 284-6535

Ms. Toni McCabe
Assistant Superintendent for Human Resources
Clay County School Board
900 Walnut Street
Green Cove Springs, FL 32043

Re: Legal Services

Dear Ms. McCabe:

This will confirm in writing our billing and payment arrangements with respect to our legal services. We understand that we are confirming our engagement to act as labor and employment counsel for the Clay County School Board.

As we discussed, my practice is limited to the area of labor and employment law. This area includes traditional labor relations work regarding unions, representing clients before federal and state administrative agencies (e.g. EEOC, OSHA, Wage-Hour Division, state human relations commissions), advising employers regarding personnel decisions, drafting sound employment policies and practices and training supervisors in their use, and handling employment-related litigation in administrative, state and federal forums on behalf of employers such as the Clay County School Board.

As we discussed, our statements for professional services are issued monthly and are based on our firm's hourly rates for those lawyers and paralegals who perform a service on your behalf. Our lawyers' current hourly rates for Clay County School Board are \$220.00 per hour for partners and \$175.00 per hour for associates. My current hourly rate is \$220.00 per hour. This rate has not changed since I joined Fowler White. If feasible, some services may be performed by our paralegal under the supervision of lawyers. The current rate for our paralegal is \$80.00 per hour.

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50 NORTH LAURA STREET, SUITE 2200, JACKSONVILLE, FL 32202
TELEPHONE (904) 598-3100 • FAX (904) 598-3131 • www.fowlerwhite.com

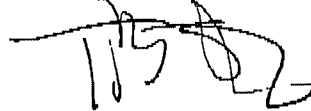
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Our hourly rates are periodically adjusted and when preparing our statements for legal services, we will use our hourly rates in effect when such services are rendered. You will be billed for disbursements and other charges relating to our professional services. Such charges may include, without limitation, filing fees, long distance telephone calls, courier services, overnight mail, travel expenses, photocopying, and computerized legal research.

Attorneys from the former Coffman, Coleman law firm have been counsel for the Clay County School Board for approximately twenty-six (26) years. At Fowler White, I am joined by six other alumni of the former Coffman, Coleman law firm and we look forward to continuing to provide the outstanding service that was the trademark of Coffman, Coleman.

Sincerely,

FOWLER WHITE BOGGS BANKER P.A.



Timothy B. Strong

TBS:jl

cc: Bruce Bickner, Esq. via Telecopier (904) 278-0073

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