



LISA E. PIZZA
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December 12, 2019

Via Email Only to jmengerink@elida.k12.oh.us

Joel Mengerink, Superintendent
ELIDA LOCAL SCHOOLS
4380 Sunnydale Avenue
Elida, Ohio 45807

RE: Legal Engagement

Dear Mr. Mengerink:

We are pleased to represent you in connection with Unfair Labor Practice (ULP) charges filed by former custodians Lawley, Mystic and VanMeter. We are a full-service law firm and can assist you in most business and personal legal matters, including corporate and business transactions, real estate, labor and employment relations, litigation, health care law, estate planning, taxation, domestic relations, state and federal government investigations and compliance actions, including OSHA defense, and criminal law. We have both a public and private sector practice.

Our legal services for work will be charged on an hourly basis. Legal work is assigned to the person or persons whom we feel appropriate to handle the particular matter. We are also mindful of the need to minimize costs to clients.

Our legal services will be charged at the significantly reduced rate that we charge our education clients. For this limited engagement, all attorneys' services will be provided at the rate of \$200 per hour; our paralegals' services will be charged at the rate of \$115 per hour.

We submit invoices on a monthly basis. Payment is due within 30 days of the date of invoice. Costs for legal research services such as Westlaw or Lexus, postage, mileage, and similar items will also be billed monthly. Additionally, as the ULP charges have been filed with SERB in Columbus, hearings or other related appearances may cause hotel costs to be incurred, and reflected in the billing.

We do not advance funds for clients. Therefore, the client normally pays directly for court costs, deposition expenses, etc.

We have conducted our internal review and have not identified any apparent conflict of interest. In the event one does arise, we will make every effort to safeguard the interests of the clients involved.

We request that upon receipt of this letter you present it to the Board of Education for its approval. Upon approval by the Board, please execute and date the acknowledgment portion and return it to the firm by fax, email, or regular mail.

Thank you for selecting Spengler Nathanson. We pledge to provide quality legal service in a prompt and efficient manner.

Sincerely,

SPENGLER NATHANSON P.L.L.

Lisa E. Pizza

Lisa E. Pizza

LEP/lmr

ACKNOWLEDGMENT

I have received and read the foregoing letter and I agree with its terms.

Dated: _____

By: _____
Brenda Stocker, Board President

Dated: _____

By: _____
Joel Mengerink, Superintendent

Dated: _____

By: _____
Joel Parker, Board Treasurer