



PORTER FOSTER RORICK LLP

800 Two Union Square | 601 Union Street | Seattle, Washington 98101 | Tel (206) 622-0203 | Fax (206) 223-2003 | www.pfrwa.com

2014 Regular Hourly Rates

Effective February 1, 2014, our regular hourly rates will be adjusted to reflect changes in overhead costs, the current legal market for our services in Washington, and the current level of experience or expertise of our legal professionals. This is the first general adjustment in our rate structure in more than five years. The rates of our current attorneys and paralegal staff will be as follows:

Lance Andree	\$240/hour	Mark Orthmann	\$190/hour
Lynette Baisch	\$240/hour	Buzz Porter	\$260/hour
Cliff Foster	\$260/hour	Tim Reynolds	\$190/hour
Jeff Ganson	\$240/hour	Mike Rorick	\$260/hour
Kathleen Haggard	\$240/hour	Jay Schulkin	\$190/hour
Parker Howell	\$210/hour	Maia Serosky	\$100/hour
Rachel Miller	\$240/hour	Brittany Tornquist	\$100/hour
Cyndi Nelson	\$100/hour	Lorraine Wilson	\$240/hour

The rates of other legal professionals we engage in the coming year will be determined based on their level of expertise and experience under the following general structure:

Paralegal	\$100/hour	Associate III	\$240/hour
Law Clerk	\$125/hour	Partner	\$240/hour
Associate I	\$190/hour	Senior Partner	\$260/hour
Associate II	\$210/hour		

Porter Foster Rorick also has retainer agreements with a number of clients providing for a fixed number of hours per month for a pre-determined fee, or a flat fee for a defined service such as collective bargaining. In such cases, the terms of our fees are outlined in a separate written agreement setting forth the amount of the fee and the scope of representation.

New Paralegal Services in 2014

As a part of our ongoing efforts to provide cost-effective services, we will be offering paralegal services at the rates identified above for projects such as extensive document reviews. This rate would apply only to projects that would otherwise require attorney work at a higher rate, but which in the attorney's judgment may be assigned to staff with appropriate direction and supervision. Non-legal secretarial tasks will continue to be covered as a part of our general overhead at no extra charge.

PFR General Billing Policies

Except for flat fee services defined in a separate written agreement, the basic fee for most services is calculated by multiplying the hours worked times the hourly rate of the professional providing the service at the time the service was rendered. All of our attorneys and legal professionals keep accurate daily records of time spent on behalf of your district in one-tenth hour segments. The time spent on a matter and the rate of the person providing the service is printed on your monthly invoice.

Occasionally you may ask us to estimate the amount of legal fees likely to be incurred in a particular matter. Our attorneys will use their best professional judgment in doing so, however, any such estimate is not a guaranteed maximum. In most legal matters it is impossible to predict exactly how much time and effort will be required because of factors outside of our control, including changes in facts or law, or the choices and actions of an opposing party. As with our legal opinions, we will always strive to provide you with the cost information necessary to make an informed decision regarding the district's legal affairs.

Billing for Costs

Porter Foster Rorick does not charge for routine office expenses such as postage, faxes, copies, secretarial services, electronic legal research, long-distance telephone charges or other miscellaneous costs which we consider a normal part of our office overhead. We will expect reimbursement for expenses incurred on your behalf from outside agencies, vendors, and professionals, such as court filing fees, expert witness costs, court reporter costs, messenger service or express mail fees, or the costs of outside document production services. When practical, our preference is to arrange for billing of these services directly to your district from the third-party vendor or professional. When doing so is not possible or practical, we may charge a fee to recover the taxes and expenses incurred in the handling and billing of these reimbursable expenditures through to you. For travel, we bill for the actual time of the professional involved at the hourly or retainer rates discussed above, but not for the cost of mileage incurred in the travel.

Payment of Invoices

We will send you an invoice for our services on or around the fifth day of each month. Because many of our school districts have a limited number of board meetings at which warrants may be approved, we have extended the grace period for payment of our invoices to 60 days from the date of the statement. The balance of all unpaid fees and costs will accrue interest at the rate of one percent per month (annual rate of 12%) after sixty (60) days from the date of the statement.

Questions

If you ever have questions regarding the fees for our services or your billing statements, please do not hesitate to contact the attorney with whom you are working or our office manager, Maia Serosky, at (206) 622-0203. The earlier you bring a matter to our attention, the easier it is for us to respond to your inquiry. We do not charge for time spent responding to reasonable inquiries from clients regarding their bills.



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LLP

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December 05, 2013

Invoice # 102264

Mercer Island School District
Accounts Payable
4160 86th Avenue Southeast
Mercer Island, Washington 98040

RECEIVED
DEC 09 2013

In Reference To: Attention: Accounts Payable

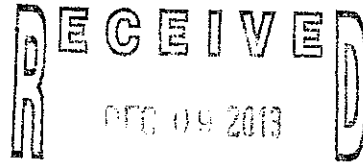
BY: BUSINESS SERVICES

PROFESSIONAL SERVICES

			<u>Hrs/Rate</u>	<u>Amount</u>
<u>General</u>				
11/1/2013	LA	LEGAL SERVICES FERPA follow up to [redacted] discipline hearing; phone discussions with client (GP) and email correspondence with GP and opposing counsel regarding same General	1.90 230.00/hr	437.00
	CF	LEGAL SERVICES review memos from client (GP); phone discussion with GP; draft reply regarding [redacted] status General	0.30 230.00/hr	69.00
	CF	LEGAL SERVICES phone discussion with client (GP); draft revisions to choice policy General	1.30 230.00/hr	299.00
11/4/2013	LA	LEGAL SERVICES phone discussion with client (GP) regarding [redacted] [redacted] revise letter for and email correspondence with GP	1.10 230.00/hr	253.00

		<u>Hrs/Rate</u>	<u>Amount</u>
	<p style="text-align: center;">[REDACTED]</p> <p style="text-align: center;">BY: BUSINESS SERVICES</p> <p>regarding same General</p>		
11/4/2013	<p>CF LEGAL SERVICES</p> <p>legal research regarding open to public collective bargaining issues for client (GP) General</p>	0.80 230.00/hr	184.00
11/5/2013	<p>LA LEGAL SERVICES</p> <p>review letter and email from client (GP) regarding [REDACTED] General</p>	0.10 230.00/hr	23.00
	<p>JG LEGAL SERVICES</p> <p>review message from client (GP) regarding [REDACTED]; follow-up regarding same; draft message to client regarding same General</p>	1.40 230.00/hr	322.00
	<p>CF LEGAL SERVICES</p> <p>phone discussion with client (GP) regarding [REDACTED] General</p>	0.20 230.00/hr	46.00
	<p>CF LEGAL SERVICES</p> <p>phone discussion with client (GP); review memo and suggested revisions regarding choice policy revisions General</p>	0.50 230.00/hr	115.00
11/6/2013	<p>JG LEGAL SERVICES</p> <p>review emails from clients (GP, LM) regarding [REDACTED]; respond to same; draft email to clients (JW, LM) regarding existing policies General</p>	1.80 230.00/hr	NO CHARGE
	<p>CF LEGAL SERVICES</p> <p>phone discussions with clients (GP, JW); legal research; draft final revisions to choice policy</p>	2.00 230.00/hr	460.00

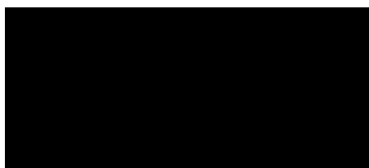
		<u>Hrs/Rate</u>	<u>Amount</u>
General			
11/6/2013	CF	LEGAL SERVICES review message from client (MR); legal research regarding health insurance, open enrollment issues General	0.40 230.00/hr 92.00
11/7/2013	CF	LEGAL SERVICES legal research; outline issues for open collective bargaining opinion for client (GP) General	1.50 230.00/hr 345.00
11/8/2013	CF	LEGAL SERVICES phone discussions with client (GP); review proposed long term suspension notice; legal research; draft revisions and memo to GP regarding same General	1.00 230.00/hr 230.00
11/11/2013	CF	LEGAL SERVICES legal research; draft and revise opinion letter and memo to client (GP) regarding [REDACTED] General	5.00 230.00/hr 1,150.00
11/12/2013	JG	LEGAL SERVICES review letter from judge regarding status of BW appeal; draft email to client (GP) regarding same; phone discussion with client (GP) regarding same General	0.30 230.00/hr 69.00
	CF	LEGAL SERVICES phone discussion with client (GP); draft revisions and final proof of opinion letter on [REDACTED] General	0.70 230.00/hr 161.00
	CF	LEGAL SERVICES phone discussion with client (GP) regarding [REDACTED]	0.30 230.00/hr 69.00



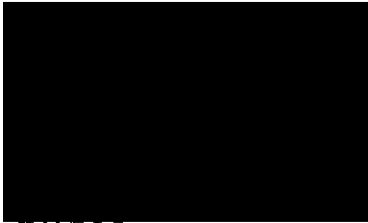
BY: BUSINESS SERVICES

		<u>Hrs/Rate</u>	<u>Amount</u>
	General		
11/13/2013	JG LEGAL SERVICES review email from client (LM) regarding [REDACTED] [REDACTED]; draft response to same General	1.00 230.00/hr	230.00
	CF LEGAL SERVICES phone discussion with client (GP) regarding [REDACTED] [REDACTED] General	0.50 230.00/hr	115.00
11/18/2013	LA LEGAL SERVICES phone discussion with client (GP) regarding [REDACTED] [REDACTED] General	0.20 230.00/hr	46.00
	CF LEGAL SERVICES phone discussion with client (GP); review parent complaints, principal (RM) and JW responses regarding teacher (RW) issues General	0.50 230.00/hr	115.00
11/19/2013	LA LEGAL SERVICES phone discussion with client (GP) regarding [REDACTED] [REDACTED]; draft message to opposing counsel regarding offer of settlement; follow up with GP regarding same; prepare for appeal hearing General	0.90 230.00/hr	207.00
	CF LEGAL SERVICES phone discussion with client (GP); review memo from GP regarding [REDACTED] General	0.20 230.00/hr	46.00
11/20/2013	LA LEGAL SERVICES email correspondence with client (GP) and opposing counsel (JC) regarding [REDACTED] student discipline hearing	0.50 230.00/hr	115.00

FERPA



		<u>Hrs/Rate</u>	<u>Amount</u>
	continuanace and proposed settlement General		
	BY BUSINESS SERVICES		
11/21/2013 LA	LEGAL SERVICES email correspondence with opposing counsel (JC) and confer with client (GP) regarding [REDACTED] discipline hearing and settlement proposal General	0.50 230.00/hr	115.00
	FERPA		
11/22/2013 JG	LEGAL SERVICES phone discussion with client (GP) regarding [REDACTED] General	0.10 230.00/hr	23.00
CF	LEGAL SERVICES review meeting notice; draft reply; phone discussion with client (GP) regarding [REDACTED] General	0.30 230.00/hr	69.00
11/25/2013 JG	LEGAL SERVICES review use of force policy and procedure; draft email to client (GP) regarding same General	0.60 230.00/hr	138.00
LW	LEGAL SERVICES legal research on new statutory requirements for CPR and AED instruction, and designation of course equivalencies; draft suggested policy amendments and explanatory email General	1.60 230.00/hr	368.00
CF	LEGAL SERVICES review memo from client (JW); legal research and review files; draft memo to JW regarding PTSA mutual benefits agreement, use of District web site, calendar issues; phone discussion with client (GP) regarding same; review new policy review request and response regarding proposed revisions General	1.50 230.00/hr	345.00



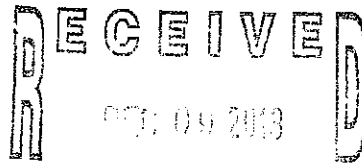
		<u>Hrs/Rate</u>	<u>Amount</u>
11/25/2013	CF LEGAL SERVICES phone discussion with client (GP) regarding [REDACTED] [REDACTED] General	0.50 230.00/hr	115.00
11/26/2013	LA LEGAL SERVICES phone discussion with opposing counsel (JC) and client (GP) regarding settlement proposal and hearing dates; draft settlement agreement and email correspondence with JC regarding same General	1.10 230.00/hr	253.00
	CF LEGAL SERVICES phone discussion with client (GP) regarding [REDACTED] [REDACTED]; legal research regarding team teaching assignment General	0.40 230.00/hr	92.00
11/27/2013	CF LEGAL SERVICES review message from client (GP); legal research; phone discussion with GO and draft memo regarding OPMA and PDC requirements for individual board members General	1.20 230.00/hr	276.00
	SUBTOTAL:	[32.20	6,992.00]
	<u>Public Records Requests</u>		
11/27/2013	JG LEGAL SERVICES review documents for public records request Public Records Requests	0.90 230.00/hr	207.00
	SUBTOTAL:	[0.90	207.00]



BY: BUSINESS SERVICES

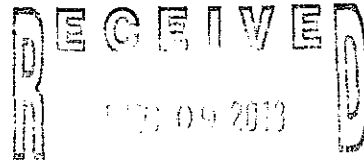
Special Education

		<u>Hrs/Rate</u>	<u>Amount</u>
11/1/2013	JG LEGAL SERVICES review message from client (LM) regarding [REDACTED] [REDACTED]; draft response to same Special Education	0.50 230.00/hr	115.00
11/6/2013	JS LEGAL SERVICES review correspondence regarding restraint and isolation policy; draft revised policy and procedure on restraint and isolation Special Education	0.90 185.00/hr	166.50
	JG LEGAL SERVICES review email from client (LM) regarding [REDACTED] [REDACTED]; edit notices and draft response to client Special Education	0.50 230.00/hr	115.00
	JG LEGAL SERVICES phone discussion with client (LM) regarding [REDACTED] Special Education	0.30 230.00/hr	69.00
11/8/2013	JS LEGAL SERVICES draft letter to client (LM) regarding [REDACTED] [REDACTED] Special Education	0.70 185.00/hr	129.50
	JG LEGAL SERVICES phone discussion with client (LM) regarding [REDACTED] [REDACTED] Special Education	0.20 230.00/hr	46.00
	JG LEGAL SERVICES draft email to clients (LM, JW) regarding [REDACTED] [REDACTED]	0.20 230.00/hr	46.00



BY: BUSINESS SERVICES

			<u>Hrs/Rate</u>	<u>Amount</u>
	Special Education			
11/8/2013 JG	LEGAL SERVICES review email and materials from client (LM) regarding [REDACTED] Special Education	FERPA	0.50 230.00/hr	115.00
11/12/2013 JG	LEGAL SERVICES review materials regarding [REDACTED] evaluation; phone discussion with clients (LM, EM) regarding same Special Education	FERPA	3.30 230.00/hr	759.00
11/15/2013 JG	LEGAL SERVICES review evaluation draft; draft email to client (LM) regarding same; review records Special Education		2.60 230.00/hr	598.00
11/18/2013 JG	LEGAL SERVICES review email from client (LM) regarding [REDACTED]; draft response to same Special Education		0.40 230.00/hr	92.00
11/19/2013 JG	LEGAL SERVICES review [REDACTED] records for production to parents; review email from client (AR) regarding same; draft response to same Special Education	FERPA	5.40 230.00/hr	1,242.00
11/20/2013 JG	LEGAL SERVICES review and redact records for production to parent Special Education		5.70 230.00/hr	1,311.00
11/22/2013 JG	LEGAL SERVICES phone discussion with client (FR) regarding [REDACTED] Special Education		0.30 230.00/hr	69.00
11/26/2013 JG	LEGAL SERVICES review email from client (GP) regarding [REDACTED]; phone discussions with		0.60 230.00/hr	138.00



BY: BUSINESS SERVICES

client regarding same
Special Education

	<u>Hrs/Rate</u>	<u>Amount</u>
SUBTOTAL:	[22.10	5,011.00]
FOR PROFESSIONAL SERVICES	55.20	\$12,210.00
Previous balance		\$12,368.00
11/21/2013 Payment - thank you. Check No. 108029		(\$12,368.00)
Total payments and adjustments		(\$12,368.00)
 BALANCE DUE		 \$12,210.00

Business TAX ID# 91-1945183