




January 20, 2015

MEMORANDUM

TO: District Board of Trustees
FROM: Jim Murdaugh, President 
SUBJECT: Attorney Invoice - Andrews, Crabtree, Knox & Andrews,
LLP November 30, 2014

Item Description

Request for approval to pay the Board's attorney.

Overview and Background

On a monthly basis, the Board's attorney submits an invoice for services provided.

Past Actions by the Board

The Board of Trustees approved the contract at the October 18, 2010 Board meeting and shall be effective through October 31, 2011. The contract may be renewed on an annual basis with four (4) consecutive one (1) year renewals for a total contract period of five (5) years. The Board approved year five (5) of the contract at the October 20, 2014 Board meeting which shall be effective until October 31, 2015. The Board shall be billed on an annual flat fee of \$175,000 for services of the firm as approved by the Board at the October 21, 2013 Board meeting.

Funding/Financial Implications

Funding is budgeted in Fund 1, the Current Unrestricted Fund. The current amount due is \$14,583.33.

Staff Resource

Teresa Smith

Recommended Action

Authorize payment of invoice as presented.

ANDREWS, CRABTREE, KNOX & ANDREWS, LLP

1558 VILLAGE SQUARE BLVD.

SUITE 1

TALLAHASSEE, FL 32309

TAX ID #59-3621660

December 31, 2014

Teresa Smith
Vice President for Administrative Services and
Chief Financial Officer
Tallahassee Community College
444 Appleyard Drive
Tallahassee, FL 32304

Invoice# 12694 WRM
Our file# T00007 02276
Billing through 11/30/2014

Tallahassee Community College (General)

P.O. Number: 2015 00000778

FOR PROFESSIONAL SERVICES RENDERED

10/28/2014	WRM	Telephone conference (3) with T. Smith re PSAH refinancing (.3); Receipt and review of emails (2) from G. Haile re non-exempt fundraising (.2); Receipt and review of email from E. Jones re W/C document request (.1); Receipt and review of emails (3) from E. Eunice re PSAH refinancing (.3); Receipt and review of email from P. Locascio re non-profit fundraising (.1); Receipt and review of emails (3) from T. Smith re PSAH refinancing (.3); Receipt and review of email from M. Hansard re PSAH refinancing (.1); Receipt and review of emails (2) from R. Hatfield re PSAH refinancing (.2); Receipt and review of emails (4) from M. Feagle re board meeting notice (.4); Receipt and review of email from S. Gardner re DSO implementation (.1); Receipt and review of email from T. Gilliam re board meeting notice (.1); Receipt and review of emails (2) from B. Mullooney re board meeting notice (.2); Receipt and review of email from P. Locascio re board meeting notice (.1); Telephone conference (3) with R. Hatfield re PSAH refinancing (.3); emails (3) to T. Smith re PSAH refinancing (.3);	5.50 hrs.
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Telephone conference with E. Eunice re PSAH refinancing (.1); email to E. Eunice re PSAH refinancing (.1); Review PSAH review PSAH refinancing documents (.5); Dictation and preparation of correspondence to H. Taylor re WEI incident (.3); Telephone conference with J. Chaires-Lacey re response to V. Wright EEOC charge (.1); Continued preparation of response to V. Wright EEOC charge (1.1); Telephone conference with T. Smith/E. Eunice re PSAH refinancing (.2);

10/28/2014	MK	Analyzed Florida case law on restrictions for taking a state employee's fingerprints;	1.20 hrs.
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10/29/2014	WRM	<p>Receipt and review of emails (2) from J. Chaires-Lacey re response to V. Wright EEOC charge (.2); email to J. Chaires-Lacey re V. Wright EEOC charge response (.1); Receipt and review of emails (2) from E. Eunice re PSAH refinancing (.2); Receipt and review of emails (2) from B. Sloan re adjunct faculty (.2); email to B. Sloan re adjunct faculty (.1); Receipt and review of emails (2) from R. Hatfield re PSAH refinancing (.3); Telephone conference with J. Chaires-Lacey re fingerprint policy, V. Wright EEOC response (.2); emails (2) to J. Chaires-Lacey re fingerprinting policy (.2); Receipt and review of emails (2) from M. Mustian re PSAH refinancing (.2); email to T. Smith/E. Eunice re PSAH refinancing (.1); Receipt and review of email from T. Smith re PSAH refinancing with insurance documents (.2); Telephone conference (4) with T. Smith re PSAH refinancing (.6); emails (3) to M. Mustian re PSAH refinancing (.3); Receipt and review of email from S. Conner re response to V. Wright EEOC charge (.1); email to S. Conner re response to V. Wright EEOC charge (.1); Receipt and review of emails (2) from R. Sims re PSAH refinancing (.2); Telephone conference (2) with E. Eunice re PSAH refinancing (.2); emails (2) to R. Sims, E. Eunice, others re PSAH refinancing (.2); Final</p>	6.50 hrs.
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preparation - Response to V. Wright EEOC charge (1.5); Preparation for conference today re PSAH refinancing (.5); Conference with R. Sims, M. Mustian, E. Eunice, T. Smith re PSAH refinancing (1.0);

10/29/2014	MK	Analyzed Florida law on paying employees for voluntary and/or optional training (1.2); Analyzed case law discussing the Hours Worked Regulations of the Department of Labor, Wage and Hour Division (1.5); Analyzed federal case law discussing whether the employer has to pay for its employees' training hours (1.1);	3.80 hrs.
10/30/2014	WRM	Receipt and review of emails (3) from E. Eunice re PSAH refinancing (.3); Receipt and review of email from T. Smith re J. Steele claim (.1); Receipt and review of emails (2) from J. Chaires-Lacey re employee fingerprinting (.2); Receipt and review of emails (3) from Ki. Moore re Capitol Center lease (.3); Review and analysis of payment for employee training (.4); Receipt and review of email from T. Smith re employee fingerprinting (.1); Receipt and review of emails (2) from R. Sims re PSAH refinancing (.2); Review and analysis of background check draft procedure (1.2); Conference with B. Sloan re employee issues (.9); Conference with T. Smith re background procedure (.8); Receipt and review of emails (2) from T. Smith re PSAH refinancing (.2); Receipt and review of email from C. Stringer re diving class (.1); Receipt and review of email from C. Dominguez re City ordinance (.1);	4.90 hrs.
10/31/2014	WRM	Receipt and review of emails (2) from T. Smith re PSAH refinancing (.2); Receipt and review of emails (2) from B. Ingerman re iModules agreement (.2); Telephone conference (2) with T. Smith re fingerprint procedure (.2); Review and analysis of iModules agreement (.4); emails (2) to B.	4.50 hrs.

Ingerman re iModules agreement (.2); Prepare revised fingerprinting procedure (2.3); Conference with T. Smith re fingerprinting procedure (1.0);

11/03/2014	WRM	<p>Receipt and review of emails (3) from B. Ingerman re i Modules agreement (.3); Receipt and review of email from A. Moran re i Modules agreement (.1); Receipt and review of emails (2) from C. Summers re fingerprinting process (.2); email to C. Summers re fingerprinting process (.1); Receipt and review of email from J. Chaires-Lacey re J. Steele appeal (.1); email to J. Chaires-Lacey re J. Steele appeal (.1); Receipt and review of email from S. Prouty re collections agency (.1); Receipt and review of email from D. Wildes re new Gadsden property (.1); Receipt and review of email from D. Wildes re Massive Corp lease (.1); Receipt and review of email from D. Wildes re WTXL lease (.1); Receipt and review of email from B. Sloan re employee leave (.1); email to R. Tolson re employee leave (.1); Receipt and review of email from Ki. Moore re WTXL lease (.1); Review and analysis of TCC diving class agreements (.3); emails (2) to C. Stringer re diving class agreements (.2); Conference with R. Tolson re various HR matters (.5); Receipt and review of emails (2) from L. Parrott re new Gadsden property (.2); Receipt and review of email from B. Sloan re employee incident (.1); Receipt and review of emails (2) from T. Smith re PSAH refinancing (.2); Receipt and review of email from D. Wildes re new Gadsden property (.1); Receipt and review of email from C. Stringer re dive class agreements (.1); Review and analysis of dental hygiene statutes (.2); email to B. Sloan re dental hygiene licensing (.1); Review employee grievance file (.4);</p>	4.00 hrs.
11/03/2014	MK	<p>Analyze FMLA eligibility requirements and employer classification of an employee under</p>	2.70 hrs.

the FMLA (1.2); Analyze compensation and benefits an employee may receive during FMLA and sick leave (1.0); Analyze whether requiring a doctor's note before returning to work violates the ADA (.5);

11/04/2014	WRM	Receipt and review of email from B. Sloan re dental hygiene instructors (.1); Receipt and review of emails (2) from D. Wildes re new Gadsden property (.2); Receipt and review of email from A. Gaughf re fingerprint procedure (.1); email to A. Gaughf re fingerprint procedure (.1); Receipt and review of emails (3) from C. Davis re purchasing question (.3); Receipt and review of email from D. Wildes re Capitol Center services (.1); Receipt and review of email from D. Wildes re WTXL lease (.1); Receipt and review of email from Ki. Moore re Capitol Center leases (.1); Receipt and review of emails (2) from B. Ingerman re Capitol Center services (.2); Receipt and review of emails (3) from B. Sloan re employee leave (.3); emails (2) to B. Sloan re employee leave (.2); Receipt and review of email from R. Tolson re social security question (.1); email to R. Tolson re social security question (.1); Receipt and review of emails (2) from T. Smith re purchasing question (.2); emails (2) to T. Smith re purchasing question (.2); Review and analysis of Florida Statutes re purchasing question (.4); Conference with J. Murdaugh and grievant re employee grievance (.7); Conference with J. Murdaugh re purchasing question (.3); Telephone conference (2) with T. Smith re purchasing question (.4); Conference with R. Tolson re employee issues/questions (.4); email to C. Davis re purchasing question (.1); Receipt and review of email from R. Tolson re employee leave (.1); Receipt and review of email from A. Nied re employee leave (.1); Receipt and review of emails (4) from D. Wildes re CarMax lease	7.80 hrs.
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(.4); Receipt and review of email from R. Frazier re former student letter (.1); email to R. Frazier re former student letter (.1); Review Florida law re D.S.O. purchasing (.4); Receipt and review of emails (5) from D. Frost re Carmax lease (.5); Review and analysis of Capitol Center leases language (.6); email to Ki. Moore re Capitol Center leases language (.1); email to D. Frost re CarMax lease (.1); Review and analysis of DSO purchasing (.5); email to J. Murdaugh/T. Smith re DSO purchasing (.1);

11/04/2014	MK	Analyze Direct Support Organization restrictions under Florida law (1.2); Analyze requirements for disciplining an employee on FMLA leave (1.5);	2.70 hrs.
11/05/2014	WRM	Receipt and review of email from J. Murdaugh re purchasing question (.1); Receipt and review of email from T. Smith re purchasing question (.1); email to T. Smith re purchasing question (.1); Receipt and review of emails (3) from D. Wildes re Carmax lease (.3); Receipt and review of emails (4) from D. Frost re Carmax lease (.1); Receipt and review of emails (2) from R. Frazier re former student (.4); emails (2) to R. Frazier re former student (.2); Review, revise PSAH refinancing opinion letter (.5); Conference with R. Tolson re fingerprint procedure, student complaint (.4); Receipt and review of emails (3) from R. Tolson re fingerprint procedure (.3); emails (2) to D. Wildes/D. Frost re Carmax lease (.2); Review, revise fingerprint procedure (.5); Receipt and review of email from T. Smith re Windstorm record request (.1); email to T. Smith re Windstorm record request (.1); Review and analysis of draft Carmax lease and exhibit (.7); email to D. Frost re Carmax lease (.2); Review file re student complaint (1.1);	5.40 hrs.
11/06/2014	JH	Review and revise opinion letters for PSAH closing (.2);	0.20 hrs.

11/06/2014	WRM	Receipt and review of emails (2) from D. Wildes re Carmax lease (.2); Receipt and review of emails (2) from T. Smith re Carmax lease (.2); Receipt and review of emails (2) from T. Smith re lift use (.2); Receipt and review of emails (7) from D. Frost re Carmax lease (.7); Receipt and review of emails (2) from T. Smith re Windstorm record request (.2); emails (3) to T. Smith re Windstorm record request (.3); Receipt and review of emails (2) from A. Bajoczky on Windstorm record request (.2); Receipt and review of email from B. Hunter re Carmax lease (.1); Receipt and review of email from R. Hatfield re J. Steele proposed Complaint (.1); Receipt and review of email from C. Bush re Carmax lease (.1); Receipt and review of emails (4) from M. Mustian re PSAH refinancing (.4); Receipt and review of emails (2) from B. Sloan re instructor training (.2); Receipt and review of emails (2) from B. Sloan re employee incident (.2); Receipt and review of emails (3) from D. Wildes re lift use (.3); Telephone conference with R. Tolson re fingerprint procedures, student complaint, employee incident (.2); Email to D. Frost re Carmax lease (.1); Receipt and review of emails (2) from R. Hatfield re PSAH refinancing (.2); Telephone conference with R. Hatfield re PSAH refinancing (.1); Telephone conference (2) with T. Smith re PSAH refinancing (.4); Receipt and review of email from R. Tolson re employee incident (.1); Receipt and review of email from R. Tolson re student complaint (.1); email to R. Hatfield re PSAH refinancing (.1); Review final version of fingerprint procedure, statutes (.7); Receipt and review of email from R. Frazier re subpoena to employee (.1); email to R. Frazier re subpoena to employee (.1); email to R. Tolson re fingerprint procedure (.1); email to B. Sloan re wage and hour question (.1);	5.80 hrs.
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11/06/2014	MK	Analyze reasonable and suggested accommodations for a disabled student under the ADA (1.5);	1.50 hrs.
11/07/2014	WRM	Receipt and review of email from B. Sloan re wage and hour question (.1); Receipt and review of emails (3) from M. Mustian re PSAH refinancing (.3); Receipt and review of email from A. Bajoczky re Windstorm record request (.1); Receipt and review of email from R. Hatfield re PSAH refinancing (.1); Receipt and review of email from A. Moran re Windstorm record request (.1); Receipt and review of email from D. Wildes re Carmax lease (.1); Receipt and review of emails (3) from R. Tolson re fingerprint procedure (.3); Review final drafts of PSAH refinancing documents (.9); Receipt and review of email from R. Tolson re student complaint (.1); Conference with M. Mustian, R. Sims, E. Eunice re PSAH refinancing (1.0);	3.10 hrs.
11/07/2014	MK	Analysis of elements a student must show to bring a section 504 of Rehab Act or ADA claim (1.0); Analysis of any mitigating factors a Defendant can show when a Rehab Act or ADA claim is brought by a student (.8); Analysis of elements a student must show to bring a disparate treatment claim under Title VII, 1981 AND 1983, and the Equal Protection Clause (1.0);	2.80 hrs.
11/10/2014	WRM	Receipt and review of email from A. Moran re Windstorm record request (.1); Receipt and review of email from A. Bajoczky re Windstorm record request (.1); Receipt and review of email from E. Eunice re PSAH refinancing (.1); Receipt and review of email from R. Tolson re employee issue (.1); Receipt and review of emails (5) from B. Sloan re employee incident, with three attachments (.7); Receipt and review of emails (2) from R. Tolson re employee incident (.2); emails (2) to B. Sloan/R. Tolson re employee incident (.2);	4.50 hrs.

Telephone conference with T. Smith re PSAH refinancing meeting (.1); Receipt and review of email from R. Tolson re student complaint (.1); Receipt and review of emails (2) from D. Wildes re new Gadsden property (.2); Receipt and review of email from L. Parrott re new Gadsden property (.1); Receipt and review of emails (2) from T. Smith re PSAH refinancing (.2); Receipt and review of email from Ki. Moore re WTXL lease (.1); email to Ki. Moore/D. Wildes re WTXL lease (.1); Telephone conference with J. Young re letters to TCC (.1); email to R. Frazier/A. Moran re record request by J. Young (.1); emails (2) to R. Tolson re student complaint (.2); Analysis: legal standards re student complaint (.6); Receipt and review of emails from A. Moran re J. Young record request (.1); Review and analysis of Massive Corporation lease (.5); email to D. Wildes re Massive Corporation lease (.1); Receipt and review of email from D. Wildes re Massive Corporation lease (.1); Receipt and review of email from M. Mustian re PSAH refinancing closing (.1); Receipt and review of email from A. Gaughf re Orlando Magic contract with attachments (.2);

11/10/2014	MK	Analyze elements needed to bring a claim for peer to peer harassment (1.0); Analyze requirements a Plaintiff must show to bring a Title VI claim in an educational setting (1.0);	2.00 hrs.
11/11/2014	WRM	Receipt and review of emails (2) from T. Smith re fingerprint procedure (.2); emails (2) to T. Smith re fingerprint procedure (.2); Receipt and review of email from R. Tolson re student complaint (.1); Receipt and review of email from Ki. Moore re Capitol Center leases (.1); Receipt and review of emails (2) from R. Frazier re J. Young letters (.2); email to R. Frazier re J. Young letters (.1); Review and analysis of revisions to Orlando Magic agreement (.4); email to A. Gaughf re Orlando Magic agreement (.1); Review Agenda for	2.30 hrs.

		11-17-14 Board Business meeting (.5); Review and analysis of case law re student claims under Title VI and ADA-2 (.4);	
11/11/2014	MK	Analyze defenses to a Plaintiff's Title VI claim that we can assert (.8); Analyze mitigating factors to ADA claims that TCC can assert (.7);	1.50 hrs.
11/12/2014	WRM	Attend E-Team meeting re fingerprint procedure (.7); Conference with R. Tolson, Ki. Moore re employee action (.3); Conference with R. Tolson, S. Sampson re employee issue (.3); Receipt and review of email from R. Tolson re employee action (.1); Conference with R. Tolson/M. Banocy-Payne re student complaint (.9); Conference with R. Tolson re employee status (.2); Review legal authorities re student Title VI and ADA issues (.5);	3.00 hrs.
11/12/2014	MK	Analyze Florida case law on what a claimant must show to bring an ADA claim (.9); Analyze case law to find courts discussing claimant and the accommodations (if any) their employers must make (1.3);	2.20 hrs.
11/13/2014	WRM	Receipt and review of email from R. Tolson with attachments re fingerprint procedure (.2); Receipt and review of emails (4) from T. Smith re fingerprint procedure (.4); emails (2) to T. Smith/R. Tolson re fingerprint procedure (.2); Review legal authorities - re disability and workplace disruption (.4); Receipt and review of emails (2) from A. Gaughf re Tampa Bay Arena agreement (.2); Receipt and review of email from S. Schroeder re public record lawsuits (.1); Receipt and review of news articles re public record lawsuits (.3); Receipt and review of email from C. Dominguez re public record lawsuits (.1); email to T. Smith re public record lawsuits (.1); email to A. Moran, others re public record lawsuits (.1); Receipt and review of emails (3) from R. Tolson re fingerprint procedure (.3);	2.30 hrs.

11/13/2014	MK	Analyze federal case law on discrimination in a failure to hire claim (.9);	0.90 hrs.
11/17/2014	WRM	Receipt and review of emails (2) from T. Smith re HR Director position (.3); email to T. Smith re HR Director position (.1); Receipt and review of email from S. Schroeder re public record requests (.1); Receipt and review of email from S. Ness re public record requests (.1); Receipt and review of emails (2) from R. Tolson re Level 2 checks (.2); Receipt and review of email from T. Smith re Level 2 checks (.1); Receipt and review of emails (3) from D. Wildes re Quincy property purchase (.3); Receipt and review of email from L. Perea re Quincy property purchase (.1); Receipt and review of email from S. Search re FERPA question (.1); Telephone conference (2) with R. Tolson re employee issue (.2); email to C. Summers, others re former student (.1); email to T. Smith/R. Tolson re Level 2 checks (.1); Telephone conference with W. Rabon re former student (.1); Receipt and review of emails (2) from A. Moran re record request by J.Y. (.2); Dictation and preparation of correspondence to J. Young re non-trespass (.2); Telephone conference (2) with A. Moran re J.Y. record request (.2); Telephone conference (2) with B. Ingerman re simulation purchase (.2); Attend Board Business meeting (.8); Conference with T. Smith/R. Tolson re human resources issues (.4);	3.90 hrs.
11/17/2014	MK	Begin analysis of Sunshine Law to determine if interaction videos of students recorded on campus, whether or not they become part of a student's record (.8); Begin analysis of FERPA to determine interaction videos of students, whether or not they become part of a student's record (.8);	1.60 hrs.
11/18/2014	BAA	Receipt, review and analysis of correspondence to and from A. Gaughf re	1.20 hrs.

Tampa Bay Arena contract review (.2);
 Receipt, review and analysis of revisions to
 TBA/FDOT contract, suggested changes,
 responses to questioned areas (.7); Preparation
 of correspondence to A. Gaughf re review of
 contract revisions for TBA, no further
 concerns (.3);

11/18/2014	WRM	<p>Receipt and review of email from B. Mullaney re Title IX disclosure (.1); email to C. Summers re Title IX disclosures (.1); Receipt and review of emails (2) from C. Summers re former student (.2); email to C. Summers re former student (.1); Receipt and review of email from S. Search re advising center (.1); email to W. Rabon re police coverage (.1); Telephone conference with W. Rabon re police coverage (.1); Review and analysis of questions for HR Director applicants, revise and add to questions (.6); Receipt and review of email from C. Summers re Title IX disclosures (.1); Receipt and review of email from B. Ingerman re iModules agreement (.1);</p>	1.60 hrs.
11/18/2014	MK	<p>Analyze Federal law on whether video surveillance of students constitutes "educational records" under FERPA (1.0); Analyze Florida law on whether video surveillance of students constitutes "educational records" under Florida's own interpretation of FERPA (1.0); Analyze proper procedure for maintaining FERPA records if they are to be disclosed to students (.8);</p>	2.80 hrs.
11/19/2014	WRM	<p>Receipt and review of email from D. Wildes re new Gadsden property (.1); email to D. Wildes re new Gadsden property (.1); Telephone conference with J. Chaires-Lacey re fingerprint procedure (.1); Conference with R. Tolson, review of records re application of fingerprint procedure (1.3);</p>	1.60 hrs.
11/20/2014	WRM	<p>Receipt and review of emails (3) from D.</p>	2.70 hrs.

Wildes re Quincy property (.3); Receipt and review of emails (2) from S. Search re FERPA question (.2); email to S. Search re FERPA question (.1); Telephone conference with R. Tolson re application of fingerprint procedure (.1); Review and analysis of documents re application of fingerprint procedure (1.0); Conference with R. Tolson re application of fingerprint procedure (.4); Receipt and review of emails (2) from C. Dominguez re student offense (.2); Receipt and review of emails (2) from T. Gilliam re student offense (.2); Receipt and review of email from S. Schroeder re student offense (.1); Receipt and review of email from T. Gilliam re email retention (.1);

11/21/2014	WRM	<p>Telephone conference with R. Tolson re application of fingerprint procedure (.2); Receipt and review of email from S. Prouty re email retention (.1); Receipt and review of email from M. Healy re campus safety (.1); email to C. Summers re campus safety (.1); Receipt and review of emails (2) from B. Ingerman re iModules contract (.2); email to B. Ingerman re iModules contract (.1); Receipt and review of email from P. Karlson re email retention (.1); email to K. Stewart, R. Tolson re videotaping of job candidates (.1); Analysis: student videotape, FERPA, public records (1.4); Telephone conference (2) with S. Search re student videotape (.2); Receipt and review of email from B. Ingerman re document storage (.1); Receipt and review of emails (2) from T. Smith re document storage (.2); email to B. Ingerman re document storage (.1); Receipt and review of email from D. Frost re McCormick contract (.1); Review Quincy property purchase documents (.2); email to D. Wildes re Quincy property purchase (.1); Telephone conference with T. Smith re fingerprint procedure, Massoudi case, public records, employee charge, HR director position (.4); Receipt and review of email from</p>	5.30 hrs.
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B. Spiers re document storage (.1); Receipt and review of email from K. Stewart re videotaping of position candidates (.1); Telephone conference with R. Tolson re videotaping and notes re applicant review, ADA question (.2); Receipt and review of email from D. Wildes re Quincy property purchase (.1); Receipt and review of email from R. Tolson re applicant videotaping (.1); Receipt and review of email from B. Hinson re document storage (.1); Receipt and review of email from D. Bennett re email retention (.1); Review and analysis of draft iModules contract (.5); email to B. Ingerman re iModules contract (.1);

11/21/2014	MK	Analyzed whether an employee can require a college to pay for hearing aids or glasses under the ADA (1.2);	1.20 hrs.
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11/24/2014	WRM	Receipt, review and analysis of correspondence from B. Petersen re campus incident (.1); Receipt and review of email from B. Ingerman re email retention (.1); email to B. Ingerman re email retention (.1); Receipt and review of email from R. Green re document storage (.1); Receipt and review of email from P. Manning re document storage (.1); Receipt and review of emails (2) from S. Search re document storage (.2); Receipt and review of email from P. Locascio re CCLA attorneys (.1); Receipt and review of emails (2) from T. Smith re background check question (.2); email to T. Smith re background checks (.1); Receipt and review of email from B. Ingerman re document storage (.1); Receipt and review of emails (2) from B. Ingerman re i Modules contract (.2); Receipt and review of email from S. Couch re background checks (.1); email to B. Ingerman re i Modules contract (.1); Telephone conference with B. Ingerman re i Modules contract (.4); email to J. Murdaugh, others re campus incident (.1); Receipt and review of draft McCormick's lease termination	4.50 hrs.
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agreement (.2); email to D. Frost re McCormick's lease termination agreement (.1); Receipt and review of email from C. Summers re campus incident (.1); Brief review of Florida case law re personal notes (.2); email to R. Tolson, others re personal notes (.1); Telephone conference with J. Chaires-Lacey re application for background check (.2); Review and analysis of reasonable accommodation for hearing impaired employee (1.2); Receipt and review of email from S. Conner re applicant background checks (.1); Receipt and review of email from E. Lerner re college liability per other agency action (.1); email to S. Conner re applicant background checks (.1);

11/24/2014	MK	Review and analysis of whether an employee can require a college to pay for hearing aids or glasses under the ADA for controllable impairments (1.4);	1.40 hrs.
11/25/2014	WRM	Receipt and review of email from T. Gilliam re Section 768.28 question (.1); Receipt and review of email from C. Mailloux re Section 768.28 question (.1); Receipt and review of email from B. Ingerman re i Modules contract (.1); email to B. Ingerman re i Modules contract (.1); Receipt and review of email from J. Murdaugh re Wakulla incident (.1); Receipt and review of emails (2) from E. Lerner re Section 768.28 question (.2); Receipt and review of email from B. Leinback re college attorneys (.1); Receipt and review of email from D. Wildes re document storage (.1); email to P. Locascio re college attorney addition (.1); Review and analysis of hearing loss, ADA and reasonable accommodation (.5); Receipt and review of email from S. Schroeder re college attorney addition (.1); Review and analysis of Wakulla incident documents (.2); email to A. Moran, C. Summers, J. Murdaugh re Wakulla incident (.1); Receipt and review of emails (2) from B. Babb re college attorney addition (.2); Receipt	2.90 hrs.

and review of email from C. Summers re Wakulla incident (.1); Receipt and review of email from S. Search re ADA question (.1); email to R. Tolson/S. Search re ADA question (.1); Receipt and review of emails (2) from A. Moran re Wakulla incident (.2); email to A. Moran re Wakulla incident (.1); Receipt and review of email from C. Dominguez re college attorney addition (.1); Receipt and review of email from T. Gilliam re college attorney addition (.1);

11/26/2014	WRM	<p>Receipt and review of emails (3) from B. Ingerman re TurnItIn contract (.3); Receipt and review of email from D. Bennett re college attorney addition (.1); Receipt and review of email from R. Tolson re A.D.A. - hearing aid (.1); Receipt and review of email from P. Karlson re college attorney addition (.1); Receipt and review of emails (2) from S. Search re PSC - coaches (.2); Receipt and review of email from S. Prouty re college attorney addition (.1); Receipt and review of email from M. Mustian re PSAH refinancing (.1); Receipt and review of email from M. Miller re college attorney addition (.1); Receipt and review of email from T. Smith re PSAH refinancing (.1); Receipt and review of email from B. Lienback re college attorney addition (.1); email to S. Search re PSC - Coaches (.1); Review and analysis of TurnItIn contract (.5); emails (3) to B. Ingerman re TurnItIn contract (.3); Receipt and review of emails (2) from B. Ingerman re iModules contract (.2); Review and analysis of revision to iModules contract (.2); Receipt and review of email from C. Summers re MOU FACES program (.1); email to B. Ingerman re iModules contract (.1); Telephone conference with B. Ingerman re TurnItIn contract (.1); Telephone conference with K. Mackie re Wakulla incident (.1); Dictation and preparation of memo to B. Ingerman re iParadigms contract (.2); Begin draft of correspondence re Wakulla incident (.3);</p>	3.50 hrs.
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11/30/2014 WRM Monthly Fee;

Fees for this matter 14,583.33
\$14,583.33

BILLING SUMMARY

Mabile, William R	Attorney	85.60 hrs	\$14,583.33
Andrews, Ben A	Partner	1.20 hrs	
Hunter, Jessica	Paralegal	0.20 hrs	
Kelly, Michael	Law Clerk	28.30 hrs	
Fees		115.30 hrs	\$14,583.33
Disbursements			\$0.00

TOTAL CHARGES FOR THIS BILL

\$14,583.33