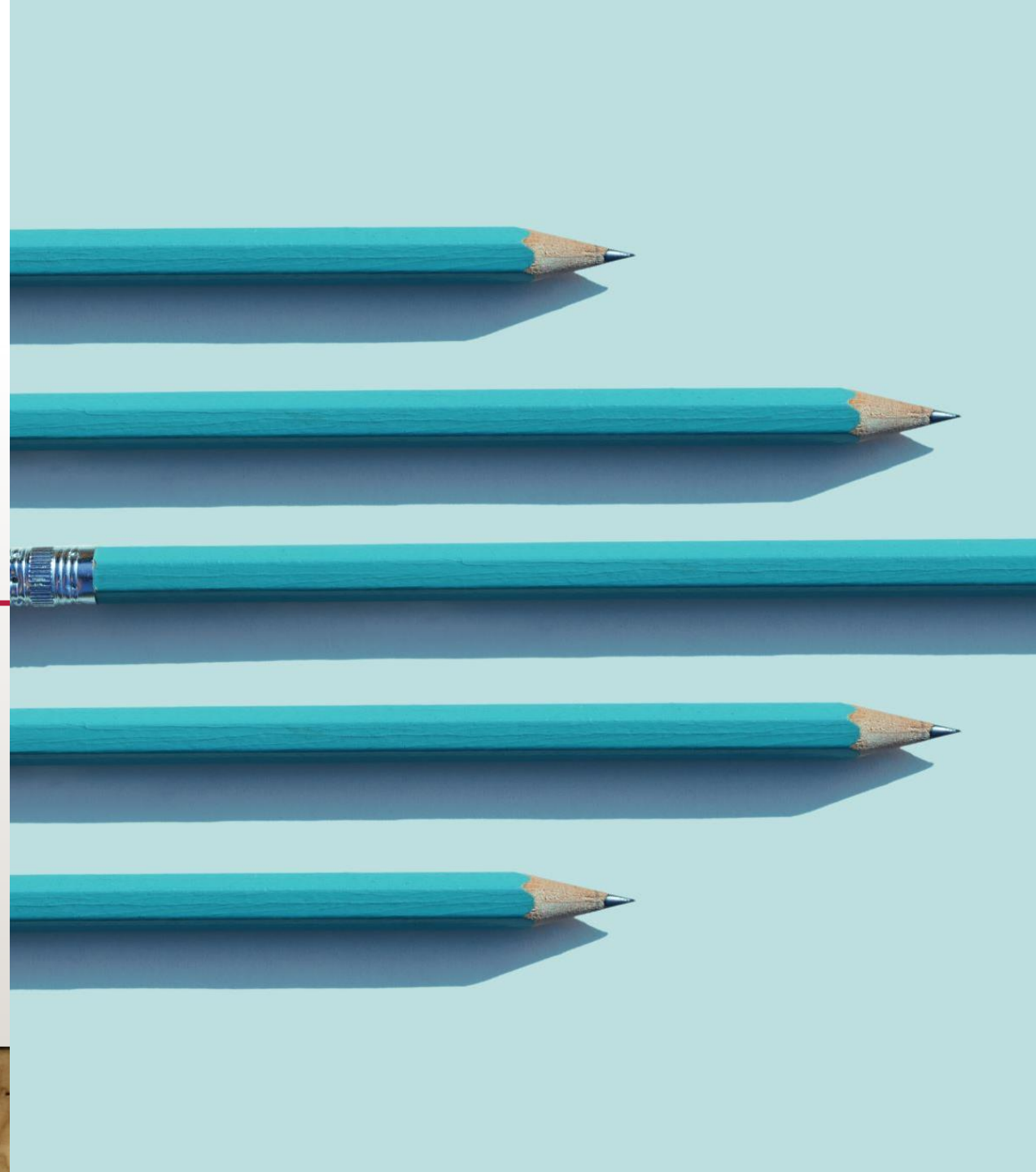


LEGAL SERVICES UPDATE

MARCH 9, 2021

PAUL GIBBS

VALERIE LONDONO



THE PAST YEAR

Goal for 2020/2021 School Year

- Observe
- Keep business moving
- Avoid major litigation
- Correct critical issues

Covid derails normal operations
as we know them

TWO-YEAR COMPARISON:

Data for Legal Services Update (by fiscal year)	2019-2020	2020-2021 (to date)
AGREEMENTS	226	106
POLICIES – TOTAL REVIEWED*	50	40
LEGAL MEMORANDA	4	4
ETHICS COMPLAINTS	21	4
WHISTLEBLOWER CLAIMS	2	0
IN-HOUSE LITIGATION	0	0
STUDENT EXPULSIONS (rec'd)	67	2
New Files Opened:		
GARNISHMENT CASES	38	26
BID PROTEST	1	1
DUE PROCESS HEARING/DOAH	4	0
ADA ACCOMODATION REQUEST	2	0
STUDENT EXPULSION	1	1
LITIGATION MATTERS	1	3
EEOC COMPLAINT	0	1

DETAILED POLICY REVIEW BREAKDOWN:

	2019-2020	2020-2021 (to date)
POLICIES – New / Revisions / Repeal	3 / 21 / 4	3 / 23 / 4
FORMS – New / Revisions / Repeal	6 / 3 / 2	0 / 6 / 0
APs – New / Revisions / Repeal	3 / 7 / 1	1 / 5 / 1
TOTAL	50	40

2021-2022

January 2021 – Valerie Londono started as Assistant General Counsel/Staff Attorney.

- Conflict items – Employee and Student Disciplinary counsel (terminations/expulsions)
- Sharing contracts review
- Assisting with other departments as issues arise to gain experience with school law issues
- Coordinating Policy Revisions Process
- Long-term goal to transition into:
 - Title IX matters
 - ESE matters
 - Charter school matters

2021-2022 CONT'D

February 2021 saw Juanita Williams go to Orange County Public Schools for a promotion, dealing a blow to the Legal Services Office. We have advertised and are hopeful to have a candidate for approval by the Board's meeting on March 23.

2021-2022 CONT'D

Goals/To Do:

- Fill the vacant paralegal position.
- Implement a new outside counsel system where outside legal counsel comes under a general contract for a term with their rates for Board approval to eliminate the myriad of separate letters of engagement.
- Outside counsel should report directly to legal and provide all reports directly to legal.
- Revise the lawsuit service process so that legal receives notice of all lawsuits first, prior to going to risk management and outside counsel.
- Get a budget category for legal costs so expenses are easily tracked and can be reported to the Board.

FINAL THOUGHTS

Considering the modern era, the era of compulsory education through grade 12, we have had to invent the wheel on how to operate schools during a worldwide pandemic. It is a successful year for the Legal Services (and the School District) simply because we endured and while emerging tired, we emerge more capable for having endured.

