

Betsy Hall Bender

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Via Email tcot@woccisd.net

Dr. O. Taylor Collins
Superintendent
West Orange-Cove CISD
P.O. Box 1107
Orange, Texas 77631

Re: Retainer Agreement

Dear Dr. Collins:

Effective August 1, 2009, I would propose a monthly retainer of \$250 payable on the first day of the month, for which the West Orange-Cove Consolidated Independent School District would receive two hours of legal advice, on an as-needed basis during that month. Effective August 1, 2009, for legal services provided to the District, its Board members and/or administrators in human resources/personnel matters/student discipline issues in excess of the two-hour monthly retainer, as well as in employee-related proceedings before the Board of Trustees, the Texas Education Agency, advice and in litigation for which the District is not insured, I would propose to bill the West Orange-Cove Consolidated Independent School District at the following rates for attorneys and staff personnel:

Betsy Hall Bender	\$235.00 per hour/\$255.00 per hour (court or administrative hearing appearances)
Associates	\$170.00 per hour/\$190.00 per hour (court or administrative hearing appearances)
Legal Assistants	\$ 75.00 per hour

For travel time, I would charge the District \$100.00 per hour. For personal auto expenses, my firm would be reimbursed at the standard rate per mile authorized by the Internal Revenue Service.

Billing for ongoing matters will be made monthly. Service providers hired by my firm (with prior District approval), such as consultants, court reporters and expert witnesses, would be submitted to the District for direct payment. Office expenses which are customarily charged to the client include the following: