
From: Wormeck, Patty <wormeckp@flaglerschools.com>
Sent: Thursday, October 26, 2023 4:07 PM
To: Cheryl Massaro; William Furry; Christy Chong; Colleen Walsh-Conklin; Hunt, Sally
Cc: Lashakia Moore
Subject: Board Requested Info for Attorney Contract
Attachments: K. Gavin Remaining Contract 10.26.23.pdf

Good Afternoon -

A board member asked for the following information: (1) the value of the remainder of Attorney Gavin's contract including benefits and accrued leave time; and (2) the loss of FRS retirement funds if Attorney Gavin was terminated prior to reaching full retirement with the District.

I have attached a PDF document that shows the cost of the salary, benefits, and accrued leave for 2023-24 and 2024-25. The calculation assumes all benefit rates remain the same for 2024-25 as there is no way to predict this. It also assumes a 2% increase in salary for 2024-25.

Per review of Attorney Gavin's FRS Pension Plan Estimator (which is currently 2 months behind on the FRS website), if her contract was terminated early instead of ending at the current contract date of June 30, 2025, which would bring her to full retirement, the future pension payments would decrease by \$836.54 monthly totaling an annual decrease of \$10,038.48.

The monthly pension payment is based on the highest five years of salary. When the full annual salary for 2023-24 and 2024-25 is not factored into the formula, the monthly pension payment is negatively impacted.

Please feel free to reach out to me on my cell phone if you have any questions on this information. Thank you.

Patty Wormeck
Chief Financial Officer
Flagler County Schools
(386) 437-7526 ext. 1130

Kristy Gavin
Contract Balance Analysis

	<u>2023-24</u>	<u>2024-25</u>
Salary	132,325.00	134,971.50
Less: Contract Paid to Date	<u>(44,108.32)</u>	<u>-</u>
	<u>88,216.68</u>	<u>134,971.50</u>
Benefits:		
FRS (34.52%)	45,678.59	46,592.16
SS & Medi (7.65%)	10,122.86	10,325.32
Long-Term Disability (.00285%)	377.13	384.67
Life Insurance (\$0.61 per pay)	13.42	13.42
Medical (\$306.61 per pay)	6,745.42	6,745.42
Dental (\$11.06 per pay)	243.32	243.32
Vision (\$3.05 per pay)	67.10	67.10
	<u>63,247.84</u>	<u>64,371.41</u>
Less: Benefits Paid to Date	<u>(22,999.21)</u>	<u>-</u>
	<u>40,248.62</u>	<u>64,371.41</u>
Salary & Benefits Remaining	<u>128,465.30</u>	<u>199,342.91</u>
Sick Hours	1,134.00	1,176.00
Remaining Allocation of Hours	<u>42.00</u>	<u>84.00</u>
	1,176.00	1,260.00
Hourly Rate	<u>72.71</u>	<u>74.16</u>
Cost of Sick Hours Remaining	<u>85,506.96</u>	<u>93,446.89</u>
Sick Time Entitled to per Board Policy (50%)	<u>42,753.48</u>	
Sick Time Entitled at Full Retirement per Policy (100%)		<u>93,446.89</u>
Vacation Hours	423.50	518.00
Additional Use of Vacation Time	-	(70.00)
Remaining Allocation of Hours	<u>94.50</u>	<u>126.00</u>
	518.00	574.00
Hourly Rate	<u>72.71</u>	<u>74.16</u>
Cost of Vacation Hours Remaining	<u>37,663.78</u>	<u>42,570.25</u>
Vacation Time Entitled To Per Board Policy (100%)	<u>37,663.78</u>	<u>42,570.25</u>
	<u>Contract Cost as</u>	<u>Contract Cost as</u>
	<u>of June 30, 2024</u>	<u>of June 30, 2025</u>
Summary:		
Salary & Benefits Remaining	128,465.30	199,342.91
Sick Time Entitled to per Board Policy	42,753.48	93,446.89
Vacation Time Entitled to per Board Policy	<u>37,663.78</u>	<u>42,570.25</u>
	<u>208,882.56</u>	<u>335,360.05</u>
District Retirement Benefit Entitled To		7,315.00
		<u>342,675.05</u>

From: Wormeck, Patty <wormeckp@flaglerschools.com>
Sent: Thursday, October 26, 2023 9:38 AM
To: Cheryl Massaro; William Furry; Christy Chong; Colleen Walsh-Conklin; Hunt, Sally
Cc: Lashakia Moore
Subject: Legal Fees Request
Attachments: 2023 Attorney & Legal Services.xlsx

Good Morning -

A Board member asked for the total costs of legal fees (outside counsel, board attorney salary & benefits, and paralegal salary & benefits) for St. Johns and Volusia for the 2022-23 fiscal year. I have reached out to those two school districts and have determined the following:

St. Johns - \$444,705 for outside counsel, there is no inhouse district attorney

Volusia - approximately \$290,000 for outside counsel, approximately \$400,000 for the general counsel's office (includes inhouse district attorney, paralegal, and secretary)

I have also reattached the spreadsheet of our district legal costs that was previously requested. Please let me know if you have any questions. Thank you.

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PO Number	Vendor	Amount	Description
0012223004	Sniffen & Spellman, PA	38,147.49	Labor/Employee relations services
0022223162	CJ Wilson Law PA	12,100.00	Concurrency legal services
0022223000	CJ Wilson Law PA	8,607.50	Concurrency legal services
0022223090	CJ Wilson Law PA	9,130.00	Concurrency legal services
1012223015	Weiss Serota Helfman Cole-Beirman, PL	5,400.00	Outside legal counsel (P. Peacock)
1782223004	Bush & Augspurger PA	6,911.00	Outside legal counsel (J. Dove & T. Lee)
Check Request #802	Disability Rights Florida, INC	40,000.00	Case # 3:21-cv-00995
Check Request #880	Division of Admin Hearings	162.00	DOAH Judge
Check Request #991	Division of Admin Hearings	387.00	DOAH Judge
Check Request #992	Division of Admin Hearings	198.00	DOAH Judge
Check Request #1039	Division of Admin Hearings	288.00	DOAH Judge
	Outside Legal Counsel	121,330.99	
	Salaries & Benefits:		
	Kristy Gavin	187,978.28	
	Dana Holmes (Paralegal)	79,039.28	
	Total Legal Costs	<u>388,348.55</u>	

PO Number	Vendor	Amount	Description
Check Request #477	Erica Lovelette	800.00	Paralegal Services
Check Request #692	Rubberger, Krik & Caldwell PA	800.00	Outside counsel (Paul Peacock)
0012122068	Dell Graham, P.A.	3,500.00	Outside legal counsel (Bertrand)
0022122046	CJ Wilson Law PA	9,667.50	Concurrency legal services
0022122358	CJ Wilson Law PA	8,525.00	Concurrency legal services
	Outside Legal Counsel	23,292.50	
	Salaries & Benefits:		
	Kristy Gavin	183,218.50	
	Dana Holmes (Paralegal)	64,079.78	
	Total Legal Costs	270,590.78	

<u>PO Number</u>	<u>Vendor</u>	<u>Amount</u>	<u>Description</u>
Check Request #335	Division of Admin Hearings	116.25	DOA Judge
Check Request #347	Division of Admin Hearings	38.75	DOA Judge
1782021002	Bush & Augspurger PA	<u>2,862.00</u>	Outside legal counsel (L. Lancaster)
	Outside Legal Counsel	3,017.00	
	Salaries & Benefits:		
	Kristy Gavin	171,919.36	
	Erica Lovelette (Paralegal)	71,173.84	
	Total Legal Costs	<u><u>246,110.20</u></u>	

PO Number	Vendor	Amount	Description
	Salaries & Benefits:		
	Kristy Gavin	166,117.76	
	Erica Lovelette (Paralegal)	69,072.08	
	Total Legal Costs	235,189.84	

Note: Any payments submitted that were not on a purchase order are not included in this fiscal year, as all of these items are manual and in storage.

<u>PO Number</u>	<u>Vendor</u>	<u>Amount</u>	<u>Description</u>
Chek Request #49	Robert Sprouse	2,652.25	Attorney's Fees for Settlement
1781819002	Bush & Augspurger PA	9,691.57	Outside legal counsel (FEA, M. Hann)
1781819001	John W. Caven PLLC	1,890.00	Mediation Services (Hurd Construction)
	Outside Legal Counsel	14,233.82	
	Salaries & Benefits:		
	Kristy Gavin	154,259.03	
	Erica Lovelette (Paralegal)	66,238.34	
	Total Legal Costs	<u>234,731.19</u>	

Note: Any payments submitted that were not on a purchase order are not included in this fiscal year, as all of these items are manual and in storage.

PO Number	Vendor	Amount	Description
7301718017	Bush & Augspurger PA	9,947.27	Outside legal counsel (M. Hann, Dunn, FEA)
7301718018	Bush & Augspurger PA	17.30	Outside legal counsel (document preparation)
1781718006	Bush & Augspurger PA	3,011.70	Outside legal counsel
	Outside Legal Counsel	12,976.27	
	Salaries & Benefits:		
	Kristy Gavin	149,823.80	
	Erica Lovelette (Paralegal)	64,025.44	
	Total Legal Costs	226,825.51	

Note: Any payments submitted that were not on a purchase order are not included in this fiscal year, as all of these items are shredded per Florida Statutes records retention requirements.

PO Number	Vendor	Amount	Description
	Salaries & Benefits:		
	Kristy Gavin	146,812.21	
	Linda Hodgson (Paralegal)	53,829.84	
	Total Legal Costs	200,642.05	
Note: Any payments submitted that were not on a purchase order are not included in this fiscal year, as all of these items are shredded per Florida Statutes records retention requirements.			

PO Number	Vendor	Amount	Description
	Salaries & Benefits:		
	Kristy Gavin	143,043.10	
	Linda Hodgson (Paralegal)	14,895.71	
	Total Legal Costs	157,938.81	

Note: Any payments submitted that were not on a purchase order are not included in this fiscal year, as all of these items are shredded per Florida Statutes records retention requirements.