

May 12, 2025

Via: Email only

Gary Weber, Superintendent
Jim Grosch, Business Manager
Warren County School District
6820 Market Street
Russell, PA 16345

In re: Labor Relations

Dear Gary and Jim:

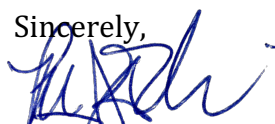
As requested by the Warren County School District Board of Directors, please consider this an engagement letter for ongoing work as labor counsel for the District for another year. I have enjoyed working with all of you to assist with your labor relations matters, and I look forward to continuing to provide that service.

Unfortunately, it is necessary to increase rates for the coming year. As you know, there has not been a change in a number of years and only one modest increase in the last 8 or so years. As a result, given how other costs of doing business have increased over that period of time, I do need to change rates for the coming year. The standard rate for school and municipal labor relations and other special counsel matters will be \$180 per hour, effective July 1, 2025. Given your distance from Blair County, I will be happy to continue only billing at \$100 per hour for time spent en route to or from the District for attendance at meetings, bargaining sessions, hearings, etc.

As always, time is recorded by fractions of hours of not less than one (1/10) tenth of an hour, and a detailed invoice will be generated monthly for each separate matter. I do not bill for routine expenses like mileage, photocopying, normal postage, etc. If there are unusual expenses or if costs are advanced for certain out-of-pocket expenses such as filing fees, etc., I will bill only the actual cost of those. I also do not bill for any time by paralegals, assistants, etc.

If you have any questions or want to discuss anything in more detail, please let me know. Otherwise, I trust this provides you with an update. I certainly appreciate your business and look forward to continuing to serve the District.

Sincerely,



Patrick J. Fanelli

