

January 17, 2024

The Honorable Tyisha Walker-Meyers, President
New Haven Board of Alders
165 Church St, 2nd Fl
New Haven, CT 06511

Re: Amendments to Shipman & Goodwin legal agreements

Dear Honorable President:

Attached are copies of two agreement packages are submitted to the alders for the approval of an amendment to increase agreement amount over \$100,000.00. The Board's submission on January 8th, 2024. The matter was approved for the submission for the full aldermanic approval prior to processing.

On behalf of the Board of Education, I seek approval, pursuant to section 1-376 of the Code of Ordinances of the City of New Haven, to amend two outside legal services agreements with the law firm of Shipman & Goodwin.

- (1) For agreement 2023-CON-0377 (General/Litigation) we seek an amendment in the amount of \$130,000.00. This will bring the total agreement amount from \$80,000.00 to \$210,000.00.
 - (2) For agreement 2023-CON-0379 (CHRO) we seek an amendment in the amount of \$90,000.00. This will bring the total agreement amount from \$35,000.00 to \$125,000.00.
- The total amount of the two agreements together is not to exceed \$335,000.00

Each amendment is intended to cover current billings in excess of the agreement amounts, plus anticipated billings through the end of the fiscal year.

Shipman & Goodwin has been providing legal counsel to the Board of Education for nearly 5 years and has done so in exemplarily form. Shipman & Goodwin is known as the preeminent firm for educational law in the state of Connecticut providing counsel to many districts across the State of Connecticut.

Please also note that the requested increase includes anticipated legal expense through the end of the fiscal year.

2023-CON-0377 – General/Litigation

The amendment proposed for this agreement is intended to cover the general legal consultation, including statutory and regulatory interpretation and compliance, claims and litigation, and including areas of specialized practice relating to education law. Almost ~42% of the original \$80,000.00 contract amount was spent on the various negotiations (paraprofessional, custodial, general labor negotiations, etc.).

Original Amount:	\$80,000.00
Bills through Nov.2023	\$63,861.00
Amendment sought	\$130,000.00
FY24 total after amendment	\$210,000.00

2023-CON-0379 – CHRO Matters

The amendment proposed for this agreement is intended to cover the legal consultation, including statutory and regulatory interpretation and compliance, CHRO claims and litigation. One suit in particular has been active this fiscal year and alone has accumulated a charge that equates 95.64% of the agreement original amount.

Original Amount:	\$35,000.00
Bills through Nov.2023	\$43,995.00
Amendment sought	\$90,000.00
FY24 total after amendment	\$125,000.00

We wish to make it clear that, although the practice has been to split the legal services agreements with each firm by category of work, going forward we intend to enter into a single agreement with each law firm. We would then submit agreements in excess of \$100,000.00 for approval pursuant to section 2-376 of the Charter.

The additional funds in the amount of \$130,000.00 for 2023-CON-0377 (general/litigation) and \$90,000.00 for 2023-CON-0379 (CHRO) are available from 190-47000-56696.

I look forward to our team's presentation of the proposed amendment to the alders.

Regards,



Thomas Lamb
Chief Operating Officer

Shipman & Goodwin - General Legal Matter Tracking

Matter	Hours	Total Fees:	August	September	October	November	December	January	February	March	April
Eco Urban Pioneers, LLC Lawsuit	136 Hrs. Partner & Associate 3.3 Hrs. Paralegal	\$ 48,293.00	\$ -	\$ -	\$ 17,563.00	\$ 23,870.00	\$ 5,320.00	\$ 875.00	\$ 665.00		
Bill Disbusement Summary - Eco		\$ 505.00					\$ 505.00				
General Consultation of Educational Matters	19.4 Hrs. Partner & Associate	\$ 6,790.00	\$ 1,645.00	\$ 1,890.00	\$ 1,925.00	\$ 420.00	\$ 665.00	\$ 70.00	\$ 175.00		
Business Contracts	9.7 Hrs Partner & Associate	\$ 3,395.00	\$ -	\$ -	\$ 3,045.00	\$ 350.00	\$ -	\$ -	\$ -		
ADA Complaint	5.6 Hrs. Partner & Associate	\$ 1,960.00	\$ -	\$ -	\$ -	\$ 1,960.00		\$ -	\$ -		
Charge Dispute for SPED Services	3.8 Hrs. Partner	\$ 1,330.00	\$ 945.00	\$ 280.00	\$ -	\$ -	\$ 105.00	\$ -	\$ -		
2022 SRO MOU Negotiations	2.3 Hrs. Associate	\$ 805.00	\$ -	\$ -	\$ 490.00	\$ 35.00	\$ 175.00	\$ 70.00	\$ 35.00		
FOIA Complaints	.6 Hrs. Associate	\$ 210.00	\$ 210.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
TOTALS:	177 Hrs. Partner & Associate 3.3 Hrs. Paralegal	\$ 63,288.00	\$ 2,800.00	\$ 2,170.00	\$ 23,023.00	\$ 26,635.00	\$ 6,770.00	\$ 1,015.00	\$ 875.00	\$ -	\$ -
		CUMULATIVE TOTALS:	\$ 2,800.00	\$ 4,970.00	\$ 27,993.00	\$ 54,628.00	\$ 61,398.00	\$ 62,413.00	\$ 63,288.00		

Shipman & Goodwin - Labor Legal Matter Tracking

**Services are provided the month before invoiced.*

Matter	Hours	Total Fees:	August	September	October	November	December	January	February	March	April
2022/2023 Teachers Union Negotiations	141.3 Hrs. Partner & Associate 25.1 Hrs. Paralegal	\$ 54,726.00	\$ 525.00	\$ 13,706.00	\$ 9,758.00	\$ 25,711.00	\$ 3,220.00	\$ 910.00	\$ 896.00		
2023 Paraprofessional Union Negotiations	2.4 Hrs. Partner	\$ 840.00	\$ -	\$ -	\$ -	\$ -	\$ 140.00	\$ -	\$ 700.00		
2022 Administrator Union Negotiations	29.9 Hrs. Partner & Associate 13.8 Hrs. Para Leagal	\$ 13,363.00	\$ 175.00	\$ 9,030.00	\$ 665.00	\$ 105.00	\$ 1,547.00	\$ 336.00	\$ 1,505.00		
General Labor/Contracts/Negotiations	8.3 Hrs. Associate	\$ 2,905.00	\$ -	\$ 210.00	\$ 980.00	\$ 1,400.00	\$ 245.00	\$ 70.00	\$ -		
CHRO Complaints General	1.7 Hrs. Partner & Associate	\$ 595.00	\$ -	\$ 595.00	\$ -	\$ -	\$ -	\$ -	\$ -		
CHRO: Matter 1	25.8 Hrs. Partner & Associate	\$ 9,030.00	\$ 1,575.00	\$ 525.00	\$ 1,190.00	\$ 1,260.00	\$ 3,150.00	\$ 1,120.00	\$ 210.00		
CHRO Matter 2	24.2 Hrs. Partner & Associate	\$ 8,470.00	\$ -	\$ -	\$ 2,940.00	\$ 4,235.00	\$ 1,295.00	\$ -	\$ -		
CHRO: Mater 3	15.2 Hrs. Partner & Associate	\$ 5,320.00	\$ 385.00	\$ 3,570.00	\$ 140.00	\$ -	\$ 140.00	\$ 385.00	\$ 700.00		
CHRO Matter 4	2.9 Hrs. Partner	\$ 1,015.00	\$ -	\$ -	\$ 105.00	\$ 910.00	\$ -	\$ -	\$ -		
Employment Lawsuit-Federal Matter 1	201 Hrs. Partner & Associate 7.1 Hrs. Para Leagal	\$ 74,097.90	\$ 875.00	\$ 12,565.00	\$ 8,505.00	\$ 18,305.00	\$ 14,385.00	\$ 12,635.00	\$ 6,827.90		
Employment Lawsuit-Federal Matter 2	110.4 Hrs. Partner & Associate 14.8 Hrs. Para Leagal	\$ 41,748.00	\$ 3,283.00	\$ 756.00	\$ 15,617.00	\$ 8,092.00	\$ 8,575.00	\$ 2,590.00	\$ 2,835.00		
Teachers Related Matters	64.6 Hrs. Partner & Associate	\$ 22,610.00	\$ 910.00	\$ 945.00	\$ 805.00	\$ 4,935.00	\$ 4,655.00	\$ 5,005.00	\$ 5,355.00		
Employee Termination	15 Hrs. Partner & Associate	\$ 5,250.00	\$ -	\$ -	\$ -	\$ -	\$ 1,365.00	\$ 1,015.00	\$ 2,870.00		
Employee Grievance	9.6 Hrs. Partner & Associate	\$ 3,360.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 70.00	\$ 3,290.00		
Paraprofessionals	6.9 Hrs. Partner	\$ 2,415.00	\$ -	\$ 280.00	\$ 350.00	\$ -	\$ 1,680.00	\$ 105.00	\$ -		
2022 Complaint Re: Bonuses	6.8 Hrs. Partner	\$ 2,380.00	\$ -	\$ -	\$ -	\$ 70.00	\$ 350.00	\$ 35.00	\$ 1,925.00		
General Litigation/Investigation	3.2 Hrs. Partner	\$ 1,120.00	\$ 455.00	\$ 665.00	\$ -	\$ -	\$ -	\$ -	\$ -		
TOTALS:		\$ 249,244.90	\$ 8,183.00	\$ 42,847.00	\$ 41,055.00	\$ 65,023.00	\$ 40,747.00	\$ 24,276.00	\$ 27,113.90	\$ -	\$ -
		CUMULATIVE TOTALS:	\$ 8,183.00	\$ 51,030.00	\$ 92,085.00	\$ 157,108.00	\$ 197,855.00	\$ 222,131.00	\$ 249,244.90		

Shipman & Goodwin - Legal Matter Tracking

*Services are invoiced the month after rendered.

PO	Matter	Total Fees:	August	September	October	November	December	January
L	MATTER 1	\$ 630.00	\$ -	\$ -	\$ 245.00	\$ 280.00	\$ 105.00	
L	MATTER 2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
L	MATTER 3	\$ 12,740.00	\$ 735.00	\$ 2,555.00	\$ 2,660.00	\$ 3,780.00	\$ 3,010.00	
L	MATTER 4	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
L	MATTER 5	\$ 1,680.00	\$ 455.00	\$ 875.00	\$ 175.00	\$ 175.00	\$ -	
L	MATTER 6	\$ 70.00	\$ -	\$ 70.00	\$ -	\$ -	\$ -	
L	MATTER 7	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
L	MATTER 8	\$ 4,655.00	\$ 2,380.00	\$ 1,015.00	\$ 70.00	\$ -	\$ 1,190.00	
L	MATTER 9	\$ 4,130.00	\$ 2,240.00	\$ -	\$ -	\$ -	\$ 1,890.00	
L	MATTER 10	\$ 147.00	\$ -	\$ -	\$ 147.00	\$ -	\$ -	
L	MATTER 11	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
L	MATTER 12	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
L	MATTER 13	\$ 4,550.00	\$ 70.00	\$ 3,710.00	\$ 70.00	\$ 560.00	\$ 140.00	
L	MATTER 14	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
L	MATTER 15	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
L	MATTER 16	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
L	MATTER 17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
L	MATTER 18	\$ 4,830.00	\$ 1,785.00	\$ 1,890.00	\$ 315.00	\$ 840.00	\$ -	
L	MATTER 19	\$ 19,992.00	\$ 15,239.00	\$ 1,547.00	\$ 420.00	\$ 2,086.00	\$ 700.00	
L	MATTER 20	\$ 7,049.00	\$ 3,605.00	\$ 1,932.00	\$ -	\$ 945.00	\$ 567.00	
L	MATTER 21	\$ 2,835.00	\$ 1,330.00	\$ 1,505.00	\$ -	\$ -	\$ -	
L	MATTER 22	\$ 385.00	\$ 35.00				\$ 350.00	
L	MATTER 23	\$ 4,970.00	\$ 175.00	\$ 105.00	\$ 1,260.00	\$ 2,660.00	\$ 770.00	
L	MATTER 24	\$ 455.00	\$ 350.00	\$ 105.00	\$ -	\$ -	\$ -	
L	MATTER 25	\$ 945.00	\$ -	\$ -	\$ -	\$ 945.00	\$ -	
L	MATTER 26	\$ 2,520.00	\$ -	\$ 2,520.00	\$ -	\$ -	\$ -	
TOTALS:		\$ 72,583.00	\$ 28,399.00	\$ 17,829.00	\$ 5,362.00	\$ 12,271.00	\$ 8,722.00	\$ -
CUMMULATIVE TOTAL			\$ 28,399.00	\$ 46,228.00	\$ 51,590.00	\$ 63,861.00	\$ 72,583.00	\$ 72,583.00

Labor

Agreement Total	\$ 80,000.00
Invoiced Amount	\$ (72,583.00)
Remaining	\$ 7,417.00

Monthly Average	\$ 15,965.25
Months remaining	8
Amendment Total	\$ 127,722.00

Shipman & Goodwin - Legal Matter Tracking

*Services are invoiced the month after rendered.

<u>PO</u>	<u>Matter</u>	<u>Total Fees:</u>	<u>August</u>	<u>September</u>	<u>October</u>	<u>November</u>	<u>December</u>
CHRO	MATTER 1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CHRO	MATTER 2	\$ 175.00					\$ 175.00
CHRO	MATTER 3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CHRO	MATTER 4	\$ 140.00	\$ 140.00	\$ -	\$ -	\$ -	\$ -
CHRO	MATTER 5	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CHRO	MATTER 6	\$ 105.00	\$ -	\$ -	\$ -	\$ 105.00	
CHRO	MATTER 7	\$ 8,246.00	\$ 7,791.00	\$ -	\$ -	\$ 420.00	\$ 35.00
CHRO	MATTER 8	\$ 175.00	\$ -	\$ -	\$ -	\$ 175.00	
CHRO	MATTER 9	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CHRO	MATTER 10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CHRO	MATTER 11	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CHRO	MATTER 12	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CHRO	MATTER 13	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CHRO	MATTER 14	\$ 315.00	\$ -	\$ 315.00	\$ -	\$ -	\$ -
CHRO	MATTER 15	\$ 40,054.00	\$ 22,694.00	\$ 665.00	\$ 10,115.00	\$ -	\$ 6,580.00
CHRO	MATTER 16	\$ 4,130.00	\$ 210.00	\$ 105.00	\$ -	\$ 1,260.00	\$ 2,555.00
CHRO	MATTER 17	\$ 245.00	\$ -	\$ -	\$ -	\$ 175.00	\$ 70.00
CHRO	MATTER 18	\$ 315.00					\$ 315.00
TOTALS:		\$ 53,900.00	\$ 30,835.00	\$ 1,085.00	\$ 10,115.00	\$ 2,135.00	\$ 9,730.00
CUMMULATIVE TOTAL			\$ 30,835.00	\$ 31,920.00	\$ 42,035.00	\$ 44,170.00	\$ 53,900.00

<u>CHRO</u>	PO 91360693
Agreement Total	\$ 35,000.00
Invoiced Amount	\$ (53,900.00)
Remaining	\$ (18,900.00)

Monthly Average	\$ 11,042.50
Months remaining	8
Amendment Total	\$ 88,340.00