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March 31, 2008

Ms. Nancy N. Bostock, Chairperson
Pinellas County School Board
301 4th Street SW
Largo, FL 33779

Via Internal District Mail

Re: Facilitation between Dr. Wilcox and Mr. Robinson

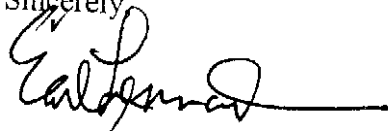
Dear Madam Chairperson:

As you know, I was asked to serve as a facilitator to assist in resolving differences between Superintendent Wilcox and the School Board Attorney, Mr. Robinson. We met on three different occasions, March 12, 24, and 31, 2008. I found both men to be highly professional and committed to working through their differences for the betterment of Pinellas County Schools.

I am pleased to report that the gentlemen have come to a mutual written agreement addressing their future communications and working relationship. A copy of this agreement is enclosed for the Board's review. I am optimistic that they will continue to work together and be guided by the protocol that they have established through this process.

I also wish to note that the Staff Attorney and the Assistant School Board Attorney were instrumental in providing the necessary resources to ensure a successful resolution. As I have always had a very high regard for Pinellas County Schools, it was my distinct pleasure assisting in this effort and I wish Mr. Robinson and Dr. Wilcox, as well as the Board every success.

Sincerely,



Earl Lennard, Ph.D.

cc: Board Members
Dr. Clayton M. Wilcox, Superintendent
James Robinson, School Board Attorney

WORKING PROTOCOL
BETWEEN SUPERINTENDENT AND
SCHOOL BOARD ATTORNEY

Dr. Clayton M. Wilcox, Superintendent, and James A. Robinson, School Board Attorney, agree to the following Working Protocol.

1. Communication

- The parties will meet at least weekly but should meet more often if deemed necessary by both parties.
- The parties will make every effort to honor and attend the weekly meeting, but recognize that it may need to be rescheduled from time to time.
- Mr. Robinson will prepare and submit a Friday briefing of important current legal issues for Dr. Wilcox's review.
- The parties will make every effort to be available by phone on an as-needed basis.

2. Working Relationship

- Dr. Wilcox, in recognizing Mr. Robinson as the general counsel for the School Board and School District, will utilize him for the District's source of legal advice.
- Mr. Robinson will perform legal services for Dr. Wilcox at his request.
- Mr. Robinson will provide proactive legal advice to Dr. Wilcox.
- The parties will clarify or settle differences in a professional manner internally.
- Mr. Robinson will consult with and consider the input of Dr. Wilcox prior to the issuance of any formal legal opinion.

3. Mutual Respect

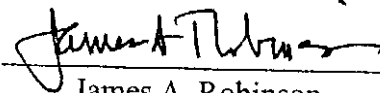
- The parties express their mutual respect of one another and commit to working together in a collaborative fashion.



Dr. Clayton M. Wilcox

March 31, 2008

Date



James A. Robinson

March 31, 2008

Date