

Eric G. Farris

Joe M. Mills

J.D. Buckman, Jr.
(1911-1995)

Via Email: charles.adams@spencer.kyschools.us

November 30, 2020

Chuck Adams, Superintendent
Spencer County Public Schools
207 West Main Street
Taylorsville KY 40071

Re: School Board Attorney/Legal Counsel RFP

Dear Mr. Adams:

This is to thank you and Jeff Rogers for the opportunity to submit a proposal to serve as board counsel to Spencer County Public Schools (SCPS). After you review this letter and our credentials, we would appreciate the opportunity for a meeting (virtual or otherwise) to further explain why we think Buckman Farris & Mills (BFM) can serve your legal needs.

BFM is a general practice law firm located in Shepherdsville, Kentucky. Eric G. Farris and Joe M. Mills are partners at the firm with a support staff consisting of one paralegal and three law clerks. Most relevant to your letter, BFM currently represents both Bullitt County Public Schools (BCPS) and Bardstown City Schools (BCS) and we are very knowledgeable about the legal challenges and issues in public school districts.

Given BFM's extensive and wide-ranging experience, there should be no SCPS legal matter that BFM cannot handle. In addition to the common issues school districts face, BFM has the knowhow to assist SCPS in real estate/construction and human resource matters as SCPS continues to grow and take the lead or manage any civil litigation facing SCPS. We have also been able to provide immediate guidance to our client districts on matters related to the Coronavirus pandemic.

As mentioned above, I have served as designated board counsel for BCPS, the seventh largest school district in the Commonwealth, for the last thirty-five years and Bardstown City Schools for the last two years. My experience includes, but is not limited to:

- tribunals related to discipline of certified personnel;
- due process hearings related to classified personnel;
- special education issues including attending special education admission and release committees (ARC) and due process hearings (when not assigned to insurance counsel) and mediations on behalf of school districts relating to ARC disputes;
- all aspects of human resource management including hiring and firing, unemployment insurance issues and EEOC claims;
- managing litigation handled by assigned insurance counsel;

- emergency assistance and advice during bus accidents, etc., including responding to site and hospital;
- sale and acquisition of real estate;
- review of architect and construction contracts and addressing contractual issues during construction including payment/performance bond claims;
- serving as school district spokesperson to print, television and radio media;
- serving as independent mediator in successful resolution relating to termination of superintendent for large school district and as advisor to other local school districts in administrative demotion hearings; and,
- extensive familiarity with KSBA policy and procedure manuals and presentation of continuing legal education seminars to other board counsel and legal updates to staff.

I received my undergraduate degree from the University of Louisville and my law degree from the University of Kentucky. I am a member and past president of the Kentucky School Boards Association, Council of School Board Attorneys (CSBA), and a member of the National School Boards Association, Council of School Attorneys (COSA). I also have the honor of serving by gubernatorial appointment on the Kentucky Council on Postsecondary Education and the Kentucky Governor's Scholars Program Board of Directors, the latter as Vice-Chair.

Joe graduated from law school in 2008, joined Buckman & Farris in 2011 and became a partner in October 2017. He spends most of his time practicing civil litigation, representing landlords and assisting in education law issues. In his assistance to me, in addition to advising BCPS and BCS leadership on the day-to-day issues that face school districts, he has provided counsel at board meetings, conducted school district investigations, provided staff training on constitutional and human resource issues, drafted school district policy and procedure, and litigated classified employee disciplinary proceedings from the initial due process hearing through the Kentucky Court of Appeals.

He received his undergraduate degree and law degree from Northern Kentucky University where he was a very active and involved student. Before he joined Buckman & Farris, he was a staff attorney at the Louisville-Jefferson Co. Public Defender.

Both Joe and I are licensed to practice law in the Commonwealth of Kentucky and have always been in good standing with the Kentucky Bar Association.

We propose hourly billings at rates of \$190.00 for my work, \$175.00 for work done by Joe and \$85.00 for work done by our paralegal or law clerks. Attorneys shall bill at a minimum increment of two-tenths (.2) of an hour for each assignment, call, etc. After the minimum increment is reached, the time billed to the client is the actual duration of the work done. Typically, less than 5% of the billing is for work done by support staff but all finished product is through attorneys. Billings are generated monthly.

We encourage you to visit our website at www.buckmanfarrislaw.com which includes more information about the firm and our experience. I am also providing our resumes and a list of references.

We look forward to hearing from you and scheduling an interview concerning the position. Please let us know if you have any questions or require any additional information.

Thank you again for the opportunity to submit this proposal.

Sincerely,



Eric G. Farris

efarris@buckmanfarrislaw.com

E: Resumés
 References
 Insurance Declaration Page

C: Jeff Rogers, Director of Operations (via Email:
 Jeffrey.rogers@spencer.kyschools.us)

REFERENCES

Dr. Jesse Bacon, Ed.D.
Superintendent
Bullitt County Public Schools
1040 Highway 44 East
Shepherdsville, KY 40165
(502) 869-8000
jesse.bacon@bullitt.kyschools.us

Dr. Keith Davis, Ed.D.
Associate Clinical Professor
Superintendent in Residence
Educational Leadership, Evaluation &
Organizational Development
University of Louisville
Room 337 - College of Education
Louisville, KY 40292
(502) 744-7500
bkeith.davis@louisville.edu

Mr. Kevin Brown, General Counsel
(Former Acting Commissioner,
Kentucky Department of Education)
Jefferson County Public Schools
VanHoose Education Center
3332 Newburg Road
Louisville KY 40218
(502) 313-4357
kevin.brown@jefferson.kyschools.us

Deborah Atherton
Chairperson
Bullitt County Public Schools
1040 Highway 44 East
Shepherdsville, KY 40165
(502) 869-8000
deborah.atherton@bullitt.kyschools.us

Dr. Ryan Clark, Ed.D.
Superintendent
Bardstown City Schools
308 N 5th Street
Bardstown, KY 40004
(502) 331-8800
ryan.clark@bardstown.kyschools.us

ERIC G. FARRIS
193 S. Buckman St.
P.O. Box 460
Shepherdsville, KY 40165-0460
Phone (502) 821-6578
E-mail: efarris@buckmanfarrislaw.com

SENIOR PARTNER at BUCKMAN FARRIS & MILLS, a general practice law firm.

WORK HISTORY

EDUCATION

- * Counsel to Bullitt County Board of Education (35 years)
- * Counsel to Bardstown City Schools (2019 – present)
- * Member, Kentucky Council on Postsecondary Education (September 2020 – present)
- * Member and Past President, Kentucky Council of School Board Attorneys
- * Member, National School Boards Association, Council of School Attorneys
- * Former Advisor to Meade County Board of Education (2 years).
- * Former Advisor to Jefferson County Head Start Policy Council (18 months).
- * Originated and operated for 20 years the Kentucky Retired Teachers Association (KRTA) “Legaline” beginning 1991

ECONOMIC DEVELOPMENT

- * Local Counsel to Bullitt County Economic Development Authority
- * Ongoing Service as Local Counsel to Browning Investments of Indianapolis in development of Velocity 65 Industrial Park in Bullitt County
- * Service as Local Counsel to ProLogis, CORE5, Flynn Brothers, Sabert, Summitt Trucking, Greenwood Properties, and Brenton Layne Development, among others, in Bullitt County zoning and development matters
- * Local counsel and Board Secretary to Speyside Cooperage Kentucky, Inc., a division of TFF Group, a multi-national cooperage company with a local facility in Shepherdsville KY since 2010

GOVERNMENT

- * Practice and appearances before the Kentucky Registry of Election Finance, Commission for Health Economics Control, Alcoholic Beverage Commission, Public Service Commission, Personnel Board, Underground Storage Tank Commission, Division of Air, Jefferson and Bullitt County Planning Commission and Boards of Zoning Adjustment.
- * Former Counsel to Bullitt County Planning Commission and Board of Adjustment (4 years), City of Shepherdsville (4 years), Salt River Water District (3 years); Bullitt County Health Department (6 years).
- * Former Assistant Commonwealth Attorney for Bullitt County (1 year).

GENERAL PRACTICE HIGHLIGHTS

- * Co-Chair to Governor-Elect (now Governor) Andy Beshear's Transition Team for the Kentucky Cabinet for Economic Development (November/December 2019)
- * Local insurance defense counsel for Kentucky Farm Bureau Mutual Insurance Company and its insureds, for 37 years.
- * Community relations and insurance defense as local counsel to Waste Management of Kentucky, Inc. following Shepherdsville train derailment and city evacuation of November, 1991.
- * Named one of "Twenty People to Know in Economic Development" by Louisville *Business First* magazine, June 2017

EDUCATION

Juris Doctor

University of Kentucky College of Law; awarded May 1982.

Bachelor of Science in Police Administration

University of Louisville; awarded With High Honors, May 1979

High School Diploma

Bullitt Central High School; Co-Valedictorian, May 1975

CHURCH AND COMMUNITY SERVICE

Beargrass Christian Church (Disciples of Christ)

Member since 1977; Elder (26 years), Board Chair (2011/12), Board Vice Chair (2010/11), Division Chair (7 years), Member of Senior Minister Search Committee (1993/94); Member of Associate Minister Search Committee (1998); Chair of Legal Team; Co-Chair Beargrass Safety and Emergency Team; Part-time adult and youth Sunday School leader

Kentucky Council on Postsecondary Education, Council Member

Appointed by Governor Andy Beshear on September 15, 2020 to a term expiring December 31, 2025; Member, Finance Committee

Governors Scholars Program of Kentucky, Board of Directors

Appointed by Governor Steve Beshear; now serving 10th year; Vice Chair, 2019-present

Bullitt County Foundation for Excellence in Public Education

Charter Board member to 501(c)(3) Foundation which raises money to provide grants to local, public school projects

JOSEPH (JOE) M. MILLS

400 E. Main Street, #304
Louisville, Kentucky 40202
(502) 744-3782 • jmills@buckmanfarrislaw.com

EDUCATION:

NKU-Chase College of Law, Highland Heights, Kentucky

Juris Doctor, May 2008

- Northern Kentucky Law Review (2006-07)
- Chase Inn of Court (2007-08)

Northern Kentucky University, Highland Heights, Kentucky

Bachelor of Science, Political Science, May 2005

- Paul J. Sipes Outstanding Senior Award
- Student Government Norse Award
- Enid Henry Award for Political Science
- Pi Kappa Alpha Big Man On Campus
- Dean's List
- NKU Homecoming King

Minors: Entrepreneurship & Business Management

LEGAL EXPERIENCE:

Buckman Farris & Mills, Shepherdsville, Kentucky

Partner (August 2011-present)

Louisville-Jefferson County Public Defender Corporation, Louisville, Kentucky

Staff Attorney, Adult Trial Division (August 2008-August 2011)

Constitutional Litigation Clinic at the Ohio Justice & Policy Center, Cincinnati, Ohio

Clinical Extern with Ohio Limited Legal License (August 2007-May 2008)

Kentucky Circuit Court, Judge Rodney D. Burrell, Bullitt County, Kentucky

Judicial Extern (May-June 2007)

Kentucky Circuit Court, Judges Anthony Frohlich & J.R. Schrand, Boone & Gallatin Counties, Kentucky

Judicial Extern (January-April 2007)

INTERNATIONAL EXPERIENCE:

St. Mary's University Institute on World Legal Problems, Innsbruck, Austria (June-August 2007)

- Studied constitutional law and just war theory

Beijing Language and Culture University, Beijing, China (July-August 2006)

- Studied Mandarin and Chinese government and business

GOVERNMENT EXPERIENCE:

Northern Kentucky University Office for Government & Community Relations

Specialist (May 2003-May 2005); *Graduate Assistant* (May 2005-June 2006)

- Designed advocacy strategy; lobbied in Frankfort and Washington D.C.; tracked legislation; assisted with county planning; and, drafted speeches for NKU leadership

Office of Congressman Ron Lewis, Washington, D.C.

Congressional Intern (June-July 2004)

- Intern placement made by the Kentucky Society in Washington, D.C.; provided research assistance; responded to constituents; attended briefings and hearings; and, attended many lectures and seminars



QBE Insurance Corporation
A Stock Company


LAWYERS PROFESSIONAL LIABILITY INSURANCE POLICY DECLARATIONS

INSURER	UNDERWRITING OFFICE	PRODUCER
QBE Insurance Corporation 55 Water Street, New York, New York 10041	55 Water Street 20th Floor New York, NY 10041	Freberg Environmental Insurance Trading as: LawyerGuard 3407 W Dr. Martin Luther King Jr Blvd, Suite 200 Tampa, FL 33607

NOTICE: THIS IS A CLAIMS MADE AND REPORTED POLICY AND SUBJECT TO ITS PROVISIONS APPLIES ONLY TO CLAIMS WHICH ARE BOTH FIRST MADE AGAINST THE INSURED AND REPORTED TO THE INSURER DURING THE POLICY PERIOD OR ANY EXTENDED REPORTING PERIOD, IF APPLICABLE. CLAIM EXPENSES ARE INCLUDED WITHIN THE LIMIT OF LIABILITY.

PLEASE READ THE ENTIRE POLICY CAREFULLY.

Terms appearing in bold are defined in the Policy.

- Item 1: **Named Insured:** Buckman & Farris, PSC dba: Buckman Farris & Mills
Mailing Address: 193 South Buckman Street
P.O. Box 460
Shepherdsville, KY 40165
- Item 2: **Policy Period** From: 9/10/2020 To: 9/10/2021
At 12:01 A.M. Standard Time at the mailing address stated in Item 1
- Item 3: **Limit of Liability:**
- | | |
|---------------|--------------------|
| a. Each Claim | <u>\$1,000,000</u> |
| b. Aggregate | <u>\$2,000,000</u> |
- Item 4: **Deductible Amount:**
- | | |
|---------------|----------------|
| a. Each Claim | <u>\$5,000</u> |
| b. Aggregate | <u>None</u> |
- Item 5: **Predecessor Firm(s):**
- Item 6: **Premium:**
- | | |
|--------------------------------------|---|
| Premium: |  |
| Surcharges and Taxes (if any) | |
| Total Premium, Surcharges, and Taxes | |
- Item 7: **Retroactive Date:** 8/25/1993
- Item 8: **A. Notice to Insurer of a Claim or circumstance:**
[QBE Insurance Corporation]
[Attn: The Claims Manager]
[55 Water Street]
[New York, New York 10041]
[Telephone: (877) 772-6771]
[Email: professional.liability.claims@us.qbe.com]
- B. All Other Notices to Insurer**
[QBE Insurance Corporation]
[Attn: Underwriting]
[55 Water Street]
[New York, New York 10041]
[Telephone: (877) 772-6771]
[Email: MLPLadmin@us.qbe.com]

Item 9: Endorsements Applicable to Coverage at Inception of Policy: See Schedule of Forms and Endorsements

THESE DECLARATIONS, TOGETHER WITH THE COMPLETED AND SIGNED APPLICATION FOR THIS POLICY, ALL MATERIALS SUBMITTED THEREWITH OR MADE A PART THEREOF AND THE POLICY FORM ATTACHED HERETO, CONSTITUTE THE POLICY.

This Policy shall not be valid unless signed by a duly authorized representative of the Insurer.

Countersigned:

Date

by

Linda Lee Corrigan

Authorized Representative