



MT. DIABLO UNIFIED SCHOOL DISTRICT  
JAMES W. DENT EDUCATION CENTER  
1936 Carlotta Drive  
Concord, CA 94519-1397  
Phone (925) 682-8000

Dr. John J. Rubio  
Chief of Human Resources

Lozano Smith  
Attorneys At Law  
1390 Willow Pass Road  
Suite 700  
Concord, Ca. 94520

Dear Dulcinea:

This letter confirms your continued engagement as outside counsel for the Mt. Diablo Unified School District ("District"). Enclosed please find a copy of the District's Legal Service Agreement and Case Management and Billing Standards, revised, which form the engagement agreement. Please confirm your firm's acceptance by signing and returning the District's Legal Services Agreement.

The scope of this engagement is to provide representation for the District from July 1, 2021 through June 30, 2024. The scope of representation may be adjusted or modified by the Office of the General Counsel as necessary during the course of this engagement. This letter presumes that no conflict of interest appears in your or your firm's representation of the District in this matter. Of course, as specified in the Legal service agreement, if a conflict arises contact this office immediately and arrange for the appropriate notices or waivers or both, if applicable.

This confirms that the hourly billing rates for attorneys shall be:

Partner\*\* / Senior Counsel / Of Counsel - \$ 275 - \$ 350 per hour  
Associate - \$ 215 - \$ 285 per hour  
Paralegal / Law Clerk - \$ 135 - \$ 195 per hour  
Consultant - \$ 135 - \$ 195 per hour

\* Rates for individual attorneys within each category above vary based upon years of experience. Specific rates for each attorney are available upon request.

\*\* Rates for work performed by Senior Partners with 20 years of experience or more may range from \$350 - \$385 per hour.

We look forward to working with you. Please do not hesitate to call me at (925) 682-8000, extension 4137 if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "John J. Rubio".

Dr. John Rubio  
Chief of Human Resources

cc: Adam Clark, Ed.D.