

# **SDUHSD Regular Board Meeting - December 11, 2025**

**Agenda Items ~~8A and 8B~~ – Approval of Legal Bills and New Contract with F3 Legal**  
**8B and 8C Prepared by Trustee Michael Allman**

## **Current Proposal for Legal Services**

The District Administration is requesting that the Board authorize payment of \$510,000 to the firm F3 Law based on a flat fee of \$85,000 per month for the six-month period July 1, 2025 through December 31, 2025.

The District is also requesting authority to enter into a contract with F3 to provide legal services at a rate of \$99,500 per month for the period January 1, 2026 to December 31, 2026, for a total cost of \$1,194,000.

## **Historical Billing and Contracts**

For the school year 2023-2024 the District paid F3 Law \$75,000 per month for legal services. For the school year 2024-25 the District paid F3 Law \$85,000 per month. The current request to increase this to \$99,500 per month represents an increase of 33% in legal costs over a 2-year period.

## **Fiduciary Responsibility as a Board Trustee**

As a Board Trustee it is my duty to understand and review expenditures made or proposed by the District to assess if they are in the best interest of the District and our mission to provide the highest quality public school education we can, while operating within our financial budget constraints.

To assess if our District has received appropriate value-for-money from the services rendered by F3 Law, I have repeatedly asked for time and billing data routinely kept by F3 Law and provided to the District. Despite my repeated requests for this data, it has not been provided to me in a form that allows me to assess if the District is obtaining appropriate value in our service relationship with F3 Law.

The Superintendent has relayed to me on several occasions that F3 Law will not be providing the Trustees with any additional data beyond what has already been provided due to the Attorney/Client confidentiality privilege, even though they fully understand that the Board of Trustees is the client and each of its members is entitled to receive information, including confidential information, that each trustee deems is reasonably necessary for then to appropriately execute their duties.

Without receiving and reviewing this data, I am prevented from conducting a proper assessment of the appropriateness of our current or historical relationship with F3 Law.

See attached documents.

10/25/25, 2:18 PM

San Dieguito UHSD Mail - Re: Legal Fees



Allman, Michael <michael.allman@sduhsd.net>

## Re: Legal Fees

1 message

Staffieri, Anne <anne.staffieri@sduhsd.net>

To: "Allman, Michael" <michael.allman@sduhsd.net>

Cc: Jodie Williams <jodie.williams@sduhsd.net>

Thu, Jul 24, 2025 at 1:33 PM

Hi Mike,

I've received your request and have already forwarded it to F3. They are currently preparing the information and will be sending it to me.

Thank you for your understanding as I've been involved in two full days of professional development with our leadership team, preparing for the new school year. This has limited my availability to check emails.

I will include the information I receive from F3 in the Board Friday communication.

Thanks,  
Anne

On Thu, Jul 24, 2025 at 12:36 PM Allman, Michael <michael.allman@sduhsd.net> wrote:

Hi Anne,

I'm following up if you think this can be delivered this week.

Mike

On Mon, Jul 21, 2025 at 4:36 PM Allman, Michael <michael.allman@sduhsd.net> wrote:  
Anne,



**Allman, Michael** <michael.allman@sduhsd.net>

## Re: F3 Billing and Potential New Contract

1 message

**Allman, Michael** <michael.allman@sduhsd.net>

To: "Staffieri, Anne" <anne.staffieri@sduhsd.net>

Cc: Jodie Williams <jodie.williams@sduhsd.net>

Bcc: Michael Allman <michael.allman@sduhsd.net>

Mon, Oct 6, 2025 at 7:31 AM

Hi Anne,

I saw in your Friday report a link to an updated F3 billing report for the 2024-25 year. However, when I click on the link it only shows the updated summary pages for each category. It did not show the detailed hours spent for each category.

As I mentioned in my previous email, F3 provided the hours spent for each entry for the category "General Public Agency & Governance Matters" that totals to the 1,265.00 hours on the summary pages. However, they did not provide the same detail for all the other summary line items.

Can you please have them do that as a matter of urgency. I've been asking for this data for several months now, and it is a simple process for them to download what is in their time system for each summary category, just as they did for the 1,265 hours for General Public Agency & Governance Matters. I will need this to allow me to determine if I will support your proposed contract with F3 that we are scheduled to consider at the October meeting.

To be clear, I'm only interested in the details behind:

1. Each of the 13 rows under Governance and Public Agency,
2. Each of the three rows under Business Facilities and Real Estate
3. Each of the 7 rows under labor and employment
4. The row under Litigation
5. The row under eMatters
6. The row under Title IX
7. Each of the four rows under other

10/29/25, 5:37 PM

San Dieguito UHSD Mail - Re: Demand for Trustee Inspection of Records



**Allman, Michael** <michael.allman@sduhsd.net>

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## Re: Demand for Trustee Inspection of Records

1 message

**Allman, Michael** <michael.allman@sduhsd.net>  
To: "Staffieri, Anne" <anne.staffieri@sduhsd.net>  
Cc: Jodie Williams <jodie.williams@sduhsd.net>  
Bcc: Michael Allman <michael.allman@sduhsd.net>

Wed, Oct 29, 2025 at 7:51 AM

Dear Dr. Staffieri,

Thank you for your email.

You state that the District will not provide the requested billing records absent a Board-majority vote. I understand this as an explicit denial of my request for trustee inspection.

A Board-majority vote is not required for an individual trustee to inspect district records necessary to perform official duties. My request remains a lawful trustee inspection, not a matter for Board action.

Please retain this message with the record of my October 27 demand. I will proceed accordingly.

Regards,  
Mike



# Fagen Friedman & Fulfroft LLP

6300 Wilshire Blvd. Suite 1700  
Los Angeles, CA 90048-5204  
Tel 323-330-6300 Fax 323-330-6311  
Federal Tax ID: 42-1706595

March 3, 2025

San Dieguito Union High School District  
Dr. Anne Staffieri, Superintendent  
710 Encinitas Blvd.  
Encinitas, CA 92024

Summary of Group Invoice #231752

Matter PO #: No

Client: 168

For Services Rendered Through January 31, 2025

|                                      |           |
|--------------------------------------|-----------|
| Current Fees                         | 85,000.00 |
| Current Disbursements                | 23.52     |
| Total Current Fees, Costs & Retainer | 85,023.52 |

|                          |                  |
|--------------------------|------------------|
| <b>Total Current Due</b> | <b>85,023.52</b> |
|--------------------------|------------------|

## Group Summary List - Current Charges

|                                                                       | Current<br>Charges | Courtesy<br>Discount | Advances<br>Applied | Current<br>Amount |
|-----------------------------------------------------------------------|--------------------|----------------------|---------------------|-------------------|
| 00000 (Flat Fee) Miscellaneous                                        | 85,000.00          | 0.00                 | 0.00                | 85,000.00         |
| 00001 General Legal Matters                                           | ■                  | ■                    | ■                   | ■                 |
| 00002 General Student Matters                                         | ■                  | ■                    | ■                   | ■                 |
| 00003 General Special Education Matters                               | ■                  | ■                    | ■                   | ■                 |
| 00004 General Employment Matters                                      | ■                  | ■                    | ■                   | ■                 |
| 00005 General Business & Facilities Matters                           | ■                  | ■                    | ■                   | ■                 |
| 00007 General Public Agency & Governance<br>Matters                   | ■                  | ■                    | ■                   | ■                 |
| 00022 Mandated Costs - Collective Bargaining &<br>Other Labor Matters | ■                  | ■                    | ■                   | ■                 |

Mail Payment To:

Wire Instructions:

Remittance due upon Receipt

**6300 Wilshire Blvd, Suite 1700  
Los Angeles, CA 90048-5204  
Tel 323-330-6300 Fax 323-330-6311  
Federal Tax ID: 42-1706595**

March 3, 2025  
Summary of Group Invoice #231752  
Page: 2

|                        | Current Charges | Courtesy Discount | Advances Applied | Current Amount |
|------------------------|-----------------|-------------------|------------------|----------------|
| 00037 eMatters         |                 |                   |                  |                |
| 00038 General Title IX |                 |                   |                  |                |
| 00137                  |                 |                   |                  |                |
| 00139                  |                 |                   |                  |                |
| 00142                  |                 |                   |                  |                |
| 00151                  |                 |                   |                  |                |
| 00159                  |                 |                   |                  |                |
| 00160                  |                 |                   |                  |                |
| 00161                  |                 |                   |                  |                |
| 00164                  |                 |                   |                  |                |
| 00166                  |                 |                   |                  |                |
| 00167                  |                 |                   |                  |                |
| 00168                  |                 |                   |                  |                |
| 00169                  |                 |                   |                  |                |
| 00170                  |                 |                   |                  |                |
| 00174                  |                 |                   |                  |                |
| 00176                  |                 |                   |                  |                |
| 00179                  |                 |                   |                  |                |
| 00180                  |                 |                   |                  |                |
| 00181                  |                 |                   |                  |                |
| 00182                  |                 |                   |                  |                |
| 00184                  |                 |                   |                  |                |
| 00185                  |                 |                   |                  |                |

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San Dieguito Union High School District  
Client: 168

March 3, 2025

Summary of Group Invoice #231752-3

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## Fees Detail for 00002 - General Student Matters

| Date       | Atty | Description                                                                                                                                                      | Hours |
|------------|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| 01/04/2025 | TMS  | Review and analyze [REDACTED] from [REDACTED] regarding [REDACTED]                                                                                               | 0.10  |
| 01/06/2025 | ASG  | Legal research and analysis regarding [REDACTED] and [REDACTED]; receipt and reply to email from [REDACTED] regarding same.                                      | 0.50  |
| 01/06/2025 | ASG  | Legal research and analysis regarding [REDACTED]                                                                                                                 | 0.90  |
| 01/07/2025 | JEN  | Review and respond to email from [REDACTED] regarding [REDACTED];                                                                                                | 0.30  |
| 01/08/2025 | TMS  | Review and analyze email correspondence from [REDACTED] regarding [REDACTED] analysis and strategy regarding same.                                               | 0.30  |
| 01/08/2025 | TMS  | Meet with [REDACTED] regarding [REDACTED]                                                                                                                        | 0.70  |
| 01/08/2025 | JEN  | Review [REDACTED]; email to [REDACTED] and [REDACTED] regarding same.                                                                                            | 0.10  |
| 01/08/2025 | ASG  | Legal research and analysis regarding [REDACTED] [REDACTED]; prepare email correspondence to [REDACTED] regarding same and recommendations for further handling. | 1.50  |
| 01/09/2025 | TMS  | Teleconference with [REDACTED] regarding [REDACTED]; prepare [REDACTED] regarding same; exchange text correspondence with [REDACTED] regarding same.             | 0.40  |
| 01/09/2025 | ASG  | Receipt and review of [REDACTED]; legal research and analysis related to same; provide email response to [REDACTED] regarding [REDACTED]                         | 0.90  |
| 01/14/2025 | ASG  | Legal research and analysis regarding [REDACTED]                                                                                                                 | 1.00  |
| 01/21/2025 | ASG  | Receipt and review of [REDACTED] from [REDACTED] regarding [REDACTED]                                                                                            | 0.40  |
| 01/23/2025 | TMS  | Teleconference with [REDACTED] regarding [REDACTED]                                                                                                              | 0.30  |
| 01/23/2025 | TMS  | Exchange text correspondence with [REDACTED] regarding [REDACTED]                                                                                                | 0.10  |
| 01/23/2025 | TMS  | Research and analysis regarding [REDACTED]                                                                                                                       | 0.60  |
| 01/24/2025 | AED  | Teleconference with [REDACTED] regarding [REDACTED]                                                                                                              | 0.20  |