

February 6, 2015

VIA USPS & FACSIMILE

Dr. Karyn E. Gary
Superintendent of Schools
530 LaSolona Avenue
Arcadia, FL 34266

Re: Marcia Saulo, CPA

Dear Dr. Gary:

Please be advised that we represent Marcia Saulo. Please direct all further correspondence regarding Mrs. Saulo directly to the undersigned.

As you know, on January 30, 2015, you placed Mrs. Saulo on indefinite administrative leave, with pay. It is our understanding that your decision to place Mrs. Saulo on such leave followed a January 28, 2015, meeting between you and Mrs. Saulo regarding your full time use of a vehicle provided by the School Board of DeSoto County. At this meeting, Mrs. Saulo, a licensed CPA and the District's Finance Director, advised you that such a benefit was taxable as income and should be reported as such on your W-2. Though Mrs. Saulo provided you with her research on the matter – indicating, almost beyond question, that her analysis is consistent with the law – you refused to accept her conclusion. Instead, you asked her to ignore the law and adopt, for tax reporting purposes, what you knew to be a fraudulent account of your use of the vehicle, including that you “park at a District lot close to your house,” instead of driving all the way home. Mrs. Saulo refused to cooperate with this scheme and, on January 29th, during a follow-up meeting on the issue between you, Mrs. Saulo and the Assistant Superintendent, you accused Mrs. Saulo of insubordination and personally attacked her. The following day, without further discussion, you placed Mrs. Saulo on leave, directed her to pack up her belongings, and had her escorted out of her office.

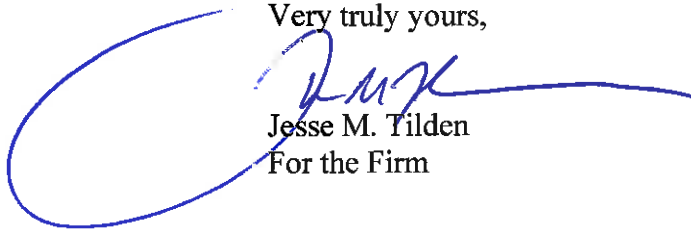
Your actions are indefensible. They violate Mrs. Saulo's annual contract and are wholly inconsistent with Florida Statutes, ch. 1012, and the principles of your profession as articulated in the Florida Administrative Code. You have damaged Mrs. Saulo, negatively affected her employment record with the District, cast false aspersions on her character and harmed her reputation. Finally, in the week since you have placed Mrs. Saulo on leave, you have taken little or no action to bring the situation to the attention of the School Board and have failed to otherwise communicate with Mrs. Saulo regarding your ultimate intentions with respect to her annual contract or ongoing employment.

This situation must be rectified immediately. Mrs. Saulo must be wholly exonerated for any wrongdoing, provided a public apology for your inappropriate conduct, immediately reinstated to her position and reimbursed for the attorneys' fees and

costs you have forced her to incur. Your failure to immediately comply with the demand will result in additional legal action by Mrs. Saulo and include claims against both you, personally, and the School Board. Of course, we sincerely hope this will not be necessary. To that end, we need to hear from you regarding our demands or before Friday, February 13th, 2015.

We look forward to bringing this unfortunate affair to a prompt conclusion. In the meantime, if you have any questions regarding this correspondence, please do not hesitate to call.

Very truly yours,



Jesse M. Tilden
For the Firm

cc: Marcia Saulo, CPA
Karen Chancey, Board Chair, School Board of DeSoto County (via facsimile
(863) 494-0389)

NOTE: On February 19 & 20, 2015, Mr. Tilden, attorney for Ms. Saulo, was contacted by telephone, and he assured that no confidentiality laws or other laws would be violated by the posting of this letter.