

## Education

Hancock Estabrook represents a diverse array of educational institutions, from small school districts to large universities, throughout Upstate New York. We provide clients with prompt advice on matters ranging from day-to-day education issues to contract negotiations and municipal financing. Clients also draw from our attorneys' experience in numerous specialty areas, including labor and employment law, tax certiorari proceedings, constitutional law, environmental law, government relations, special education, appeals to the Commissioner of Education, construction matters, purchasing and procurement and complex litigation.



We advise clients on all aspects of education law, including the Open Meetings Law, Freedom of Information Law, Civil Service Laws, student disciplinary matters, tenure, staff training and policy development, Individualized Education Program (IEP) issues and various procedural requirements.

Hancock Estabrook's education attorneys are experienced with Title IX, Section 504, the Family Educational Rights and Privacy Act (FERPA), the Americans With Disabilities Act (ADA) and other employment statutes. They defend clients' interests in federal and state court and before the Equal Employment Opportunity Commission (EEOC), New York State Division of Human Rights (NYSDHR), New York State Public Employment Relations Board (PERB), Commissioner of Education, New York State Workers' Compensation Board and the State Department of Labor.

We take a proactive and preventative approach to legal representation, presenting workshops, seminars and in-house programs. We also distribute periodic updates and newsletters on important legal developments, which are specifically targeted to the needs of our education clients. Our goal is to provide the highest quality legal services in the most timely and cost-effective manner possible.

### Areas of Practice

Hancock Estabrook represents institutions in all areas of education and employment law, defending their interests in federal and state court and before the Equal Employment Opportunity Commission (EEOC), New York State Division of Human Rights (NYSDHR), New York State Public Employment Relations Board (PERB), Commissioner of Education, New York State Workers' Compensation Board and the State Department of Labor.

### Our legal services also include:

#### Labor Relations

- Collective bargaining
- Contract administration
- Defense of contract and disciplinary

- Grievances and arbitrations
- Defense of unfair labor practices
- Disciplinary investigations

### **Employment Law**

- Employment discrimination defense
- Supervisory and employment training

### **Constitutional Law**

### **Board Policy Development**

- Policy development and revision
- Policy and regulation implementation

### **Education Law**

- Student disciplinary hearings
- Due process hearings under IDEA and NYS Education Law
- Serving as general counsel

### **Municipal Financing and Construction**

- Contract preparation and review
- Environmental studies
- Financing
- Construction-related claims

In the great majority of cases, we obtained dismissal of claims at an early stage, achieved our clients' goals and preserved their interests with minimum legal expense. When necessary, however, we provide the legal expertise needed to try cases to decision or verdict.