

William A. Diedrich

Partner

951-683-1122

wdiedrich@aalrr.com



Bill Diedrich represents school districts, community college districts, and other public agencies in all aspects of labor and employment law.

Having served for more than a decade as Chief Negotiator for school districts and community college districts throughout Southern California, Mr. Diedrich is experienced in using a traditional bargaining model, Interest-Based Bargaining (“IBB”) model, and hybridized bargaining models. His labor representation includes all levels of the collective bargaining process, from pre-planning through impasse. Additionally, his areas of practice include certificated and classified employee discipline, contract enforcement and arbitration, representation of employers before the Public Employment Relations Board, Department of Fair Employment and Housing, and the Office of Administrative Hearings, certificated and classified layoffs, merit systems, and general education law.

Mr. Diedrich is the son of a retired teacher and school superintendent. His parents met during labor negotiations when they sat on opposite sides of the table!

Firm News

AALRR Announces 2021 Equity and Non-Equity Partners
01.15.2021

OFFICES

3880 Lemon Street
Suite 350
Riverside, CA 92501

4225 Executive Square
7th Floor
La Jolla, CA 92037

EDUCATION

J.D., University of the Pacific,
McGeorge School of Law
B.S., University of Southern
California

ADMISSIONS

2004, California

PRACTICE AREAS

Contract Enforcement &
Collective Bargaining
Labor & Employment Law

William A. Diedrich

AALRR Names New Partners
01.18.2013

Events & Speaking Engagements

Mr. Diedrich is a recognized trainer in all aspects of collective bargaining. He lectures extensively before industry organizations such as CSBA, ACSA, SEAC, and CASBO. Additionally, he is the collective bargaining trainer for the Inland Personnel Council, a consortium of public school districts, community college districts, and county offices of education located in Riverside and San Bernardino counties. Mr. Diedrich also regularly presents before local and statewide organizations on a myriad of matters that are of interest to his public sector clients, including state-mandated sexual harassment training, ethics training, and Brown Act compliance training.

Mr. Diedrich is the co-creator of the firm's "H.R. 101" training series, developed for new human resources administrators.

Alerts & Articles

New Law Clarifies Student Privacy Rights, Impacts Parental Notification Policies, and Establishes Rights of Educators Involved in These Issues
07.18.2024

Governor Signs Executive Order N-3-22 to Support Safe In-Person Learning in Schools Amid Surge in COVID-19 Cases
01.13.2022

Governor Signs AB 438 Announcing Sweeping Changes to the Classified Layoff Process for Community College Districts; AALRR Webinar Planned
10.13.2021

Governor Signs AB 438 Announcing Sweeping Changes to the Classified Layoff Process for School Districts; AALRR Webinar Planned
10.12.2021

PERB Determines That Effects of an Employer's Decision to Mandate Flu Vaccine for Faculty and Staff During COVID-19 Pandemic Was Subject to Negotiations
07.28.2021

2021-22 Rules For K-12 Schools Come Into Focus
07.20.2021

William A. Diedrich

Update: California Department of Public Health Issues Comprehensive Guidance Governing Opening and Reopening of K-12 Schools
03.24.2021

Deal Reached on School Reopening Legislation
03.03.2021

California Department of Public Health Issues Comprehensive Guidance Governing Opening and Reopening of K-12 Schools
01.19.2021

California's Safe Schools for All Plan
01.13.2021

Vaccination Guidance for Educational Employers
01.08.2021

More Litigation in the Wake of *Janus*
11.16.2018

Blog Posts

IRS Issues Proposed Regulations on Eligible Benefit "Opt-Out" Arrangements
EdLawConnect Blog, 08.05.2016

Keep Your Friends Close and Your SCARs Closer: Mandated Reporters Are Not Immune from Lawsuits for Unwarranted Disclosures under the Child Abuse and Neglect Reporting Act
EdLawConnect Blog, 12.11.2013

Major Development—Employer Mandates Under Affordable Care Act Delayed Until January 1, 2015
Labor & Employment Law Blog, 07.03.2013

Major Development—Employer Mandates Under Affordable Care Act Delayed Until January 1, 2015
EdLawConnect Blog, 07.02.2013

Health Care Reform Series: I'm an Employer Now What Do I Do?
EdLawConnect Blog, 05.14.2013

Introduction to Health Care Reform Series: The Patient Protection and Affordable Care Act
EdLawConnect Blog, 04.08.2013

Smile! You're on Candid Camera! The Use of Student Recorded Cellular Phone Videos in Teacher Discipline Cases
EdLawConnect Blog, 01.18.2013

Brooke E. Jimenez

Partner
951-683-1122
bjimenez@aalrr.com



Brooke Jimenez represents California public school and community college districts and county offices of education in the areas of education law, employee discipline, harassment and discrimination complaints, Title IX, grievances, contract administration and labor negotiations. She also handles general litigation matters, including discovery, depositions, mediations, and appeals.

Ms. Jimenez has provided legal assistance to several outreach organizations, including the UCLA Law Low Wage Worker's Clinic, Children's Law Center of Los Angeles, and Western Law Center for Disability Rights, Learning Rights Project.

While in law school, Ms. Jimenez was the Executive Editor for the *Chicano Latino Law Review* and Comments Editor for the *Indigenous Peoples' Journal of Law, Culture & Resistance*.

Honors & Recognitions

Ms. Jimenez was named a "Southern California Rising Star" in 2014, 2015, and 2017. Rising Stars are exceptional Southern California attorneys who are 40 years old or younger or who have practiced law for ten years or less. They are selected based on peer evaluations and independent research regarding the attorneys' professional achievements. Only 2.5 percent of attorneys are recognized as Rising Stars.

Ms. Jimenez was also named one of the "Top Women Attorneys in Southern California" by Super Lawyers, a national rating service of exceptional lawyers which polls selected Southern California lawyers.

OFFICE

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EDUCATION

J.D., University of California, Los Angeles School of Law
B.A., University of California, Riverside

ADMISSIONS

2007, California
U.S. District Court, Central District of California

PRACTICE AREAS

Education
Investigations
Labor & Employment Law
Litigation
Student Discipline
Title IX

Brooke E. Jimenez

Representative Matters

- *Del M. Grace v. Beaumont Unified School District* (2013) 216 Cal.App.4th 1325. Probationary teacher challenged non-re-election on the basis that she did not receive notice by personal service or certified mail prior to March 15. Court held the absence of personal service or proof of service by certified mail prior to March 15 was not required where she received actual notice before the deadline.
- *Edwards v. Lake Elsinore Unified School District* (2014) 230 Cal.App.4th 1532. Former permanent teacher returned within 39 months as a substitute and worked an entire school year in place of a teacher on medical leave. In the following year, she was given a regular teaching position and was granted permanent status and retroactive seniority due to the "tacking" rule in Education Code Section 44918 and the restoration of permanence rule of Section 44931. Teacher claimed she was also entitled to a retroactive pay increase to that of a regular teacher in the substitute year. Court held the substitute classification was proper and tacking under Section 44918 does not entitle the employee to a retroactive pay increase.

Firm News

AALRR Announces 2020 Equity and Non-Equity Partners
01.15.2020

AALRR Hosts 2nd Annual Civil Rights Conference
09.20.2019

Super Lawyers Recognizes Seven AALRR Attorneys as Rising Stars
06.06.2017

Atkinson, Andelson, Loya, Ruud & Romo Holds Student Enrichment Day for High School Students
12.08.2016

HEMET: Students visit law firm
The Press Enterprise, 09.24.2015

Five AALRR Attorneys Recognized as Rising Stars by Super Lawyers National Rating Service
06.08.2015

AALRR to Sponsor Welcome Reception During Women in School Leadership Forum
09.23.2014

Nine AALRR Attorneys Recognized as Rising Stars by Super Lawyers National Rating Service
06.06.2014

Brooke E. Jimenez

Alerts & Articles

U.S. Department of Education Issues Long-Awaited Final Title IX Regulations
04.24.2024

Governor Signs AB 438 Announcing Sweeping Changes to the Classified Layoff Process for School Districts;
AALRR Webinar Planned
10.12.2021

Community & Professional

- Latina Lawyers Bar Association, Member
- Los Angeles County Bar Association, Member

Paul Z. McGlocklin

Partner

626-583-8600

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Every person deserves careful and thorough legal advice to achieve the best possible outcome for their needs.

Paul McGlocklin represents school districts, community college districts, and county offices of education, focusing on classified and certificated employment matters and other labor and employment issues. He also handles governance and facilities issues administrative law matters such as PERB hearings, arbitrations, and dismissal proceedings, and any subsequent litigation that may arise.

During law school, Mr. McGlocklin participated on the National Environmental Moot Court team, clerked for the Cancer Legal Resource Center, and served as a full-time extern for the Honorable Robert N. Kwan, United States Bankruptcy Court, Central District of California.

Firm News

AALRR Announces 2019 Equity and Non-Equity Partners
01.18.2019

Events & Speaking Engagements

AALRR AI Policy ToolKit™
AALRR AI Policy ToolKit™, AALRR AI Policy ToolKit™

Tech Talk
At Your Desk, Complimentary Monthly Webinar Series

OFFICES

251 S. Lake Ave
Suite 360
Pasadena, CA 91101

12800 Center Court Drive
Suite 300
Cerritos, CA 90703

3880 Lemon Street
Suite 350
Riverside, CA 92501

INDUSTRIES

Private Colleges and Universities
Private Schools

EDUCATION

J.D., Loyola Law School
B.A. University of California, San Diego

ADMISSIONS

2009, California
U.S. District Courts, Central and Eastern Districts of California

PRACTICE AREAS

Education Litigation
Education Technology
First Amendment in Higher

Paul Z. McGlocklin

Alerts & Articles

New California Civil Rights Department Regulations Regarding the Use of Artificial Intelligence in Hiring
08.19.2025

AB 3216 Amends Education Code Section 48901.7 to Require School Districts to Restrict Cell Phone Use
09.27.2024

Artificial Intelligence in Education is Here – Pitfalls to Avoid
05.21.2024

Court of Appeal Clarifies Legal Standards Applicable to Claims of Retaliation for Protected Union Activity
01.31.2024

CDPH Announces End of its Order Requiring Weekly Testing For Unvaccinated and Partially-Vaccinated School Employees and Volunteers Effective September 17, 2022
09.14.2022

Public Employment Relations Board Adopts New Standard for Finding Interference Based on Employer's Conduct During Discovery in Other Tribunals
06.17.2022

California Appellate Court Rules That School District Entitled to Retain Unused Hardship Funding Provided by the State of California
05.27.2022

Court of Appeal Rules That Trial Courts May Exercise Discretion to Deny Attorney Fee Awards in California Public Records Act Lawsuits Achieving Minimal or Insignificant Results
05.02.2022

California Education Employers Are Subject to New COVID Sick Leave Law
02.11.2022

Governor Signs Executive Order N-3-22 to Support Safe In-Person Learning in Schools Amid Surge in COVID-19 Cases
01.13.2022

Education

Labor & Employment Law

Litigation

Workplace Training

Paul Z. McGlocklin

Governor's K-12 Vaccine "Mandate" Raises Questions
10.05.2021

PERB Determines That Effects of an Employer's Decision to Mandate Flu Vaccine for Faculty and Staff During COVID-19 Pandemic Was Subject to Negotiations
07.28.2021

New Laws Provide Support and Flexibility to Students Following the 2020-2021 School Year
07.23.2021

2021-22 Rules For K-12 Schools Come Into Focus
07.20.2021

California Appellate Court Rules That Electromagnetic Hypersensitivity May Qualify as a Disability Under FEHA
05.27.2021

California Appellate Court Rules That Due Process Does Not Require a Live Hearing for Written Reprimands
05.27.2021

American Rescue Plan Act May Permit Public Education Employers to Claim Tax Credits for SB 95 Paid COVID Leave In 2021
04.15.2021

Update: California Department of Public Health Issues Comprehensive Guidance Governing Opening and Reopening of K-12 Schools
03.24.2021

The American Rescue Plan Act is Signed Into Law, Providing Another \$1.9 Trillion in COVID-19 Relief
03.12.2021

California Appellate Court Rules that Certain Records Involving Peace Officer Misconduct Will Remain Public Regardless of When the Peace Officer Misconduct Occurred
03.05.2021

Deal Reached on School Reopening Legislation
03.03.2021

Court of Appeal Sets Clear Rule for Determining Service Credit Toward Permanent Status for University Interns
02.26.2021

California Department of Public Health Issues Comprehensive Guidance Governing Opening and Reopening of K-12 Schools
01.19.2021

Paul Z. McGlocklin

Vaccination Guidance for Educational Employers
01.08.2021

President Trump Signs the Consolidated Appropriations Act of 2021 Into Law, Allocating Billions of Dollars for Use by Local Educational Agencies and Institutions of Higher Education
01.05.2021

More Litigation in the Wake of *Janus*
11.16.2018

Publications

Mr. McGlocklin contributes to the firm's publications and blogs.

Blog Posts

Generative AI and Confidential Meetings: What School Leaders Need to Know about Privacy Risks
EdLawConnect Blog, 12.18.2024

Don't Start from Scratch: Our AI Policy Toolkit Has Your District Covered
EdLawConnect Blog, 11.21.2024

Unmasking Deepfakes: Legal Insights for School Districts
EdLawConnect Blog, 07.03.2024

How to Address Employees' Use of Social Media
EdLawConnect Blog, 06.20.2024

How far is too far? Searching Students' Homes and Remote Test Proctoring
EdLawConnect Blog, 09.08.2022

Making Cybersecurity a Priority
EdLawConnect Blog, 09.06.2022

Inadvertent Disability Discrimination May Lurk in Hiring Software, Artificial Intelligence and Algorithms
EdLawConnect Blog, 06.16.2022

How Distance Learning Highlighted Ed Tech Inequities
EdLawConnect Blog, 04.09.2021

Federal Aviation Administration Implements New Rules Regarding Drone Use, Effectively Expanding the Ability to Operate Drones Without the Need for a Certificate of Authorization
EdLawConnect Blog, 03.05.2021

Paul Z. McGlocklin

Is Your Website ADA-Compliant? Web Accessibility Lawsuits May Soon Be On the Rise as California High Courts Expand the Reach of the Americans with Disabilities Act and the Unruh Civil Rights Act
EdLawConnect Blog, 09.24.2019

Gun-Free School Zone Act Loophole Closed by Assembly Bill 424
EdLawConnect Blog, 01.11.2018

Agency Fees Remain Valid after Supreme Court Splits 4-4 on Friedrichs
EdLawConnect Blog, 03.29.2016

Keep Your Friends Close and Your SCARs Closer: Mandated Reporters Are Not Immune from Lawsuits for Unwarranted Disclosures under the Child Abuse and Neglect Reporting Act
EdLawConnect Blog, 12.11.2013

Deleting Facebook Account has Adverse Consequences for a New Jersey Plaintiff
EdLawConnect Blog, 04.12.2013

Smile! You're on Candid Camera! The Use of Student Recorded Cellular Phone Videos in Teacher Discipline Cases
EdLawConnect Blog, 01.18.2013

Certificated Employee is Entitled to Attorney Fees in Dismissal Process if Accusation is Withdrawn Following Initial Decision to Proceed to Hearing
EdLawConnect Blog, 07.03.2012

Beverly A. Nwanna

Partner

951-683-1122

beverly.nwanna@aalrr.com



Beverly Nwanna represents educational agencies throughout Southern California in all employment matters, including employee evaluations, discipline, reasonable accommodations, interactive process meetings, restraining orders, contract enforcement, and other areas of general education law. She has represented clients before state courts and administrative bodies, including the Office of Administrative Hearings, California Civil Rights Department, Equal Employment Opportunity Commission, and Public Employment Relations Board.

Ms. Nwanna frequently conducts impartial, thorough, and effective investigations following student and staff complaints, including complaints of discrimination, harassment, and bullying. She is also an experienced and effective trainer in a variety of areas, including Title IX sexual misconduct matters; investigations; the Brown Act; mandated reporting; prevention of harassment, discrimination, bullying and retaliation; and the FRISK® Documentation Model.

Prior to joining the firm, Ms. Nwanna was a civil litigation attorney, handling medical malpractice and personal injury cases. While in law school, Ms. Nwanna served as the Executive Managing Editor for the Los Angeles Public Interest Law Journal and the Director of Communications for the Western Region Black Law Students Association.

OFFICE

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INDUSTRIES

Public Educational Agencies &
Institutions

EDUCATION

J.D., Loyola Law School
B.A., University of Notre Dame

ADMISSIONS

2014, California
U.S. District Court, Central District
of California

PRACTICE AREAS

Discrimination & Harassment
Education Litigation
Employee Performance &
Evaluation
Investigations
Labor & Employment Law
Title IX

Beverly A. Nwanna

Firm News

AALRR Announces 2024 Equity and Non-Equity Partners
01.23.2024

Events & Speaking Engagements

Module 5: Informal Resolution Training
At Your Desk (Via Zoom), 10.28.2025

Module 4: Appeal Officer Training
At Your Desk (Via Zoom), 10.21.2025

Virtual Education Facilities Web Training Academy
Zoom, August 2025-May 2026

Alerts & Articles

CDPH Announces End of its Order Requiring Weekly Testing For Unvaccinated and Partially-Vaccinated
School Employees and Volunteers Effective September 17, 2022
09.14.2022

Blog Posts

AALRR's 2024 Title IX Virtual Academy
EdLawConnect Blog, 09.12.2024

Todd M. Robbins

Partner
951-683-1122
trobbins@aalrr.com



Todd Robbins represents public school districts in a wide array of education law matters. He regularly assists clients with collective bargaining, labor disputes, certificated and classified employee discipline, reductions in force, harassment and discrimination complaints, contract administration, and student discipline. Mr. Robbins has also represented employers before the Public Employment Relations Board, the Civil Rights Department (formerly the Department of Fair Employment and Housing), the Division of Labor Standards Enforcement, and the Office of Administrative Hearings.

As general counsel to California school districts, Mr. Robbins frequently provides guidance on Constitutional issues, board governance, and compliance with California election laws, including the California Voting Rights Act. He has successfully led school districts through the transition from at-large elections to by-trustee area elections.

In addition, Mr. Robbins advises on matters involving transgender students and employees and delivers presentations to school districts and statewide organizations on district obligations and best practices under state and federal laws.

Before attending law school, Mr. Robbins worked as a high school history teacher in Maine.

Firm News

AALRR Announces 2024 Equity and Non-Equity Partners
01.23.2024

OFFICE

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EDUCATION

J.D., Chapman University, Dale E.
Fowler School of Law
B.A., University of Maine,
Farmington

ADMISSIONS

2007, California
U.S. Court of Appeals, Ninth Circuit
U.S. District Court, Central District
of California

PRACTICE AREAS

Labor & Employment Law

Todd M. Robbins

Atkinson, Andelson, Loya, Ruud & Romo Names Five New Partners
01.10.2017

Events & Speaking Engagements

Mr. Robbins lectures extensively before industry organizations such as the Association of California School Administrators (ACSA) and the Credential Counselors & Analysts of California (CCAC). He is also a frequent presenter for the Inland Personnel Council, a consortium of public school districts, community college districts and county offices of education located in Riverside and San Bernardino counties. Mr. Robbins also regularly presents before local and statewide organizations on a myriad of matters that are of interest to his public sector clients, including state-mandated sexual harassment training, ethics training, and Brown Act compliance training.

Alerts & Articles

Kluge v. Brownsburg; Seventh Circuit Upholds Teacher's Religious Accommodation
09.22.2025

Preliminary Injunction Granted Regarding Gender Identity Instruction
06.18.2025

Ninth Circuit Rejects Challenge to Idaho Transgender Bathroom Bill
06.05.2025

Executive Order Issued Banning Transgender Athletes from Female Sports
03.03.2025

AB 2534 Expands Employer Access to Certificated Employee Records of Egregious and Other Misconduct during Onboarding Process
10.04.2024

Attorney General Opinion Allows Board Members to Attend Meetings Remotely as an ADA Accommodation
08.09.2024

New Law Clarifies Student Privacy Rights, Impacts Parental Notification Policies, and Establishes Rights of Educators Involved in These Issues
07.18.2024

New California Federal Court Declares That, In the Absence of Clear Legal Authority, Parent's Challenge to District's Policy Preventing Disclosure of Student's Transgender Status Must Be Dismissed
08.10.2023

Todd M. Robbins

U.S. Supreme Court Raises the Bar for Employers to Deny Religious Accommodations
07.11.2023

The Ninth Circuit Holds that Official Use of a Social Media Platform Created a Public Forum, and Blocking Members of the Public Violated the First Amendment
08.03.2022

Publications

Mr. Robbins contributes to the firm's education law publications.

Blog Posts

Are You Ready for AB 2534? Our AB 2534 Toolkit Is Here to Help
EdLawConnect Blog, 12.04.2024

New Laws Expand Employers' Sexual Harassment Prevention Obligations
EdLawConnect Blog, 01.15.2019

Texas Federal Court Halts Implementation of New Federal Overtime Rule Nationwide
EdLawConnect Blog, 11.28.2016

U.S. Department of Labor Is Increasing the Salary Threshold for Overtime Exemptions
EdLawConnect Blog, 05.19.2016

New FEHA Regulations Require Updated Workplace Poster as of April 1
Labor & Employment Law Blog, 03.28.2016

New FEHA Regulations Require Updated Workplace Poster as of April 1
EdLawConnect Blog, 03.25.2016

New Sick Leave Poster Required by January 1, 2015
EdLawConnect Blog, 12.30.2014

Two Appellate Decisions Suggest Major Battle Brewing for the Affordable Care Act
EdLawConnect Blog, 07.23.2014

Major Development—Employer Mandates Under Affordable Care Act Delayed Until January 1, 2015
Labor & Employment Law Blog, 07.03.2013

Major Development—Employer Mandates Under Affordable Care Act Delayed Until January 1, 2015
EdLawConnect Blog, 07.02.2013

Todd M. Robbins

Health Care Reform Series: I'm an Employer Now What Do I Do?
EdLawConnect Blog, 05.14.2013

Introduction to Health Care Reform Series: The Patient Protection and Affordable Care Act
EdLawConnect Blog, 04.08.2013

"Sequestration" Requires Consideration of Immediate Action
EdLawConnect Blog, 02.28.2013

Brooke Romero

Partner
562-653-3200
bromero@aalrr.com



My goal is to identify clients' needs and find the most sensible way to fulfill those needs.

Brooke Romero represents California school districts, community college districts, and county offices of education, as well as private schools, in a variety of general education and labor and employment matters. Her areas of expertise include labor relations, contract administration, certificated and classified employee discipline and dismissal matters, and school board governance.

Prior to attending law school, she received a scholarship from the Women Lawyers Association of San Luis Obispo County. During law school, she served as a staff editor on the *Nexus Journal of Law and Policy*, and as an Academic Fellow for first-year Contracts students. Ms. Romero was also the recipient of several CALI awards (highest class grade) for courses including Contracts, Legal & Equitable Remedies, and Legal Analysis.

Firm News

AALRR Announces 2025 Partner Promotions
01.13.2025

Alerts & Articles

Attorney General Opinion Allows Board Members to Attend Meetings Remotely as an ADA Accommodation
08.09.2024

OFFICE

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EDUCATION

J.D., *cum laude*, Chapman
University, Dale E. Fowler School of
Law
B.A., California Polytechnic State
University, San Luis Obispo

ADMISSIONS

2016, California

PRACTICE AREAS

Education
Education Technology
Student Discipline

Brooke Romero

U.S. Supreme Court Clarifies School District Authority to Punish Off-Campus Student Speech
06.24.2021

Publications

Ms. Romero is an active contributor to the firm's education law publications and blog.

Blog Posts

Does the Public Have a First Amendment Right to Post Comments on a Public Official's Twitter Feed? First Amendment Challenges to Social Media Access in the 21st Century
EdLawConnect Blog, 07.09.2018

Mark W. Thompson

Partner

951-683-1122

mthompson@aalrr.com



My team and I take a practical approach. We go beyond telling our clients what the law says. We help them apply the law to solve their problems and achieve their goals.

Mark Thompson primarily represents public school districts and Boards of Education in the areas of general education law, governance matters including the Brown Act and Public Records Act, certificated and classified employee discipline and reductions in force, harassment and discrimination complaints, grievances, collective bargaining and contract administration. He represents districts before PERB, OCR, DFEH, EEOC, and OAH, and in state and federal courts. He also advises on copyright, trademark, licensing and other intellectual property matters.

Representative Matters

- *Del M. Grace v. Beaumont Unified School District* (2013) 216 Cal. App.4th 1325. Probationary teacher challenged non-reelection on the basis that she did not receive notice by personal service or certified mail prior to March 15. Court held the absence of personal service or proof of service by certified mail prior to March 15 was not required where she received actual notice before the deadline.
- *Edwards v. Lake Elsinore Unified School District* (2014) 230 Cal.App.4th 1532. Former permanent teacher returned within 39 months as a substitute and worked an entire school year in place of a teacher on medical leave. In the following year, she was given a regular teaching position and was granted permanent status and retroactive seniority due to the "tacking" rule in Education Code Section 44918 and the restoration of permanence rule of Section 44931. Teacher claimed she was also entitled to a retroactive pay increase to that of a regular teacher in the substitute year. Court

OFFICE

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EDUCATION

J.D., Whittier Law School
B.S., California State University,
Long Beach

ADMISSIONS

2002, California
U.S. Court of Appeals, Ninth Circuit
U.S. District Court, Central District
of California
U.S. Patent and Trademark Office
U.S. Supreme Court

PRACTICE AREAS

Board Governance
Collective Bargaining & Labor
Relations
Discrimination & Harassment
Education
Employee Performance &
Evaluation
Labor & Employment Law

Mark W. Thompson

held the substitute classification was proper and tacking under Section 44918 does not entitle the employee to a retroactive pay increase.

Firm News

AALRR's Riverside Office Moves to Accommodate Growth
11.15.2017

AALRR's Riverside Attorneys and Staff Treat First Responders to Lunch in Honor of 9/11
09.11.2017

Atkinson, Andelson, Loya, Ruud & Romo Names Two New Equity Partners and Six New Non-Equity Partners
01.15.2016

Events & Speaking Engagements

Mr. Thompson presents at workshops and conferences on various subjects in education, employment and labor, governance, and copyright law, and is a trainer for AB 1825 sexual harassment avoidance and in the FRISK® Documentation Model. He trains public agencies on boardsmanship, the Brown Act, ethics and conflicts of interest, investigations, and employee discipline. He also is a featured presenter for the Inland Personnel Council.

Alerts & Articles

Supreme Court Sets First Amendment Rules for Public Officials' Use of Social Media
04.30.2024

Changes to the Ralph M. Brown Act
11.09.2022

Governor Newsom Modifies the Classified Dismissal and Suspension Process for K-12 School Districts and Community College Districts
10.18.2022

Expanded Opportunity for California Community College Districts to Obtain Information about Potential Students from Local Agencies
10.18.2022

The Ninth Circuit Holds that Official Use of a Social Media Platform Created a Public Forum, and Blocking Members of the Public Violated the First Amendment
08.03.2022

Mark W. Thompson

Court of Appeal Rules That Trial Courts May Exercise Discretion to Deny Attorney Fee Awards in California
Public Records Act Lawsuits Achieving Minimal or Insignificant Results
05.02.2022

Unweaving the Web: Current Mask Mandates
03.03.2022

New Brown Act Amendment Changes the Rules for Teleconference Meetings During A State of Emergency
09.20.2021

Deal Reached on School Reopening Legislation
03.03.2021

President Trump Signs the Consolidated Appropriations Act of 2021 Into Law, Allocating Billions of Dollars for
Use by Local Educational Agencies and Institutions of Higher Education
01.05.2021

Publications

Mr. Thompson is a frequent contributor to firm publications.

Blog Posts

Governor Signs AB 215 – The Teacher Termination Reform Bill
EdLawConnect Blog, 06.26.2014

David E. Robinett

Senior Counsel
951-683-1122
drobinett@aalrr.com



David Robinett represents school and community college districts and county offices of education in personnel and employment law, special education law, facilities, and collective bargaining matters. Mr. Robinett has successfully represented clients in civil litigation at both the superior court and appellate levels. He also has experience representing clients at administrative hearings in the areas of special education, employee discipline, and layoffs.

Firm News

Alternatives to Student Suspension
Association of California School Administrators - Leadership Magazine,
08.31.2012

Events & Speaking Engagements

Mr. Robinett has conducted training sessions and workshops on a wide range of topics, including sexual harassment, school district tort liability, and the role of education foundations.

Publications

Mr. Robinett contributes to the firm's education law publications.

OFFICE

3880 Lemon Street
Suite 350
Riverside, CA 92501

EDUCATION

J.D., Pepperdine University School
of Law
B.A., Texas A&M

ADMISSIONS

2002, California

PRACTICE AREAS

Contract Enforcement &
Collective Bargaining
Litigation

Tu T. Le

Associate
951-683-1122
tu.le@aalrr.com



Tu Le represents educational institutions and school districts in all areas of education law, including litigation, labor relations, discrimination, harassment, retaliation, employee discipline, and the education code. Ms. Le also conducts investigations for school districts with respect to allegations of discrimination, harassment, bullying, and retaliation.

Prior to joining AALRR, Ms. Le represented parents and children in juvenile dependency proceedings at the Juvenile Dependency Court in San Bernardino, where she defended clients against the Department of Children and Family Services. She attended court hearings, drafted and argued various motions, and helped reunite families as a trial attorney.

While in law school, Ms. Le founded and served as Treasurer for OUTLaw, an organization that aimed to educate, represent, and support members and allies of the LGBTQIA+ community.

Events & Speaking Engagements

Employee Absenteeism: Managing Attendance Issues (K-12)
At Your Desk (Via Zoom), 11.06.2025

Blog Posts

Constitutional Challenges to AI Monitoring Systems in Public Schools
EdLawConnect Blog, 08.28.2025

OFFICE

3880 Lemon Street
Suite 350
Riverside, CA 92501

INDUSTRIES

Public Educational Agencies &
Institutions

EDUCATION

J.D., Western State College of Law
B.A., University of California,
Riverside

ADMISSIONS

2019, California

PRACTICE AREAS

Collective Bargaining & Labor
Relations

Discrimination & Harassment

Education

Employment Policies, Procedures
& Training

Labor & Employment Law

Litigation

Tu T. Le

Community & Professional

- OUTLaw, Treasurer

Erica E. Noriega

Associate
951-683-1122
erica.noriega@aalrr.com



Erica Noriega represents California school districts, community college districts, and county offices of education in a variety of general education and labor and employment matters. Her areas of expertise include labor relations, contract administration, certificated and classified employee discipline and dismissal matters, and school board governance.

While in law school, Ms. Noriega served as Treasurer of the Public Interest Law Foundation and as Technical Editor of the Journal of Law, Business, and Ethics.

Prior to law school, Ms. Noriega worked in education as a substitute teacher and high school color guard coach.

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INDUSTRIES

Public Educational Agencies &
Institutions

EDUCATION

J.D., University of La Verne College
of Law
B.A., University of California
Riverside

ADMISSIONS

2021, California

PRACTICE AREAS

Education

David P. Rivera

Associate
951-683-1122
david.rivera@aalrr.com



David Rivera provides counsel and representation to California school districts, county offices of education, and other related agencies in all general education law matters. In addition to education-related counseling, Mr. Rivera represents organizations in civil legal matters with an emphasis on business transactions including business formation, restructuring, and contract services such as negotiation of disputes and settlements.

Mr. Rivera spent the early years of his legal career counseling businesses and individuals on matters pertaining to entity formation, contract agreements, and other aspects of corporate law.

Events & Speaking Engagements

Virtual Education Facilities Web Training Academy
Zoom, August 2025-May 2026

Publications

Mr. Rivera regularly writes for a modest legal periodical published by the Riverside County Bar Association.

Community & Professional

- Riverside County Bar Association Barristers, President, 2023 – 2024
- Hispanic Bar Association of the Inland Empire, President-Elect, 2024 – Present
- Riverside County Bar Association, Publications Committee, Member

OFFICE

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Riverside, CA 92501

INDUSTRIES

Construction
Public Educational Agencies & Institutions

EDUCATION

J.D., University of Notre Dame Law School
B.S., California State University, San Bernardino

ADMISSIONS

2012, Arizona
2017, California

PRACTICE AREAS

Advice & Counsel
Business Services
Education
Education Litigation

Jeffrey Torres

Associate

951-683-1122

jeffrey.torres@aalrr.com



Jeffrey Torres is an associate attorney working in the Riverside office where he represents school districts and educational entities. He primarily assists in conducting legal research, drafting memoranda of law, and drafting motions in both general education and special education law. Before Mr. Torres became an attorney, he worked for AALRR as a law clerk while attending law school.

Prior to joining AALRR, Mr. Torres worked as a legal intern at the Office of General Counsel at Los Angeles Unified School District and worked for six years in various capacities at San Bernardino City Unified School District. Mr. Torres graduated with a B.A. in Political Science at the University of California, Berkeley. He also received both his M.Ed. in Educational Leadership and his J.D. law degree at the University of La Verne. Moreover, he received an LL.M. advanced law degree in Higher Education Law & Compliance at the Samford University Cumberland School of Law.

During law school, Mr. Torres was elected the President of the Student Bar Association, the law school's student government. He also competed against dozens of other law schools throughout the country in three National Moot Court competitions where he wrote an original U.S. Supreme Court brief and argued in front of a panel of appellate judges on issues that ranged from 4th Amendment search & seizure, tribal gambling law, and affirmative action in college admissions. He is most proud of winning "Best Petitioner Brief" during the Appellate Advocacy Competition where his brief defended a public school district on Establishment Clause issues. He was presented with various awards such as the CALI Excellence for the Future Award, the Certificate of Achievement in Legal Research, a Fellowship in the Terrence E. Deal Leadership Institute, the 30 Most Influential Leaders Under 30 awarded

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INDUSTRIES

Public Educational Agencies &
Institutions

EDUCATION

LL.M., Samford University
Cumberland School of Law
J.D., University of La Verne College
of Law
M.Ed., University of La Verne
B.A., University of California,
Berkeley

ADMISSIONS

2024, California
U.S. Court of Appeals, Ninth Circuit
U.S. District Courts, Central and
Northern Districts of California

PRACTICE AREAS

Education
Education Litigation

LANGUAGES

Spanish

Jeffrey Torres

by the California State Assembly Majority Leader, and various scholarships from entities that included the Federal Bar Association of the Inland Empire. Additionally, Mr. Torres serves as a Board Member of the San Bernardino Symphony Orchestra and is a member of the Hispanic Bar Association of the Inland Empire.

Alerts & Articles

Ninth Circuit Reinforces First Amendment Protections of Parent Banned from School District in Response to Speech the District Found Offensive
07.23.2025

Ninth Circuit Rejects Challenge to Idaho Transgender Bathroom Bill
06.05.2025

Trump Administration Issues Executive Order Signaling Changes on the Horizon to School Funding and Educational Choices for Parents
02.05.2025

Ninth Circuit Extends the Requirement of Exhaustion of Due Process Complaints as a Prerequisite for Filing Lawsuits to Protection and Advocacy Organizations Alleging IDEA Violations
12.17.2024

No Denial of FAPE When School District Refuses to Prepare New IEP For Privately Placed Student Despite Invalid Reason for Discontinuing the IEP Process
10.08.2024

The Ninth Circuit Holds that Official Use of a Social Media Platform Created a Public Forum, and Blocking Members of the Public Violated the First Amendment
08.03.2022

Public Employment Relations Board Adopts New Standard for Finding Interference Based on Employer's Conduct During Discovery in Other Tribunals
06.17.2022



Michael H. Fine

Chief Executive Officer

Fiscal Crisis and Management Assistance Team (FCMAT)

Background/Degrees/Credentials

Mr. Fine became FCMAT's third Chief Executive Officer on July 1, 2017. Before joining FCMAT in 2015 as the agency's Chief Administrative Officer, Mr. Fine served a combined 25 years as interim superintendent, deputy superintendent of business services and governmental relations, and assistant superintendent. Prior to school business, Mr. Fine spent 10 years in financial management for a defense contractor. Mr. Fine has a long history in governmental relations, working closely with policy makers in Sacramento on behalf of California's K-12 students.



Michael H. Fine, Chief Executive Officer

(661) 636-4611 | mfine@fcmat.org | www.fcmat.org

Michael Fine joined FCMAT in 2015 as chief administrative officer, providing day-to-day supervision of operations. He was named chief executive officer effective July 1, 2017, succeeding Joel Montero.

Mike started his career in public education as director of fiscal services for the Newport-Mesa Unified School District and was assistant superintendent when he left that position in 2002 to work for the Riverside Unified School District. He served as the deputy superintendent of business and governmental relations from 2002-2015, and also as interim superintendent for the district in 2013-14.

Mike has a bachelor's degree in business administration from California State Polytechnic University, Pomona, and a master's degree in public administration from California Baptist University. He has a certificate of accounting in governmental and nonprofit accounting from the University of California, Riverside, and a certificate in school business management from the Association of California School Administrators. He brings a comprehensive knowledge of public and charter school accounting, management and systems change to his position with FCMAT.