

Brooke E. Jimenez

Partner

951-683-1122

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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

3880 Lemon Street
Suite 350
Riverside, CA 92501

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

Beverly A. Ozowara

Partner

951-683-1122

beverly.ozowara@aalrr.com



Beverly Ozowara 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. Ozowara 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. Ozowara was a civil litigation attorney, handling medical malpractice and personal injury cases. While in law school, Ms. Ozowara 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.

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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. Ozowara

Firm News

AALRR Announces 2024 Equity and Non-Equity Partners
01.23.2024

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
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Todd Robbins represents public school districts in the areas of education law, certificated and classified employee discipline, certificated layoffs, harassment and discrimination complaints, and contract administration.

Mr. Robbins also advises school districts regarding matters related to the California Voting Rights Act. He has guided several school districts through the process of transitioning from at-large elections to by-trustee area elections. Additionally, Mr. Robbins provides guidance to school districts in all matters related to the Affordable Care Act. Furthermore, he advises school districts regarding transgender students and employees, and provides presentations focused on district obligations and best practices for complying with state and federal law when addressing the needs of transgender students.

Prior to entering 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

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

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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

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

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

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

In a Significant Ruling in Favor of a Public Entity, Appellate Court Clarifies the Dilution Requirement of the California Voting Rights Act

07.10.2020

Responding to the May Revise — Options for School and Community College Employers

05.19.2020

Guidelines and Suggestions to Help Prepare for and Respond to Student Protests

02.27.2018

Todd M. Robbins

SB 415 Prohibits Off-Cycle Local Elections in Jurisdictions that Experience a Significant Decrease
12.16.2016

District-Based Elections Affected by Amendments to the California Voting Rights Act
10.13.2016

U.S. Supreme Court Holds Race-Conscious Admissions Program at the University of Texas
06.30.2016

Employers Must Include Cash-in-Lieu of Benefits in Calculating Regular Rate for Overtime Pay
06.17.2016

Federal Government Issues Guidance to Ensure the Civil Rights of Transgender Students
05.17.2016

Publications

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

Blog Posts

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

Todd M. Robbins

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

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

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

AB 992 Clarifies Permissible Communications via Social Media Platforms
10.08.2020

California Department of Public Health Issues New Guidance Concerning a Pathway to Physically Open Elementary Schools for In-Person Instruction
08.07.2020

Senate Bill 98 Reworks Parameters for School Reopening
07.06.2020

California Department of Public Health Amends Face Covering Guidance — Schools Are Subject to a Broad Face Covering Mandate
06.20.2020

California Department of Public Health Issues Statewide Face-Covering Mandate. Community Colleges Are Not Exempt; Schools May Have Limited Exemption
06.19.2020

Some Southern California Health Orders Amended With An Eye Towards School Reopening
06.16.2020

Southern California Health Orders Govern the Ability of Educational Employers to Return Non-Essential Workers to Campus
06.02.2020

New Legislation Gives Rights to Student School Board Members
10.13.2017

Mark W. Thompson

California Supreme Court Holds Public Records Sent Through Private Email Accounts and Devices May Be Subject to Disclosure
03.03.2017

Are Your Employment Discipline Policies Up in Smoke after Proposition 64?
11.22.2016

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.

Employee Absenteeism: Managing Attendance Issues (K-12)
At Your Desk (Via Zoom), 11.21.2024

Making the Interactive Process a Success (Part 2): Leaves of Absence,
Telework and Other Reasonable Accommodations (K-12)
At Your Desk (Via Zoom), 10.17.2024

OFFICE

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EDUCATION

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

ADMISSIONS

2002, California

PRACTICE AREAS

Contract Enforcement &
Collective Bargaining
Litigation

David E. Robinett

Publications

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

Brooke Romero

Senior Counsel
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.

Alerts & Articles

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

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

OFFICE

12800 Center Court Drive
Suite 300
Cerritos, CA 90703

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
Student Discipline
Technology

Brooke Romero

State Issues Clear Guidance on School Reopening, Face Coverings and More
07.20.2020

Postsecondary Schools Have a Duty of Care to Protect Students from Foreseeable Harm That Occurs During Curricular Activities
03.28.2018

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

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.

OFFICE

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Riverside, CA 92501

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

Gabriela M. Rodriguez

Associate

951-683-1122

gabriela.rodriguez@aalrr.com



Gabriela Rodriguez represents educational agencies in all employment matters, including employee evaluations, discipline, reasonable accommodations, interactive process meetings, restraining orders, and other areas of general education law. Ms. Rodriguez also conducts investigations for school districts with respect to allegations of discrimination, harassment, bullying, and retaliation. Additionally, Ms. Rodriguez has successfully defended clients against charges brought by the California Civil Rights Department, Equal Employment Opportunity Commission, and Division of Labor Standards Enforcement.

Prior to joining AALRR, Ms. Rodriguez represented clients in labor and employment and business litigation disputes where she drafted various pleadings and documents such as discovery requests and responses, motions, demand letters, and mediation briefs. She also conducted legal research and attended hearings.

While in law school, Ms. Rodriguez served as the Senior Content Editor for the *Southern California Review of Law and Social Justice Journal* and served on the executive board for the Women's Law Association and the Latino Law Students Association. Ms. Rodriguez was also selected for the Mexican American Bar Association Scholarship and as a mediator for USC's award winning Mediation Clinic.

Community & Professional

Board Member, Hispanic Bar Association of the Inland Empire
Member, Riverside County Bar Association

OFFICE

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INDUSTRIES

Public Educational Agencies & Institutions

EDUCATION

J.D., University of Southern California, Gould School of Law
B.A. *cum laude*, University of California, Los Angeles

ADMISSIONS

2021, California

PRACTICE AREAS

Education
Title IX

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. He is currently pursuing an LL.M. in Higher Education Law 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 by the California State Assembly Majority Leader, and various

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INDUSTRIES

Public Educational Agencies &
Institutions

EDUCATION

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

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

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