



## **Education & Public Law**

Educational institutions must manage a broad range of business functions from human resources to real estate and asset management. Accordingly, their business and legal challenges are often quite similar to those of large corporations and cities. The lawyers in our Education & Public Law Practice Group understand these challenges and can help educational institutions handle them quickly and cost effectively.

Our clients include small and large independent school districts, private schools, theological seminaries and regional education service centers, as well as the Texas Association of School Boards Legal Assistance Fund and other education-related entities.

Our Education & Public Law Practice Group has extensive experience across all areas of educational services, administration and operations. In addition to general counseling and litigation, we assist with transactional and employer/employee matters. We help educational clients explore energy options and service contracts and advise on utility law matters. We also monitor legislative and agency activities that might affect the educational landscape in Texas.

## **Education-related Counseling**

We advise school districts and other educational entities on issues involving students, employees, facilities, purchasing, technology, community-wide controversies and contract review. We assist clients with matters of governance such as public information, open meetings, and board member rights and responsibilities. We also advise on election issues, including compliance with the Voting Rights Act and the defense of challenges to at-large electoral systems.

## **Transactional and Intellectual Property Matters**

Our Education & Public Law Practice Group has helped numerous education clients negotiate and document transactions, including real estate transactions, software and hardware contracts, hedge contracts, energy savings performance contracts, contractor and architect contracts, and interlocal agreements and cooperatives. We assist clients with taxes and other foundation and profit/non-profit entity issues. We also handle trademark, copyright, and intellectual property matters.

## **Employment Law and Employee Benefits**

McGinnis Lochridge attorneys help clients comply with employment laws, including the Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), Fair Labor Standards Act (FLSA) and Texas Insurance Code. We also advise on the full range of employee benefit plans offered by school districts, including Section 403(b) plans, Section 457(b) plans, cafeteria plans, fully-insured and self-funded group health plans, Health Savings Accounts (HSAs), and coverage under the Consolidated Omnibus Budget Reconciliation Act (COBRA). We help educational entities evaluate and negotiate insurance contracts and healthcare plans.

## **Litigation and Appellate Matters**

We represent education-based clients in general litigation as well as in matters involving construction, insurance, Title VII and other employment laws, governmental immunity, Section 1983, special education and the Individuals with Disabilities Education Act (IDEA), Section 504, ADA, federal and state constitutional issues and statutory interpretation.

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