

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

3880 Lemon Street
Suite 350
Riverside, CA 92501

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

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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

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

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

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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

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

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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

Beverly A. Ozowara

Partner

951-683-1122

beverly.ozowara@aalrr.com



Beverly Ozowara represents educational agencies throughout Southern California in all matters, from providing general advice and counsel to representing agencies in court. Her experience includes investigating, interviewing, and counseling clients in cases of education-related discrimination; representing clients in due process hearings, school meetings, and disciplinary proceedings; analyzing and reviewing contracts; and composing various documents, including settlement demand letters, complaints, mediation briefs, and written discovery, in preparation for trial.

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.

Firm News

AALRR Announces 2024 Equity and Non-Equity Partners
01.23.2024

Events & Speaking Engagements

Identifying Performance Issues and Disciplining District Employees
At Your Desk, 01.31.2024

OFFICE

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INDUSTRIES

Educational Agencies

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

Education Litigation
Investigations
Labor & Employment Law
Student Discipline

Beverly A. Ozowara

Discipline of Classified Employees
At Your Desk, 01.31.2024

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

Gabriela M. Rodriguez

Associate
951-683-1122
gabriela.rodriguez@aalrr.com



Gabriela Rodriguez represents educational agencies in a wide range of legal matters that may arise such as investigations and counseling.

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

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INDUSTRIES

Educational Agencies

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

Jeffrey Torres

Law Clerk
951-788-6867
jeffrey.torres@aalrr.com



Jeffrey Torres is a post-bar law clerk for the Riverside office where he supplements the legal work of attorneys by conducting legal research and drafting memoranda of law in both general education and special education law.

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 scholarships from entities that included the Federal Bar Association of the Inland Empire.

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EDUCATION

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

PRACTICE AREAS

Education
Student Services and Disabilities