

THOMAS E. GAUTHIER

PARTNER

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EDUCATION

J.D., University of California,
Davis

B.A. (*cum laude*), University of
California, Riverside

PRACTICE AREAS

Higher Education
Local Government
Students
Labor & Employment

BAR ADMISSION

California

OVERVIEW

Tom Gauthier is a partner in Lozano Smith's Sacramento office. With over 20 years of experience representing public agencies and public officials, Tom serves as general counsel to numerous school districts, community college districts, and other local governments. He specializes in labor and employment law, and also has broad expertise in key governance laws such as open meetings rules, public records, ethics, and conflicts of interest. Focusing on prevention of legal disputes and ensuring best practices, Tom provides day-to-day support to public agencies with the goal of creative problem solving. He regularly counsels clients on employee/employer relations and negotiates labor agreements throughout California. Tom has extensive experience in creating crucial governance documents such as employer policies, contracts, and inter-agency agreements.

When conflict arises public agencies turn to Tom for successful representation in employee disciplinary hearings, arbitration hearings, and numerous types of administrative hearings such as Public Employee Public Relations board hearings. A practical and solution-focused approach helps clients resolve conflict in their best interests.

TRAININGS & PRESENTATIONS

Tom leads interactive, hands-on seminars on topics such as best personnel practices, open government laws, student-related laws, constitutional law, ethics in public service, and school board governance. He is a frequent presenter to school audiences such as: Association of California School Administrators, California Council of School Attorneys, California School Boards Association, and California Association of School Business Officials.

EXPERIENCE

Tom's practice focuses on the following areas:

- > General governance
 - Brown Act compliance
 - Effective board governance
 - Conflicts of interest
 - Public records laws

- > Labor & employment Law
 - Employee discipline & dismissal
 - Effective evaluation systems
 - Leaves of absence
 - Employment contracts & recruitment
 - Wage & hour rules
 - Free speech
 - Employment discrimination & harassment
 - Employee complaints & investigations

- > Student discipline & student rights
 - Free speech
 - Equity & access laws
 - Uniform Complaint procedures
 - Constitutional law on campus

- > Technology & innovation
 - Managing data & records lawfully
 - Best practices for public records requests
 - Student supervision & rights
 - Technology contract requirements

EDUCATION

Mr. Gauthier received his J.D. from the University of California at Davis School of Law in 1996. He received his B.A. from the University of California at Riverside in Political Science and Administrative Studies, cum laude.

PROFESSIONAL AFFILIATIONS

Member, California Council of School Attorneys