



FRAZER & FELDMAN, LLP

EDUCATION LAW AND LABOR AND EMPLOYMENT

Standing from left:
Brendan B. Barnes
Christie R. Jacobson
Jonathan Heidelberger
Anne M. McGinnis
Joseph P. Lilly
Joseph Carbonaro
James H. Pyun
Laura A. Ferrugiari
Sitting from left:
Jacob S. Feldman
Florence T. Frazer

IN FOUNDING FRAZER & FELDMAN, LLP, ATTORNEYS

Florence Frazer and Jack Feldman have established one of the region's most distinguished education law firms—a Martindale-Hubbell® AV Preeminent® rated practice that is uniquely positioned to provide general, special education, and labor counsel services to public school districts and boards of education.

"MANY OF OUR CLIENTS HAVE BEEN WITH US FOR 15

years or more, and I think that speaks to the quality of our work and the efficacy of our approach," says Feldman, who along with Frazer has been individually AV Preeminent® rated by Martindale-Hubbell®, the organization's highest rating for legal ability and ethical standards, for more than 18 years.

"THE OVERRIDING PRINCIPLE AT OUR FIRM IS THAT IT'S

much easier to help our clients avoid trouble than it is to get them out of trouble, so over the years we've made a point of brainstorming with clients and providing counsel before they act."

MOST RECENTLY THE FIRM HAS PUT THIS PHILOSOPHY INTO

action by developing an in-house program called the "Legal Loop," in which the firm's attorneys apprise clients of education issues and their legal implications through lunchtime roundtable discussions. "I do this most often with our special education directors," Feldman notes, "because it ensures they remain abreast of the latest developments in the law and can train their staff accordingly."

FELDMAN HAS CONCENTRATED ON SPECIAL EDUCATION

matters for more than two decades, guiding clients during all stages of the special education process and successfully representing school districts in impartial hearings, Office of State Review appeals, and appeals in state and federal courts. His comprehensive experience has made him a frequent speaker at special education programs, and he also writes "The Attorney's Corner," a monthly digest of significant special education

decisions from around the nation, for the Centris Group's Directors' website.

"I'VE BEEN HANDLING SPECIAL EDUCATION ISSUES FOR A

very long time and it remains a rewarding area of practice because it's a rapidly developing field where there are more questions than answers," Feldman says. "There's nothing more satisfying than being able to create practical solutions that not only serve the district, but also assist children with special needs and their parents."

FRAZER ALSO HAS CONSIDERABLE EXPERIENCE IN HER

area of focus—public sector labor law—beginning with her appointment as assistant counsel, and later assistant director, in the Governor's Office of Employee Relations more than 25 years ago. During that time, she served as chief negotiator for the Governor in collective bargaining with the statewide Civil Service Employees Association Administrative Services Unit. Since entering private practice, she has negotiated hundreds of collective bargaining agreements on behalf of management with units of teachers, administrators, custodians, nurses, and food service and transportation workers.

"IN SERVING MY CLIENTS I STRIVE TO ACHIEVE THEIR

goals without creating rancor that could impact subsequent labor-management relations," says Frazer of her approach. "And part of that is helping to foster a strong working relationship between labor and management, so that employees are more willing to step up to a challenge."

CLIENTS RECOGNIZE THE VALUE OF

this proactive approach: One administrator observes, "You each offer advice and counsel to help guide us through very challenging matters. Your collective insight has been incredibly helpful in overcoming a number of formidable issues."

LEGAL LEADERS



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FLORENCE T. FRAZER