



F3 Law

Jonathan A. Salt

Partner

San Diego

jsalt@f3law.com

D 760.304.6007



What can I solve for you?

Because governance, voting rights and elections, labor and employment and other issues that school districts encounter are often tied together, I take a holistic approach to counseling our clients. I help school districts stay compliant with regulations, provide training on rules and procedures for governing school boards and their meetings, assist in smoothing out political differences, and conduct investigations on an array of workplace complaints, among other services.

What's it like to work with me?

I practice education law because I enjoy working for the public good. Whether I'm helping to keep a district on track or addressing difficult human resource issues, I consider it an honor to partner with clients to enhance and shape public education in California. When they confront large, complex challenges, I reassure them that they can relax because I know the exact steps to take and when to take them. They come to understand that we'll get it all done—quickly, and in the right way.

"I love teaming with school boards and administrators to further advance and evolve public education in California."



Overview

Serving school districts in his highly regarded legal practice, Jonathan A. “Jon” Salt provides counsel on the full spectrum of issues relating to labor and employment, governance, voting rights and elections, including adherence to the California Voting Rights Act (CVRA). Jon also advises clients on both the big-picture ramifications and the many nuances relating to the Brown Act, employee discipline, complaint investigations, labor negotiations and workplace safety. Drawing on his broad administrative knowledge, he advises school boards in such matters as training, conflicts of interest and requirements for meetings, rules and procedures.

School districts statewide turn to Jon when they must make a transition from an at-large to a by-trustee area election system to keep compliant with requirements under the CVRA. He applies his in-depth knowledge of the complicated procedure to guide districts smoothly through the conversion. Jon’s outstanding work has become a benchmark for county regulators, who frequently cite it as an exemplary model to be followed by all. His exceptional expertise and attention to detail have made him a trusted authority in his field, and his work is held in high regard by colleagues and regulatory bodies alike.

Comfortable handling a range of difficult issues, Jon adeptly takes on thorny hot-button political and human resources matters, including board conflicts, terminations of disruptive employees and responses to aggressive attendees at school board or city council meetings. In addition, he represents districts in certificated disciplinary proceedings before the Commissions on Professional Competency and discrimination complaints before the Equal Employment Opportunity Commission and the California Civil Rights Department (formerly Department of Fair Employment & Housing).

An accomplished public speaker, Jon has testified before the California State Assembly’s Local Government and Elections Committees and California State Senate Education Committee and frequently presents to school boards and at conferences regarding election issues, governance best practices and Brown Act compliance.

Prior to joining F3, Jon served in the San Diego City Attorney’s Office as a post-bar law clerk in the Criminal Division. During law school, he worked as a law clerk with the Orange County District Attorney’s Office, assisting in arraignments, plea agreements and arguing evidentiary motions. In addition, he served with the Office of Chief Counsel in the U.S. Department of Homeland Security as a Legal Intern in Immigration and Customs Enforcement. Before law school, Jon worked at the National Housing Trust and as an intern for the U.S. Senate Committee on the Judiciary for the late Sen. Edward M. Kennedy within the Subcommittee on Immigration, Refugees and Border Security.



Jon's clients appreciate his affability, candor and calm demeanor and trust him completely to provide highly competent and specialized counsel that attains optimal results.

Experience Highlights

Clerkships

- San Diego City Attorney's Office
- Orange County District Attorney's Office

Internships

- Office of Chief Counsel in the U.S. Department of Homeland Security
- U.S. Senate Committee on the Judiciary, Sen. Edward M. Kennedy

Recognition

- Dean's List
- Dean's List Scholarship recipient

After School

In addition to spending time with his wife, son and dog, Jon likes to hike and travel. A sports fan, Jon plays hockey and serves as captain of the office kickball team on a Friday night league. He's also an active fundraiser for pancreatic cancer research and support services.

Education

- University of San Diego School of Law (J.D.)
- Boston University (B.A., History and Political Science)



F3 Law

Admissions

Bar Admissions

- California

Related Services

- Governance & Leadership
- Employment Law
- Investigations
- Labor Relations & Negotiations

Related Clients

- Public Education K-12