



F3 Law

## Matthew C. Vance

Partner

Los Angeles

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### What can I solve for you?

Bringing a strong commitment to public education and experience as an educator to my legal practice, I help guide clients through a wide range of issues, relieving their burdens so they can focus on educating students. I offer counsel and representation on employment and personnel concerns, student matters, governance and public agency issues, disputes, investigations and in other areas.

### What's it like to work with me?

Education law is built upon relationships, and I form strong bonds with the people I represent. In addition to my depth of experience, legal acumen and candid assessments, clients appreciate my personable manner and relatable approach. In return, I'm gratified to help those who work tirelessly to improve public education for all students so they can succeed in school and in life.

*"It's all about relationships! I enjoy forming bonds with and helping those who work tirelessly to improve public education for all students to succeed in and enjoy school and life."*



## Overview

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Serving school districts and their boards, Matthew C. “Matt” Vance focuses his practice on employment and personnel concerns, student matters, and governance and public agency areas. Matt advises clients on an array of issues, among them allegations of bullying, uniform complaints about unlawful discrimination and charges of sexual harassment under Title IX. In addition to handling investigations and issues relating to employee discipline and leaves, he advocates for clients before California’s Department of Fair Employment and the federal Equal Employment Opportunity Commission (EEOC).

In the student discipline arena, Matt works with administrators to preserve a safe environment and hold students accountable while enabling them to continue their education. On the labor side of his practice, Matt negotiates for districts in collective bargaining sessions and handles disputes before California’s Public Employee Relations Board.

Matt draws on a deep knowledge base to advise clients on administrative regulations and school board governing policies affecting personnel, students and the greater community. He helps districts stay compliant with relevant legislation and assists them with document requests falling under the California Public Records Act and the Brown Act. Matt also regularly provides training and professional development to administrators and board members on these and other issues.

Districts turn to Matt to help them navigate the arduous and expensive process of teacher terminations. His familiarity and experience with this often-fraught course of action enable Matt to confidently walk clients through every stage of the process, from inception to dispute hearing and occasionally beyond. As a former substitute teacher and the son of educators, Matt feels strongly that youth deserve learning environments in which the adults surrounding them are held to high standards. Taking a holistic view of the public education system, he always keeps the students’ best interests in mind.

Since joining the firm, Matt has taken on a variety of leadership positions. Previously the Los Angeles’ office managing associate, he currently serves as the co-chair of the firm’s Governance and Leadership committee.

## Experience Highlights

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- Staff writer and editor for the *Business and Development Law Journal*

## Recognition

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- Moot Court Honors Board

## After School

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I like spending time with family and friends, traveling to a variety of destinations, enjoying good cuisines, attending concerts and going to professional sports games to cheer on the Rams, Lakers and Dodgers.

## Education

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- University of the Pacific, McGeorge School of Law (J.D., *with great distinction*)
- University of California, Santa Barbara (B.A., Business Economics, *with high honors*)

## Admissions

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### Bar Admissions

- California

## Related Services

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- Governance & Leadership
- Employment Law
- Investigations
- Labor Relations & Negotiations
- Student Rights & Discipline

## Related Clients

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- Public Education K-12