



## Milton E. Foster III

Partner

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### What can I solve for you?

I'm often the attorney school districts call when they get sued because of my vast experience in handling claims, ability to approach a matter from different angles, and persuasive communication skills. I also apply my litigation knowledge to provide counsel and training on the best practices to prevent problems, and I help clients navigate the complexities of the California Voting Rights Act.

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

Fully committed to helping education professionals carry out their mission of providing the best education possible to all students, I bring a combination of strengths to client matters. My engineering background helps me analyze and distill the many elements of a legal dispute and foresee how the contours of the case will take shape. I draw on my strong presentation skills during training sessions or in court, people warm up to me quickly, and I truly admire and enjoy serving my clients.

## Overview

Highly regarded within California education circles for his litigation and counseling proficiency, Milton Foster serves public school districts, community college districts, public entities and county offices of education. Milton handles the full spectrum of labor and employment litigation, which include disputes involving the California Civil Rights Department (formerly the Department of Fair Employment and Housing), Equal Employment Opportunity Commission (EEOC), Public Employment Relations Board (PERB), among others. He also represents clients in personal injury, negligent supervision, premises



## **liability, protective barrier and other claims. Applying his leadership skills, Milton co-chairs the firm's litigation group.**

Milton examines disputes from both macro and micro perspectives and then crafts practical yet often cutting-edge strategies in representing clients statewide in hearings regarding teacher dismissal, certificated employee layoffs and classified terminations. He brings that same successful approach to advocate for clients in grievance arbitrations, discrimination and retaliation complaints, employee discipline matters, termination proceedings and writ of mandate proceedings. With an ability to capture both the attention and intention of judges and juries, he defends school district law enforcement personnel against excessive force claims filed in both state and federal courts.

Clients also turn to Milton to advise and train them on policies and practices that help avoid disputes from arising in the first place. He spends a significant amount of time counseling and training on issues in the human resources area, such as sexual harassment, Americans with Disabilities Act (ADA) compliance and other employee-related behaviors.

Education law is governed within an ever-evolving regulatory framework. When laws and rules change, Milton enjoys delivering in-person tutorials before the workforce and administrators to update them on those changes and offer ways to lower risks and protect all parties involved. During these training sessions, he encourages all school district employees to create and maintain what he calls "a culture of learning" that supports compliance and cultivates the best workplace possible.

Recognized across the state for his experience in and knowledge about the California Voters Rights Act, Milton provides guidance to clients in the requirements and implications of the CVRA. He help districts analyze whether they need any changes to their mechanism of voting for board members under the CVRA. If they do, he shepherds them through that process in a way that helps ensure they stay legally compliant. A popular presenter, he frequently conducts workshops and training for board members and administrators in this important area.

Before earning a law degree and launching his legal career, Milton worked as an engineer designing and testing electronic radar antenna systems for an array of military defense projects and designed computer mother boards, power supplies and fiber-optic systems, among other endeavors. This experience shaped his ability to analyze issues, solve complex problems, and pay close attention to detail, all of which enhance his ability to serve law clients today.

## **Experience Highlights**

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- National competitor, Honors Mock Trial Program
- Member, Order of the Barristers



- Mentor, Camp Kilpatrick Juvenile Center for Boys, a probation center for young males convicted of first offense crimes

## After School

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I spend a lot of time with my family and enjoy our barbeques and other get-togethers. We also love to travel and support our kids in their football and basketball activities. An avid movie buff, I'm particularly drawn to action films like "The Matrix" and fantasy adventure movies such as the "Lord of the Rings" series. I enjoy reading both nonfiction books and those with elves and dragons.

## Education

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- Pepperdine University School of Law (J.D.)
- University of California, Los Angeles (B.S., Mechanical Engineering)

## Admissions

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### Bar Admissions

- California

## Related Services

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- Litigation

## Related Clients

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- Public Agencies
- Public Education K-12