



Nia Franklin

Associate

Sacramento

nfranklin@f3law.com

D 916.604.3085



What can I solve for you?

Drawing on my ability to uncover relevant facts and piece them together to paint a full picture of a situation, I conduct personnel investigations for school districts and other public education agencies. I also work diligently to tackle the full spectrum of labor and employment issues, including issuing letters of warning, letters of reprimand and drafting statements of charges for certificated and classified dismissals as well as addressing other personnel matters.

What's it like to work with me?

Fully recognizing the many complex challenges public education professionals encounter, I get to know my clients very well and listen closely to their concerns. I then step back to examine the problem at hand from different angles, use creative thinking, consider the big picture, and craft courses of action. By doing this, I can present an array of options for my clients and lay out how each will likely unfold. Then, together, we take the approach that will achieve the best possible outcome.

Overview

Nia Franklin applies her education law experience, legal insight and strong communication skills to deliver first-rate and efficient client service in a range of labor and employment matters. They include personnel investigations and matters involving certificated and classified personnel, employee discipline, uniform complaints, interscholastic athletics, higher education matters, and discrimination and harassment claims, among others.



Nia has earned a reputation for her aptitude at adeptly handling the intricate dynamics of employee discipline and, when circumstances warrant, dismissals. She understands how difficult it is for a school district to move against a problematic employee and the importance of conducting such actions carefully, strategically and thoroughly. Nia maintains a steadfast commitment in helping districts employ teachers and staff who uphold the highest standards of integrity and performance.

Before joining F3, Nia worked at an education law firm where she focused primarily on personnel-related matters, including teacher dismissals, classified and certificated employee issues, and personnel investigations—valuable experience that enhances her ability to serve clients today.

Nia attended San Jose State University as a scholar athlete for their Division I Women's Volleyball Team and graduated with a B.A. in business and a minor in political science. She went on to earn her Juris Doctor from the University of San Francisco School of Law.

Involvement

- Certificate in International & Comparative Law

Recognition

- NCAA scholar athlete, Division I Women's Volleyball Team

After School

When I'm not serving clients, I spend time with my kids, and enjoy traveling, playing volleyball, and dining in new restaurants.

Education

- University of San Francisco School of Law (J.D.)
- San Jose State University (B.B.A.; Minor, Political Science)



F3 Law

Admissions

Bar Admissions

- California

Related Services

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

Related Clients

- Community Colleges
- Public Education K-12