



Zuzanna Tkaczow

she/her/hers

Associate

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What can I solve for you?

My breadth of experience providing counsel to California public schools allows me to take a holistic approach to my clients' legal issues and offer comprehensive legal advice in the areas of labor, employment, governance and public entity law. I consider each client's goals and priorities in developing individualized solutions to their concerns.

What's it like to work with me?

I pride myself on my ability to connect with clients and understand the complexities of their circumstances to effectively address their problems. When working with administrators, I focus on communicating my recommendations in a transparent and straightforward manner. I find that my clients appreciate my clear communication style and commitment to ensuring they receive sensible and efficient assistance.

Overview

Zuzanna Tkaczow focuses her practice on labor, employment and governance matters. This includes personnel investigations, advice and counsel regarding certificated and classified personnel issues, employee discipline, discrimination and harassment claims, and all aspects of compliance under the Public Records Act and Brown Act.

While Zuzanna grew up overseas and did not have the opportunity to attend the American public school system as a student, her multicultural upbringing allows her to adapt to any context and situation. She is particularly cognizant of the way in which sociopolitical factors affect clients' interests and objectives and

relies on this experience to inform her practice. Zuzanna also utilizes her education in philosophy to craft creative solutions and approach her work with an analytical lens.

Before joining F3, Zuzanna practiced at a Los Angeles law firm dedicated to providing counsel to public entities, including school districts and institutions of higher education. She has represented clients in a multitude of employment disputes, including personnel investigations, reasonable accommodations matters, and employee discipline proceedings, as well as mediations and hearings before the Office of Administrative Hearings (OAH). Zuzanna also has experience representing school districts in litigation under the Public Records Act and the Brown Act, in the context of both settlement negotiations and trial. Although her practice is primarily focused in the areas of labor and employment, Zuzanna has filed briefs and pleadings on behalf of her clients in wrongful termination and negligent hiring litigation matters. This experience informs her everyday work in protecting clients from liability.

While in law school, Zuzanna served as Senior Editor for the Northeastern University Law Review. She also dedicated her time to the Prisoners' Rights Clinic, where she represented an incarcerated client before the Massachusetts Parole Board as a student attorney. Zuzanna was a summer clerk with the Los Angeles County Public Defender's Office and spent six months interning at a public entity firm, where she was first introduced to public education in the legal context.

After School

On a school night, you can find me online shopping, cooking or enthralled in an episode of the *Real Housewives* (Salt Lake City or Beverly Hills) at home. I also love to hike Runyon Canyon, try new restaurants or visit my tried and true spots and play Texas Hold 'Em on the weekends. Every few weeks, I try to make it to a concert or music festival, and I don't leave my house without my AirPods. My current genre rotation includes house, R&B, hip hop and dubstep!

Education

- Northeastern University School of Law (J.D.)
- University of Warsaw (B.A., Philosophy)

Admissions

Bar Admissions

- California



F3 Law

Related Services

- Labor Relations & Negotiations
- Governance & Leadership
- Investigations

Languages

- Polish