



Jeffrey T. Sultanik

Partner

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Fox Rothschild LLP
ATTORNEYS AT LAW

Jeff concentrates his practice in personnel and labor relations for municipal and school entities. He:

- represents many school entities as School Solicitor
- chairs the firm's Education Law Group, which has provided legal services to more than 90 school entities throughout Pennsylvania
- negotiated one of the nation's most sophisticated performance-based teachers' contracts for the Colonial School District in suburban Philadelphia

Jeff also has broad experience in the private sector, representing companies of all sizes with union organizational campaigns and labor negotiations.

Beyond Fox Rothschild

Jeff has authored more than 130 articles on education and labor law. A frequent media source for these issues, he has appeared on NBC 10 and local affiliates for CBS, ABC and FOX. He has been cited in *The New York Times*, *USA Today*, *The Washington Post*, the *Philadelphia Business Journal*, *The Legal Intelligencer*, the *Philadelphia Inquirer*, the *American School Board Journal*, and the *National School Boards Associations' Inquiry and Analysis*.

Jeff is a Past President of the Pennsylvania School Board Solicitors Association, a division of the Pennsylvania School Boards Association. While president of the Pennsylvania School Board Solicitors Association, Jeff held a seat on the Pennsylvania School Board Association's Board and testified before the Senate Education Committee on education-related issues.

In addition, Jeff continues to be a Trustee of Germantown Academy, an independent school located in Fort Washington, Pennsylvania, for the past 19 years. Jeff is also an officer of the Community Partnership School in Philadelphia, Pennsylvania, a joint venture between Germantown Academy and Project H.O.M.E.

Honors and Awards

- Included in a list of "Super Lawyers" by *Philadelphia Magazine* and *Law & Politics Magazine* (2006, 2007, 2013)
- Selected for inclusion in "Who's Who in American Law, Who's Who in the World."

Practice Areas

- Education
- Labor & Employment
- Charter Schools

Bar Admissions

- Pennsylvania
- Florida

Education

- J.D., Hofstra University School of Law, 1979
- B.A., University of Pennsylvania, 1976

Memberships

- National Association of College and University Attorneys
- National School Boards Association, Council of School Attorneys
- Pennsylvania Association of School Business Officials
- Pennsylvania School Boards Association
- Pennsylvania School Board Solicitors Association (immediate Past President)
- Society for Human Resource Management

Board of Directors

- Community Partnership School
- Germantown Academy

News

Featured: "*T-E School Board, Teachers Union Reach Tentative Agreement*," Daily Local News (September 6, 2012)

Featured: "*What was the Pennsylvania Legislature Thinking when it Modified the Accountability Provisions for Teachers Under the Public School Code?*," Lexology Readership Alert (August 15, 2012)

Featured: "*Pottsgrove Re-Appoints Fox Rothschild As Its Solicitor*," The Saratoga Post (June 21, 2012)

Featured: "*Fox Rothschild Appointed As Board Solicitor*," Advance of Bucks County (March 28, 2012)

Featured: "*WCASD School Board Approves Hiring Lead Negotiator*," West Chester Patch (January 9, 2012)

Mentioned: "*School Board Appoints New Solicitor*," Hellertown-Lower Saucon Patch (July 5, 2011)

Quoted: "*Communications Help Labor Negotiations in Tough Times*," National School Boards Association (April 11, 2011)

Quoted: "*How Far Can Schools Go in Regulating Teachers' Social-Media Use?*," The Philadelphia Inquirer (March 14, 2011)

Quoted: "*Perkiomen Valley School Board vs. Union*," KYW 1060 (February 27, 2011)

Quoted: "*Thumbs Up/Thumbs Down*," Bucks County Courier Times (February 25, 2011)

Quoted: "*Student Scores Helping Assess Teachers*," Intelligencer (September 15, 2010)

Mentioned: "*PSBA Testifies on the Impact of Pension Crisis on Collective Bargaining*," Legislative Report (March 25, 2010)

Quoted: "*Pennsbury Contract Talks Begin With 'Meet and Greet'*," Bucks Local News (January 13, 2010)

Mentioned: "*Districts Collaborate on Budget Strategies*," MCIU Update (Winter 2010)

Featured: "*Jeffrey T. Sultanik of Fox Rothschild Speaks Before Senate Education Committee*," (April 23, 2009)

Featured: "*Jeffrey T. Sultanik of Fox Rothschild Elected President Of The Pennsylvania School Solicitors Association*," (October 17, 2008)

Featured: "*Jeffrey T. Sultanik of Fox Rothschild Elected President-Elect Of the Pennsylvania School Solicitors' Association*," (April 24, 2008)

Publications

"*What is the Future of School Districts Given our Current Economic Situation?*,"
Education Alert (April 2010)

By: "*Legal Implications of School Bus Advertising in Pennsylvania*,"
Education Alert (November 2012)

"*What was the Pennsylvania Legislature Thinking When it Modified the Accountability Provisions for Teachers under the Public School Code?*,"
Education Alert (August 2012)

"*The 2012-2013 Bargaining Season Has Just Begun - What is Really Happening in Pennsylvania Teachers' Contract Negotiations?*,"
Education Alert (February 2012)

"*Social Media*,"
Education Alert (February 2011)

"Contracting for Professional Services Under Pennsylvania Law,"
Education Alert (December 2011)

"School Districts Beware – Limit the Use of "Opt-Out" or Health Benefit "Waivers","
Education Alert (May 2011)

"The Antidote to Our Funding Crisis for Public Schools,"
Education Alert (March 2011)

"Does Mr. Testerman Really Believe that the Recently Adopted Public Pension Bill Solves the "Pension" Crisis?,"
Education Alert (November 2010)

"What Was the Pennsylvania Legislature Thinking When it Passed Act 210-46 Directing PSERS to Recertify the Employer Contribution Rate From 8.22 Percent to 5.64 Percent?,"
Education Alert (October 2010)

"The Pros and Cons of Early Bird Contracts,"
Education Alert (September 2010)

"The Myths and Facts Revolving Around Early Retirement Incentives,"
Education Alert (September 2010)

"A Mandatory Exercise for Pennsylvania School Districts Commencing Bargaining with Their Teachers' Unions,"
Education Alert (August 2010)

"The Distinction Between Policy and Procedure,"
Education Alert (June 2010)

"Emergency Service for Annuitants under the Pennsylvania Public School Employees' Retirement System (PSERS),"
Education Alert (June 2010)

"Pennsylvania School Districts Beware – Proper Planning is Necessary for a School District to Move Away from an Insured Core Health Benefit Plan to a Self-Insured Core Health Benefit Plan,"
Education Alert (June 2010)

"Our Public Schools - The Great "American Equalizer" is in Danger of Disappearing,"
Education Alert (April 2010)

"Open Source Textbook Websites Are Wonderful Options But Have Legal Traps,"
Education Alert (April 2010)

"Health Care Reform Act,"
Education Alert (April 2010)

"Who is Really Being Hurt by the Great Recession from a School District Perspective?,"
Education Alert (April 2010)

Author: *"Residency Issues,"*
Education Law Group Alert (June 2008)

Author: *"Articles for American School Boards Journal etc.,"*
American School Boards Journal / The Pennsylvania School Boards Association Bulletin (2006)

Speaking Engagements/Events

(Speaker)

Presented by: PA Association of School Business Officials
Pittsburgh, PA
March 20, 2013

Changes to Section 1122 of School Cod

(Speaker)

Presented by: PA Association of School Personnel Administrators

Harrisburg, PA

February 28, 2013

Changes to section 1122 of the School Code

(Speaker)

Presented by: The Pennsylvania Association of School Personnel Administrators

Harrisburg, Pa

February 27 - March 1, 2013

What Healthcare Reform Means for School Entities

Presented by: National School Boards Association Conference

San Francisco, CA

April 8, 2011

Current Trends in Labor Contract Negotiations

(Speaker)

Presented by: Lehigh University School Study Council

March 16, 2011

The Economic Crisis: Collective Bargaining In a Post-Great Recession Of 2008 and Post-Act 1 of 2006 World

(Presenter)

Presented by: Pennsylvania Association of School Business Officials

Webcast

January 28, 2011

Financial Tools for Negotiations in Tough Times

(Speaker)

Presented by: PASBO

January 19, 2011

Collective Bargaining

(Speaker)

Presented by: Lancaster-Lebanon School Business Officials

December 2, 2010

Current Legal Issues that Affect Schools Including Healthcare and Bargaining

Presented by: Montgomery County Intermediate Unit No. 23 Suburban Superintendents' Study Council Meeting

November 19, 2010

Bargaining Priorities and Furloughs and Demotions in Tough Economic Times

(Speaker)

Presented by: Central Pennsylvania Association of School Personnel Administrators

November 12, 2010

Update on Negotiations

(Speaker)

Presented by: Eastern Pennsylvania Association of School Personnel Administrators

November 10, 2010

The Economic Crisis: Personnel Issues Confronting School Districts

(Presenter)

Presented by: The Human Resources Services Department of Lancaster-Lebanon IU 13

Lancaster, PA

October 8, 2010

Comprehensive School Reform As Applied Public Policy

(Speaker)

Presented by: University of Pennsylvania

September 21, 2010

New Healthcare Legislation

Presented by: Delaware Valley Association of School Business Officials

September 17, 2010

Current Negotiations Trends

(Presenter)

Presented by: BLaST Intermediate Unit

September 2, 2010

A Working Primer to Teacher and Other Employee Evaluation

(Presenter)

Presented by: Springfield Township School District

August 11, 2010

Preparing for and Implementing the 2010 Patient Protection and Affordability Act and the Health Care Education Reconciliation Act – Practical and Long-Term Implications For Pennsylvania Public School Entities

Presented by: Montgomery County Intermediate Unit

May 24, 2010

Preparing for and Implementing the 2010 Patient Protection and Affordability Act and the Health Care Education Reconciliation Act – Practical and Long-Term Implications For Pennsylvania Public School Entities

Presented by: Berks County Intermediate Unit

May 18, 2010

Preparing For And Implementing The 2010 Patient Protection And Affordability Act And The Health Care Education Reconciliation Act - The Practical And Long-Term Implications For Pennsylvania Public School Entities

Presented by: PASBO

Webinar

May 13, 2010

Furloughs and Demotions Under the School Code

(Speaker)

Presented by: Delaware Valley Association of School Business Officials

Plymouth Meeting, PA

March 26, 2010

Current Trends in Labor Contract Negotiations

(Speaker)

Presented by: Blast Intermediate Unit 17 Superintendents

March 11, 2010

Recent Developments in School Negotiations

(Speaker)

Presented by: Midwestern Intermediate Unit IV Superintendents' Advisory Council

Webinar

December 9, 2009

Furloughs and Demotions Under the School Code

(Speaker)

Presented by: Pennsylvania Association of School Business Officials

October 29, 2009

Bargaining Workshop: Knowledge and Practice in a Nutshell

(Presenter)

Presented by: Montgomery County Intermediate Unit (MCIU)

October 19, 2009

PASA-PSBA School Leadership Conference- Legal Update 2009

(Speaker)

Presented by: PASA-PSBA

October 15, 2009

Furloughs and Demotions Under the PA School Code

(Presenter)

Presented by: The Central PA Association of School Personnel Administrators

Webinar

April 22, 2009

Making an Offer: Steps for Successful and Legal Hiring

(Speaker)

Presented by: PASBO Board of Directors and the Education Committee

Webcast

April 15, 2009

January 1, 2009, Open Records Law Changes – Are You Compliant?

(Co-presenter)

Presented by: Pennsylvania Association of School Personnel Administrators' (PASPA) 2009 Annual Conference

Harrisburg, PA

February 25-27, 2009

Pitfalls in Crafting, Implementing, and Renewing Act 93 Administrator Compensation Plans

(Presenter)

Presented by: Pennsylvania School Boards Association

October 15, 2008

Presentation on Negotiations Update

(Speaker)

Presented by: Central Pennsylvania Association of School Personnel Administrators

October 3, 2008

Comprehensive School Reform as Applied Public Policy

(Speaker)

Presented by: University of Pennsylvania

September 16, 2008

Negotiations Update

(Speaker)

Presented by: Montgomery County Intermediate Unit No. 23 Superintendents' Council Meeting

September 11, 2008

Comprehensive School Reform as Applied Public Policy

(Guest Teacher)

Presented by: University of Pennsylvania

Philadelphia, PA

September 18, 2007