



## **Staff Attorney – Education Rights Practice**

NLSLA provides free assistance to more than 150,000 individuals and families a year through innovative projects that expand access to justice and address the most critical needs of people living in poverty throughout Los Angeles. We are a community of people who see the law as a powerful tool to fight for individual rights and social change. Our work aims to unravel entrenched disparities that have resulted from longstanding injustice, systemic racism, and institutionalized inequality.

As such, we know that a diverse mix of minds, backgrounds and experiences enhance our vision. This value is embodied within the diversity of our community offerings and among the colleagues that help enliven our culture. Cultivating an inclusive work environment that values a range of talent and ideas is a top priority for us. We enthusiastically encourage candidates of all backgrounds and abilities to apply. Reasonable accommodations may be made.

### **ABOUT THIS POSITION:**

NLSLA is currently seeking a licensed attorney to join our Education Rights Practice, which is tasked with representing students and families in cases involving race, national origin, disability, and gender discrimination and legal violations in public schools. The attorney will:

- Represent students in complex school discipline proceedings (including expulsion and involuntary transfer hearings), discrimination and harassment complaints, individualized education program (IEP) meetings, and in special education administrative hearings (including expedited and non-expedited due process);
- Provide advice, counsel, and limited scope representation to youth and families on a range of education justice issues through regularly held clinics and workshops;
- Collaborate with community and organizational partners to address school push out and the school-to-prison pipeline as well as defending the rights of students of color and students with disabilities;
- Facilitate community presentations and workshops;
- Develop legal education materials; and
- Engage in systemic advocacy through policy work and litigation as appropriate.

### **THIS POSITION MAY BE RIGHT FOR YOU IF:**

- **YOU THRIVE IN A FAST-PACED ENVIRONMENT** and excel at moving through tasks and problem solving independently and on a co-counsel team.
- **YOU ARE A GIFTED COLLABORATOR** and enjoy working in a high-volume team environment.
- **YOU PUT EMPATHY AND COMPASSION FIRST** in your work with clients and community members.
- **YOU ARE AN INNOVATIVE THINKER** who thrives with the freedom to imagine creative and client-centered solutions to complicated legal problems;

- YOU ARE PASSIONATE ABOUT EQUAL ACCESS TO EDUCATION FOR ALL STUDENTS.

### **WHAT YOU CAN EXPECT TO DO IN THIS ROLE:**

- Manage a varied caseload (e.g., IEP representation, expulsion cases, involuntary transfer cases, expedited due process, and non-expedited due process);
- Provide regular counsel and advice to clients on special education, school discipline, and other education legal issues through monthly clinics;
- Present monthly at community townhalls and workshops convened throughout Los Angeles County and into Kern County;
- Present to community, pro bono, and organizational partners on education advocacy strategies and systemic issues;
- Prepare educational materials for community, clients, and organizational partners;
- Collaborate with pro bono partners and student volunteers;
- Stay apprised of legal and social developments that impact the practice's work, including judicial decisions, case successes and/or failures, new or pending legislation and litigation, and/or administrative rules;
- Support with active policy and litigation efforts;
- Participate in short- and long-term policy projects for the Education Rights Practice and the program at large; and
- Collaborate with team members and contribute to a community-like team culture.

### **HOW YOU CAN STAND OUT:**

For this role, the ideal candidate has:

- Experience working with students of color, students with disabilities, and socioeconomically disadvantaged clients in high-needs, underserved areas;
- Experience with expulsion defense, special education representation, and expedited and non-expedited due process; and
- Has a demonstrated passion for education justice.

### **WHAT YOU'LL NEED ON DAY ONE:**

- A JD from an accredited law school and active California State Bar license.
- Active practice of law for a minimum of two (2) years.
- Ability to work collaboratively and effectively in a fast-paced environment.
- Working knowledge of Microsoft Outlook, Word and Excel, business communication platforms, and web-based case management platforms.
- Passion about education rights work.
- Passion for NLSLA mission and demonstrated commitment to advocating for the legal rights of low-income individuals.
- Passion, empathy, and compassion for supporting people from different lived experiences.

## **WHAT WE OFFER:**

The salary range for this position is \$80,000-\$88,000.

Benefits include:

- 35-hour workweek with a hybrid schedule.
- 15 paid holidays per year
- 2 to 5 weeks of vacation per year depending on seniority.
- 12 days of sick leave per year.
- Medical, dental, and vision insurance; life and AD&D insurance; FSA; and EAP.
- A 403(b)-retirement plan.
- Monthly bilingual supplement.
- Lawyer student loan reimbursement assistance program.

## **TO APPLY:**

To apply, submit your resume, cover letter and writing sample to [employment@nlsla.org](mailto:employment@nlsla.org).

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## **Equal Employment Opportunity Policy**

NLSLA is committed to provide a work environment that respects the dignity and worth of each individual and is free from all forms of employment discrimination based on each and every characteristic protected under the law and beyond.

Decisions related to hiring, compensating, training, evaluating performance, promoting, or terminating are made fairly, and are based on job-related qualities and abilities. We provide equal employment opportunities to all qualified candidates and employees. We examine our unconscious biases and take responsibility for always striving to create an inclusive environment that makes every employee and candidate feel welcome.

We further expect every member of the NLSLA community to do their part to cultivate and maintain an environment where everyone has the opportunity to feel included and is afforded the respect and dignity they deserve.

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## **NLSLA Commitment to Diversity, Equity, Inclusion**

NLSLA believes that racial healing and addressing inequities related to disability, religion, sexual orientation, class structures, gender, and race, are fundamental to expanding access to health, opportunity, and justice across diverse communities. We are committed to fostering a culture of inclusion and belonging within our organization and the communities we serve. We achieve this through:

- **Continuous Learning:** Cultivating cultural competency and humility among staff through ongoing training, open dialogue, and self-reflection.
- **Equitable Practices:** Regularly reviewing and revising policies, procedures, and decision-making processes to ensure fairness and access for all.
- **Strategic Resource Allocation:** Directing resources towards initiatives that empower diverse communities and dismantle systemic barriers.
- **Meaningful Community Engagement:** Partnering with the communities we serve to co-create solutions and foster trust.
- **A Respectful Workplace:** Providing a work environment free from discrimination and where every individual is valued, heard, and respected for their unique contributions.