



Carol A. Melnick is a partner at the law firm of Jaspan Schlesinger Narendran LLP in Garden City. Melnick practices education and municipal law. She handles a range of matters as general and labor counsel for school districts, private and special act schools, public libraries and other municipal entities.

Her general counsel background includes providing advice and counsel on a variety of education law matters impacting educational institutions, such as election issues, fiscal management, administrative level hearings regarding special education matters, student discipline, residency issues, and appeals to the Commissioner of Education and the Office of State Review. Melnick also litigates special education matters in both state and federal courts.

Melnick's labor law experience includes collective bargaining, contract

administration, impasse and fact-finding, grievance arbitration, and administrative and disciplinary hearings including Education Law 3020-a and Civil Service Law Section 75 proceedings.

Melnick noted that there has been an increased focus this year on discrimination and harassment in the educational and workplace settings that as an educational law attorney has required her immediate attention.

"We have seen a shift towards full protection for all forms of sex-based harassment, which has raised the bar on workplace protections," Melnick said. "For example, the Pregnant Workers Fairness Act requires reasonable accommodations for worker limitations arising from pregnancy, childbirth, or related medical conditions." "In addition, the New York State Education Department has confronted racial and disability discrimi-

nation in student disciplinary practices and made it clear that restorative practices must be considered as an alternative to strictly punitive measures," she said. "Assisting our clients with establishing proper policies and procedures for identifying and preventing harassment is a top priority." Melnick lectures on issues relating to special education and employment matters, and has presented numerous workshops for school district employees on various topics, including special education, discrimination and harassment and other student and employment related matters.

She graduated from University of Kentucky and Brooklyn Law School. She is admitted to practice in New York, New Jersey, and before the U.S.D.C., Eastern District of New York, the U.S.D.C., Southern District of New York and the U.S.D.C., New Jersey.

Melnick is a member of the Nassau County Bar Association, New York State Bar Association, Women's Bar Association of the State of New York, Labor and Employment Relations Association and the Long Island Chapter Labor and Employment Relations Association where she is member of the executive board.

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