



F3 Law

L. Carlos Villegas

Partner

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What can I solve for you?

I bring to my practice a combination of deep legal and educational knowledge, innovative strategic thinking, extensive experience and a natural ability to connect with educators and education stakeholders. My clients turn to me to navigate the collective bargaining process, handle public records requests, conduct Brown Act and board member training, and address various issues that arise in dynamic education environments.

What's it like to work with me?

I help my clients efficiently overcome challenges by forging strong connections, not only with them, but with everyone from board members to school staff and opposing counsel. As the son of educator parents who belonged to the teachers' union and served in District administration, I understand the nuances of education law like few other attorneys. Relationships between administrators and unions should not be adversarial, and I nurture positive interactions that help us constructively resolve thorny issues.

"Tell me and I forget, teach me and I may remember, involve me and I learn."

Chinese Proverb



Overview

Successfully advising school districts throughout Southern California, Carlos Villegas practices in a wide range of areas, including employment, labor, collective bargaining, public records requests, board member training, student issues and Brown Act compliance. Carlos conducts many complex employment and student-related investigations and advocates for clients before the California Civil Rights Department (formerly Department of Fair Employment and Housing), Equal Employment Opportunity Commission, the Office of Administrative Hearings, and Public Employment Relations Board. Carlos also serves as the co-chair of the firm's Governance Practice Group, he takes into consideration all current and emerging technology issues in the work he does.

In collective bargaining, Carlos draws on deep insights gained from being raised in a union household. He enjoys collaborating with a large team and participating in the give-and-take of negotiations. A dedicated problem-solver, Carlos applies the full gamut of his outstanding legal and people skills to help secure the best outcomes possible. He represents districts in Superior Court and a variety of administrative hearings, including teacher dismissals, certificated layoffs and classified suspensions. Carlos works collaboratively with school districts and unions to resolve employment disputes.

With many years of experience working in school districts and roots in a family full of educators, Carlos adroitly conducts client training sessions on subjects such as Brown Act and school board relations. As well as advising boards on legal issues in his professional life, Carlos is deeply involved with them in his private life, as he has served on the boards of nonprofits and is currently a member of the board of the St. Thomas More Society of Los Angeles.

Carlos's excellent communication skills and natural affinity and enthusiasm for public speaking make him a popular education law presenter at conferences, meetings and other events involving districts, administrators and parent and community groups. In all appearances, his ability to read the room, smoothly shift gears and use humor, and empathy at the right moments enhance the impact of his presentations.

Carlos' Latino heritage gives him a valuable cultural connection to a very important and sizable demographic group in southwest public schools. In addition to conversational fluency in Spanish, Carlos brings a deep familiarity with the perspectives and concerns of members of this community. He is involved in the California Association of Latino Superintendents and Administrators (CALSA) and the California Latino School Boards Association (CLSBA), as well as the Association of Latino Administrators and Superintendents (ALAS), a national organization, and the National Association of Latino Elected Officials.



Involvement

Professional Affiliations

- California Association of Latino Superintendents and Administrators
- Association of Latino Administrators and Superintendents
- California Latino School Boards Association
- National Association of Latino Elected Officials

Community Affiliations

- St. Thomas Moore Society of Los Angeles, Board Member

After School

Carlos devotes his time outside of the firm to family activities, such as barbecues and attending his children's youth sporting events. He often films games and tournaments and then creates highlight reels for team members. Additionally, Carlos contributes his legal expertise and guidance to his kids' school.

Education

- Boston University School of Law (J.D., Intellectual Property)
- Boston University (M.S., Mass Communication)
- University of California, Los Angeles (B.A., Political Science; Minor, Education)

Admissions

Bar Admissions

- California

Court Admissions

- U.S. District Court, Central District, California



F3 Law

Related Services

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

Related Clients

- Independent & Private Schools
- Religious & Parochial Schools
- Public Education K-12

Languages

- Spanish