



## Curtis M. Leonard

PARTNER

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### PRACTICE AREAS

School Districts

Curtis Leonard's practice is focused on representing school districts in Washington State on a variety of school law issues. He assists school district clients in the areas of employment, employee misconduct investigations, employee discipline, student and teacher rights, board governance, public disclosure and open public meetings, and special education.

Curtis worked as the Director of Human Resources and Legal Affairs in the Auburn School District. As general counsel, he represented the District on a variety of complex matters involving school district operations. Before joining Pacifica, Curtis was a partner with another Seattle-based law firm. He is passionate about advocating for school districts and public education.

Outside of the work, Curtis enjoys spending time with family, including four active boys. His weekends are likely full of cheering on his boys at basketball, lacrosse and dance competitions.

#### Bar Admissions:

- Washington
- Supreme Court of the State of Washington
- U.S. District Court for the Western District of Washington

#### Education:

- Brigham Young University, B.A.
- American University, Washington College of Law, J.D., cum laude

#### Honors:

- Selected for inclusion in *The Best Lawyers in America* in the field of Employment Law–Management, 2024-2025

#### Speaking Engagements & Presentations:

Curtis provides professional development on a wide-range of school law issues. Sample presentations include:

- Accommodating Transgender Students and Employees, Washington School Personnel Association, Spring

Conference, Spokane, WA, February 25, 2015

- Employee Misconduct and Investigations, Washington School Personnel Association, Tukwila, WA, November 21, 2014
- Employee Training, Washington School Personnel Association, Washington Schools Risk Management Pool, 2014 School Law Conference, Tukwila, WA, October 13, 2014
- Effectively Managing Substitute Employees, Washington School Personnel Association, Spring Conference, Tulalip, WA, February 26, 2014
- FMLA: Recent Developments and the Impact on School Districts, Washington School Personnel Association, Washington Schools Risk Management Pool, 2013 School Law Conference, Tukwila, WA, October 14, 2013
- Management Rights: Avoiding Pitfalls in Collective Bargaining, Washington School Personnel Association, Washington Schools Risk Management Pool, 2012 School Law Conference, Tukwila, WA, October 22, 2012
- Human Resources Legal Writing, Washington School Personnel Association, H.E.L.P. Fall Workshop, Renton, WA, October 8, 2012
- Human Resources 101, Washington School Personnel Association, School Human Resources Executive Leadership Program, Bellingham, WA, July 10, 2012
- Hostile Working Environment, Washington School Personnel Association, Washington Schools Risk Management Pool, 2011 School Law Conference, Tukwila, WA, October 18, 2011
- Write This Way: Effective Contract Language, Washington School Personnel Association, Spring Conference, Olympia, WA, March 22, 2010
- Basic Legal Concepts in School Law, Washington School Personnel Association, H.E.L.P. Workshop, Bellingham, WA, July 8-9, 2018
- School Law Issues, Washington School Personnel Association, Fall Conference, Tacoma, WA, November 17, 2006

#### Professional Organizations:

- NSBA Council of School Attorneys
- Washington School Personnel Association, Past Executive Director
- Washington Council of School Attorneys, Past Board Member