



Lawrence J. Tenenbaum

Partner

Garden City

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Lawrence J. Tenenbaum is chair of the firm's education law practice group and a member of its labor and employment practice group. Larry provides general counsel and labor and employment counsel services to public school districts, private schools, libraries, not-for-profit organizations, as well as municipal and private entities. He uses a proactive approach to practicing law and emphasizes hands-on collaboration with his clients to achieve the best results.

In his role as general counsel, Larry provides clients with day-to-day advice and works with his clients' leadership teams to develop and implement strategies and remain compliant with the law. He regularly participates in matters involving transportation, student residency, fiscal management, school governance, First Amendment and other constitutional issues, minimizing liability and discipline of staff and students. He also reviews agendas, attends board meetings, prepares resolutions, represents clients in proceedings before the State Education Department and more.

Larry is also a member of the firm's management committee.

Larry's labor and employment law practice includes collective bargaining, impasse, fact-finding, contract administration, grievance arbitration, tenure and seniority matters, proceedings before the Public Employment Relations Board, and representation of clients before the New York State Division of Human Rights and the Equal Employment Opportunity Commission. Larry also provides training on sexual harassment, staff evaluation and other workplace related issues. In addition, he drafts policies, employment agreements and advises clients with respect to the Fair Labor Standards Act, Family Medical Leave Act, Americans with Disabilities Act, and various antidiscrimination statutes.

Larry is a frequent lecturer on many education, labor, and employment law topics.

Education

Brooklyn Law School

New York University, Leonard N. Stern School of Business

Recent Experience

Successfully represented school districts and libraries in disciplinary hearings under Education Law 3020-a and Civil Service Law Section 75 resulting in: Termination of a principal based on charges of sexual harassment, termination of a teacher based on being psychiatrically unfit, termination of a teacher based on permitting students to engage in inappropriate behavior, termination of a library director based on insubordination and misconduct.

Conducted investigations for school and library clients on matters including sexual harassment, sexual misconduct, violations of state regulations and board policies and more.

Successfully participated in defending a school district in litigation over the Freedom of Information Law, resulting in a decision allowing the district to withhold information, which, if disclosed, would have endangered the lives or safety of students.

Admissions

New York

U.S.D.C., Eastern District of New York

U.S.D.C., Southern District of New York

Affiliations & Appointments

American Bar Association and Its Education Law, Labor and Employment, and Municipal Law Sections, Member

New York State Bar Association and Its Education Law, Labor and Employment, and Municipal Law Sections, Member

Nassau County Bar Association and Its Education Law, Labor and Employment, and Municipal Law Sections, Member

New York State Association of School Attorneys, Board of Directors Member and Former President

News & Publications

“Security Camera Surveillance Systems: Best Practices and Policy Considerations,” On Board, New York State School Boards Association, June 11, 2018, co-authored with Joanna Caccavo.

“Is Your Website Really Accessible?” On Board, New York State School Boards Association, July 3, 2017, co-authored with Edward Grimmett.

“NYS School Districts Enter Second Year of New Approach to Enrollment,” On Board, New York State School Boards Association, September 5, 2016.