



JAMES M. MCWEENEY

Partner

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SERVICES

Education
Education Labor & Employment Services
Education Litigation Services
Labor & Employment
Labor & Employment Litigation
Labor Relations & Collective Bargaining
Litigation

EDUCATION

University of Virginia, J.D.
Dillard Fellow
Executive Editor, Virginia Journal of Law and Technology
Miami University of Ohio, B.A.
Summa cum laude
Phi Beta Kappa

LICENSED TO PRACTICE

Ohio
U.S. District Court, Northern District of Ohio
U.S. District Court, Southern District of Ohio
Ohio Supreme Court



OVERVIEW

James is a partner with Walter Haverfield's Education and Labor & Employment groups located in Cleveland, Ohio. His legal services include education law, labor and employment, and litigation. He advises clients on matters related to contract disputes, collective bargaining, due process claims, public record request compliance, and policy drafting. James also has considerable commercial and labor/employment litigation experience, and he has managed and assisted with several cases from the initial phases of discovery through trial.

James began his career as a public school teacher. He taught fourth and fifth grades in the Mississippi Delta as a member of Teach For America. As a Dillard Fellow at the University of Virginia School of Law, he mentored first-year students in writing and research skills. James's law practice reflects his commitment to education, labor and employment and litigation, and his first-hand knowledge of the legal challenges that his clients, such as school districts and educational institutions, face today.

EXPERIENCE

EDUCATION LAW

- Advises clients how to navigate potential violations of the Establishment Clause and Free Speech Clause of the First Amendment to the U.S. Constitution.
- Drafts school board policies, such as anti-fraternization, open enrollment, and student attendance policies.
- Advises clients on state employee hiring requirements under Ohio law.
- Drafts agreements between school districts and third parties for the provision of healthcare services and special education needs.

LITIGATION

- Drafts legal memoranda, motions, and pleadings for complex commercial litigation, including motions for summary judgment, motions to dismiss, and discovery motions.
- Drafts discovery responses and objections as well as affirmative discovery requests.
- Prepares for and attends depositions and witness preparation sessions.
- Prepared for and attended trial in Chancery Court (DE) and prepared for and attended court hearings in Cuyahoga County Common Pleas Court.
- Manages large-scale electronic document review projects for complex commercial litigation and Foreign Corrupt Practices Act matters, as well as creates and implements review protocols for contract attorney teams regarding relevance, privilege, and confidentiality.
- Drafts motion to dismiss for school district for employment-related litigation.

PRESENTATIONS

James presents to employers, management groups, organizations, individual school districts, and educational service centers about all facets of employment and education law, including customized client requests, on the following topics/subjects:

- Legislative and Case Law Updates
- Students' Rights
- Constitutional Issues
- Title IX
- Finance, Facilities, and Safety Planning
- Social Media and School Employees
- Student Attendance
- Compliance Training
- Public Records and Litigation

ASSOCIATIONS

- Cleveland Metropolitan Bar Association
- Federal Bar Association