JAMES K. MARTIN
MARTIN LAW FIRM PLLC

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612-581-8450

Experienced employment attorney with over 30 years professional experience working with a broad range of clients within public and private sectors, in multiple roles and settings.

WORK EXPERIENCE

MARTIN LAW FIRM PLLC, Eden Prairie, MN
Owner/Attorney 2019 - Present
Represents and advises public and private sector clients, primarily employers, over a wide variety of employment law issues. Conducts investigations of employee misconduct and serves as a hearing officer in student expulsion cases and hearings under the Minnesota Pupil Fair Dismissal Act and Section 504.

BOOTH LAW GROUP, Minnetonka, MN
Attorney 2013-2019
Represented and advised public and private sector clients, primarily employers, over a wide variety of employment law issues. Conducted investigations of employee misconduct and served as a hearing officer in student expulsion cases and hearings under the Minnesota Veterans' Preference Act.

UNIVERSITY OF MINNESOTA, Minneapolis, MN 2001-present
Adjunct Professor
Instructor in the College of Education and Human Development. Co-teach two to three times per year a three credit course on school human resources administration for professionals seeking administrative licensure.

MORRISON SUND, Minnetonka, MN
Attorney 2006-2012
Represented and provided legal advice to public and private sector employers on labor and employment issues including employment contracts, wage and hour, unemployment compensation, restrictive covenants, employee benefits, collective bargaining, grievance arbitration, discipline, handbooks, employment and separation agreements Served as hearing officer for student expulsion hearings. Veterans' Preference and arbitration panel member. Provided investigation services for public and private sector employers.

BLOOMINGTON PUBLIC SCHOOLS, Bloomington, MN 1998-2005
Executive Director, Human Resources
Led all human resource functions for large school district. Oversaw compensation and benefits, recruitment, hiring and staffing for all district staff. Negotiated ,administered and enforced collective bargaining agreements with seven bargaining units. Conducted grievance arbitration hearings and other administrative hearings as district representative. Managed district's employment related litigation with outside counsel. Served as compliance officer for all anti-discrimination laws including investigation and resolution of complaints. Provided legal expertise and employment related legal advice to board and district administrators. Drafted and interpreted district policies pertaining to labor and employment matters. Supervised staff of seven.

ST. LOUIS PARK PUBLIC SCHOOLS, St. Louis Park, MN 1993 – 1998
Director, Human Resources
Negotiated, interpreted and administered labor agreements for all of the district's bargaining units. Oversaw employee compensation and benefits. Supervised staffing, hiring, recruitment, compensation and benefits for

all district staff. Served as compliance officer for all anti-discrimination laws including investigation and resolution of internal discrimination complaints. Managed district's employment related litigation with outside counsel. Provided legal expertise in all areas of employment and labor law as well as student discipline, student expulsions and other non-employment related school district policies. Supervised staff of three.

LARKIN, HOFFMAN, DALY & LINDGREN, Bloomington, MN 1989- 1993
Associate
Represented public and private sector clients in employment and labor issues.

EDUCATION

WILLIAM MITCHELL (NOW MITCHELL-HAMLINE) COLLEGE OF LAW, J.D., St. Paul, MN
PURDUE UNIVERSITY, M.S. in Industrial Relations, West Lafayette, IN
WILLIAM JEWELL COLLEGE, B.A. in Psychology**,** Liberty, MO

ADDITIONAL

Memberships & Affiliations**:**

Minnesota State Bar
Rotary International: 2007-present. Various Local Rotary Clubs
Counsel, Minnesota Community Education Association
Hopkins Education Foundation, 2008 – 2014, Officer

Frequent presenter and trainer on a broad range of employment and school law issues
Active coach and manager of youth sports such as baseball, hockey and soccer