



## Jeffrey T. Sultanik

### Member

Plymouth Meeting, PA

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### Services and sector groups

- Labor and Employment
- Education

Jeff represents school entities primarily as a school solicitor with a specialty in labor and employment negotiations and representation. He advises on school governance, school district operations, education law compliance, collective bargaining, and personnel issues.

He handles matters involving labor negotiations, employment disputes, and policy development. Jeff serves as school solicitor and special counsel to numerous school entities and regularly represents education clients in labor relations matters and collective bargaining with employee unions. He also counsels school leaders on personnel issues, governance concerns, and strategic labor management.

Before joining the firm, Jeff chaired the education practice for a Southeastern Pennsylvania law firm, which provided legal services to more than 100 school entities throughout the Commonwealth. He has also negotiated innovative labor agreements for school districts, including one of the nation's most sophisticated performance-based teachers' contracts for a suburban Philadelphia district. Jeff has authored more than 130 articles on education and labor law and is frequently called upon by national and local media outlets to comment on these issues.

Jeff is a past president of the Pennsylvania School Board Solicitors Association, a division of the Pennsylvania School Boards Association, and previously served on the Pennsylvania School Boards Association Board, where he testified before the Pennsylvania Senate Education Committee on education-related issues. He is also an emeritus trustee of Germantown Academy in Fort Washington, Pennsylvania, and serves as finance chair of the board of the Community Partnership School in Philadelphia.

## Representative experience

- Teachers: Negotiated one of the most sophisticated performance pay compensation plans for clients nationally for the Colonial School District in Pennsylvania.
- Harrisburg School District: Represented client throughout the course of its Pennsylvania state receivership and was counsel for the Harrisburg School District, the first school district ever to exit receivership in the history of the Commonwealth.
- School districts: Provides extensive advice to clients on the impact of artificial intelligence and in the operation of schools. Works closely with the Pennsylvania School Boards Association in developing its AI Institute.
- School district management: Successfully handled hundreds of labor arbitration matters representing management.
- School entities: Negotiated more labor contracts for clients than any other practitioner in the Commonwealth of Pennsylvania and has had significant success in settling labor contract disputes through conventional negotiations, as well as fact findings, mandatory non-binding arbitrations, and other dispute resolution measures.
- Public school districts: Negotiated unique provisions in collective bargaining agreements, including incentives for clients to obtain greater market share in the delivery of educational services.

## Education

- Hofstra University School of Law, J.D.
- University of Pennsylvania, B.A., American civilization and history

## Admissions

- Pennsylvania
- Florida
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the Eastern District of Pennsylvania
- Pennsylvania Supreme Court

## Recognition

- Super Lawyers, 2004-2007, 2013-2026
- Power Players, The Legal Intelligencer, 2019
- President's Award, Pennsylvania Association of School Personnel Administrators, 2017
- "Who's Who in American Law, Who's Who in the World", Marquis Who's Who
- Martindale-Hubbell "AV Preeminent" Rated

## Professional and community involvement

- National Association of College and University Attorneys
- National School Boards Association, Council of School Attorneys
- Pennsylvania Association of School Business Officials
- Pennsylvania School Boards Association
- Pennsylvania School Board Solicitors Association (immediate past president)
- Society for Human Resource Management

## Publications

- Chapter Eight – Public Sector Labor Relations – Pennsylvania School Boards Association – School Law Handbook, 2025
- Your School and the Law, 1992-2003
- Bonus Pay for Teachers, American School Board Journal, February 2000
- Negotiating a Performance Pay Compensation Plan: The Colonial School District Experience, PSBA Bulletin December 1999

## Speaking engagements

- Contract Negotiations Panel, Eastern Pennsylvania Association of School Personnel Administrators, 2026
- Current Labor and Collective Bargaining Trends in the Lehigh Valley and Beyond, Lehigh Valley Association of School Business Officials, 2025
- How To Avoid the Impact of the Disability Rights Pennsylvania Investigative Report for the Central Bucks School District Dated 04.23.25, PASPA Webinar, 2025
- How To Avoid the Impact of the Disability Rights Pennsylvania Investigative Report for the Central Bucks School District Dated 04.23.25, Montgomery County Intermediate Unit No. 23, 2025