



## Marc L. Terry

Partner

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## Overview

Marc is vice chair of his local school committee and has served in leadership roles in both the National Council of School Attorneys and the Massachusetts Chapter. His public school district clients appreciate Marc's in-depth industry knowledge and extensive experience as an employment attorney whose main focus is school law.

Marc advises districts on school policy, student discipline, student rights, the budget process, professional licensing requirements, the non-renewal of professional staff, and other education-related issues.

In addition to school districts, Marc also represents municipalities and other public entities, as well as private employers, in labor and employment law.

He has been the lead negotiator for numerous collective bargaining negotiations, successfully defended clients in labor arbitrations, against unfair labor practice charges and appeals to the Civil Service Commission and has handled numerous representation proceedings.

Marc advises clients in a wide range of labor and employment-related issues, such as investigating employee misconduct; imposing employee discipline; negotiating employment, separation and non-compete agreements; drafting employment policies; managing employees with medical conditions under the Family and Medical Leave Act and the Americans with Disabilities Act; conducting reductions-in-force and complying with wage and hour law, including the Massachusetts independent contractor law.

Marc defends clients against allegations of sexual harassment,

### Lisa Gallo

Legal Support Specialist

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### Education

Suffolk University Law School,  
JD, *cum laude* (1996)

Boston University, BA (1991)

### Bar Admissions

Massachusetts

U.S. District Court for  
Massachusetts

### Related Services

Labor, Employment and  
Employee Benefits

Public and Municipal Law

### Related Industries

Education

employment discrimination, wrongful termination, wage and hour violations and Family and Medical Leave Act violations. Marc regularly represents clients before the Department of Labor Relations, the American Arbitration Association, the Civil Service Commission, the National Labor Relations Board and the state and federal courts.

## Experience

- Successfully defended employer in grievance arbitration regarding the termination of employee for misconduct
- Successfully defended school district in lengthy suspension of teacher who compromised exam security protocols
- Negotiated performance-based compensation in teachers' collective bargaining agreement
- Negotiated significant health insurance cost containment measures for numerous public, unionized employers
- Successfully defended municipal employer in termination of police officer for abuse of authority, fraud and extortion.
- Represented numerous clients in wage and hour investigations by Attorney General's Office and U.S. Department of Labor
- Obtained favorable resolution to unfair labor practice claim alleging discrimination against school superintendent

## Affiliations

- National Council of School Attorneys, Steering Committee Chair; Board of Directors (2017-2022)
- Ashland School Committee, vice chair (2015-present)
- Massachusetts Council of School Attorneys, Executive Committee (2009-2012), president (2011)
- MetroWest Chamber of Commerce, Board of Directors (2011-2016), chair (2013)
- Leadership MetroWest, Board of Directors (2006-2015); chair (2012-2014); graduate of the Leadership Academy (2004)

## Awards & Recognitions

- Selected as a member of the newly formed AASA Committee to enhance advocacy work with federal agencies and Congress (2024)
- Selected by the *Worcester Business Journal* as one of “40 under Forty” professionals honored for their professional excellence and community service (2008)

## Articles & Speaking Engagements

- Education Legal Update: “First Circuit Affirms School’s Policy of Respecting Students’ Gender Identity in Challenge from Parents,” Mirick Client Alert, February 25, 2025
- [Education Legal Update: “Title IX Final Rule Vacated by Kentucky District Court,”](#) Mirick Client Alert, January 17, 2025
- [Education Legal Update: “U.S. Department of Education Releases Final Rule Under Title IX,”](#) Mirick O’Connell Client Alert, April 22, 2024
- [Education Legal Update: “Supreme Court Decision Addresses When Government Officials May Block Social Media Users,”](#) Mirick O’Connell Client Alert, March 19, 2024
- “Reasonable Accommodations under the Americans with Disabilities Act and Massachusetts Law,” Mirick O’Connell Labor, Employment and Employee Benefits Annual Seminar (May 4, 2023)
- [Education Legal Update: “School District Did Not Violate Teacher’s Religious Rights After Teacher Refused to Follow District’s Transgender Name Policy,”](#) Mirick O’Connell Client Alert, April 19, 2023
- [Education Legal Update: “Remote Public Meetings Extended Through March 31, 2025,”](#) Mirick O’Connell Client Alert, March 31, 2023
- [Education Legal Update: “SJC Finds Public Meeting Comment Restrictions Unconstitutional,”](#) Mirick O’Connell Client Alert, March 10, 2023
- [Education Legal Update: “Public School Did Not Violate Parents’ Constitutional Rights When School Staff Spoke To Their Children About Gender Identity,”](#) Mirick O’Connell Client Alert, January 19, 2023

- Quoted in “School Boards Are Limiting Public Comment. Will That Erode Trust?,” *Education Week*, January 18, 2023
- [Education Legal Update: “Recent Court Decision Clarifies the Massachusetts Independent Contractor Law Does Not Apply to Public Employers,”](#) Mirick O’Connell Client Alert, September 26, 2022
- [Education Legal Update: “Massachusetts “CROWN” Law Prohibits Discrimination Based on Hairstyle,”](#) Mirick O’Connell Client Alert, July 28, 2022
- [Education Legal Update: “Remote Public Meetings Extended Through March 31, 2023,”](#) Mirick O’Connell Client Alert, July 19, 2022
- [Education Legal Update: “Scope of Supreme Court Decision Allowing Coach to Pray on Field Limited,”](#) Mirick O’Connell Client Alert, June 29, 2022
- [“Massachusetts “POST” Commission Enjoined From Requiring Police Officers to Answer Certain Questions on New Questionnaire relating to Police Officer Recertification,”](#) Mirick O’Connell Client Alert, June 29, 2022
- [“S. Department of Education Releases Proposed Revisions to Title IX Regulations,”](#) Mirick O’Connell Client Alert, June 28, 2022
- [“Recent Federal Court Case Changes Rules on Authority Over Voluntary Transfers,”](#) Mirick O’Connell Client Alert, June 21, 2022
- “How to Navigate Mental Health Issues under the ADA,” Massachusetts Associations of School Business Officials (May 18, 2022) (co-presenter)
- [Education Legal Update: “Don’t Delay: MA Employers Are Now Strictly Liable for Three Times the Amount of Wages for Late Payments With No Safe Harbor for Paying in Full Prior to Suit!”](#) Mirick O’Connell Client Alert, April 8, 2022
- [“Remote Public Meetings Authorized Through July 15, 2022,”](#) Mirick O’Connell Client Alert, February 22, 2022
- [“S. Department of Education Announces Timeline for Revisions to Title IX Regulations,”](#) Mirick O’Connell Client Alert, December 14, 2021
- [“Massachusetts Legislature Enacts School Anti-Lunch Shaming Law,”](#) Mirick O’Connell Client Alert, December 2, 2021
- [“Handling Public Comment and Public Records Requests in Light of Critical Race Theory, COVID-19 and Other Contentious Issues,”](#) Mirick

O'Connell Client Alert, October 14, 2021

- [“Supreme Court Finds School District Violated First Amendment for Off-Campus Speech,”](#) Mirick O'Connell Client Alert, June 25, 2021
- [“Remote Public Meetings Authorized Through April of 2022; New Law Extends Additional COVID-19 Emergency Rules,”](#) Mirick O'Connell Client Alert, June 18, 2021
- [“Workplace Investigations in Today's World,”](#) Mirick O'Connell Spring Webinar Series (May 21, 2021)
- [“Juneteenth and the School Year Calendar,”](#) Mirick O'Connell Client Alert, May 4, 2021
- [“Employer Tax Credits for Employee Paid Leave Due to COVID-19 Applies to Government Entities,”](#) Mirick O'Connell Client Alert, April 29, 2021
- [“Board of Elementary and Secondary Education Adopts Emergency Regulations Addressing Student Learning Time,”](#) Mirick O'Connell Client Alert, December 18, 2020
- [“Reopening of Public Schools during COVID-19 Pandemic,”](#) *On Air with Mirick O'Connell* legal podcast (September 23, 2020)
- [“Legal Issues for Public Schools for Re-opening during Covid-19 Pandemic,”](#) *Rhode Island Lawyers Weekly* Sidebar (guest) (September 2020)
- [“New Municipal Relief Act has Important Provisions for School District Service Contracts and Emergency Educator Licensing,”](#) Mirick O'Connell Client Alert, June 18, 2020
- [“COVID-19 Impact on Public Schools,”](#) *On Air with Mirick O'Connell* legal podcast (April 3, 2020)
- [“Extended Closure due to COVID-19 Raises Multiple Issues for Schools,”](#) Mirick O'Connell Client Alert, March 30, 2020
- [“Executive Order Loosens Open Meeting Law Requirements During Coronavirus Emergency,”](#) Mirick O'Connell Client Alert, March 13, 2020