



**Meredith Karasch**

Associate

Los Angeles

[mkarasch@lcwlegal.com](mailto:mkarasch@lcwlegal.com)

Tel: 310.981.2062

Fax: 310.337.0837

Meredith has a number of years experience as a litigator and trial lawyer, including drafting pleadings, conducting discovery, preparing motions, participating in settlement negotiations, and handling trials and appeals involving employment and general business issues.

Since joining Liebert Cassidy Whitmore in 2008, Meredith has been on a few litigation teams including: *McKinley v. Los Angeles Unified School District*, *Reed v. Los Angeles Unified School District*, and *Jackson v. Los Angeles Unified School District*. The firm won four motions for summary judgment in the Jackson case which had five plaintiffs. She is currently assisting on other litigation teams with cases alleging retaliation, discrimination, and POBR violations.

Before practicing at Liebert Cassidy Whitmore, Meredith worked at a full service small firm where she participated extensively in litigation and gained valuable trial experience.

Prior to beginning her law career, Meredith taught biology, integrated science and physics for several years at a California high school, where she co-created curriculum for an integrated science program and coordinated the "Reading Intervention Program."

**Education**

JD, University of California, Hastings College of Law  
BA, University of California, San Diego

**Legal Expertise**

Education Law  
Employment Law  
Litigation Services

## Meredith Karasch

### Representative Matters

#### Litigation:

*Reed, et al. v. State of California* (2012) - This case involves a constitutional challenge to the state law that requires strict seniority in teacher layoffs. The parties negotiated a settlement, allowing LAUSD to skip all teachers at 45 "Targeted Schools," chosen based on low performance, high teacher turnover, and the growth in test scores over time, indicating reform efforts. The teachers union, UTLA (who we successfully brought in as a defendant), opposed the settlement because it abrogated teacher seniority rights. The judge determined the settlement was fair and legal.

*Liburd v. Los Angeles Unified School District* (2011) - Successfully moved for judgment on the pleadings in favor of the District and individual defendants in a case involving various claims including failure to train and supervise, excessive force, and retaliation in violation of the Fair Employment and Housing Act.

*Mack and Gossett v. City of Hawthorne* (2011) - Plaintiffs were housing department employees who were investigated by the City for taking bribes in return for moving them up on the waiting list low income housing. The District Attorney filed charges and then dropped the charges before there was a criminal trial. Plaintiffs sued for retaliation, race, gender, and disability discrimination, harassment, defamation, and intentional infliction of emotional distress. After Plaintiffs presented their evidence to a jury, the judge dismissed the case and entered judgment in favor of the City.

*Professional Peace Officers of Los Angeles v. County of Los Angeles* (2010) - Pursuant to the Los Angeles County Code, supervisors must earn at least one dollar more per hour than their subordinates under certain criteria. At the direction of the County's Chief Executive Office, the Sheriff's' Department issued specific eligibility guidelines that clarified existing practice and criteria contained in the County Code and County Interpretive Manual. PPOA filed suit for back pay, injunctive and declaratory relief alleging that the guidelines included additional criteria than was required to earn the bonus pay and were an unreasonable interpretation of the County Code. The court found that the guidelines were a reasonable interpretation of and were consistent with the County Code. Judge Brazile denied relief on all causes of action and entered costs in favor of the County.

*Wells v. Los Angeles Unified School District* (2010) - Successfully defended the District and individual defendants in a case involving five Plaintiffs who were employees at three different schools in the Los Angeles Unified School District and sued alleging for various FEHA violations. The court severed the cases finding they were not related and entered summary judgment against four of the Plaintiffs.

*Alice Johnson v. LAUSD* (2009) - Summary judgment in favor of LAUSD and against a special education teacher's assistant alleging discrimination based on race, and failure to prevent discrimination under FEHA. Plaintiff claimed she was demoted and improperly and repeatedly disciplined due to her race. However, this plaintiff had a lengthy disciplinary history starting from 2000 and was repeatedly written up and disciplined for failing to adequately supervise her assigned student (who suffered from seizures), reporting late to her post after breaks, falsifying her time records, and insubordination, among various other performance issues.

### Affiliations

## Meredith Karasch

Women Lawyers Association of Los Angeles, 2007 to present, Governing Board member 2008-2011

Los Angeles County Bar Association, 2005 to present

### Awards

Phi Beta Kappa, 2003

Witkin Award, White Collar Criminal Law, 2002

### Publications

**Is The Window On Open Government Closed? What The State's Suspension Of Portions Of The Brown Act Means To Your Agency.**, July 2012

**Are Governing Board Members Employees?**, *ACHRO/EEO Newsletter*, July 2010

### Presentations

**Personnel Issues: Hiring, References Checks and Personnel Records and Files** - San Gabriel Valley ERC - Alhambra - March 13, 2013

**Advanced Investigations of Harassment Complaints** - East Inland Empire ERC - Fontana - February 14, 2013

**Super Manager or Super Spy: The Use of Technology in Monitoring Employee Conduct** - East Inland Empire ERC - Fontana - February 14, 2013