



Ryan P. Heiden

Attorney

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Ryan Heiden is a member of the Government Law Group where he focuses his practice on school law, municipal law, and labor and employment issues.

Ryan advises school districts on board policy, pupil issues, open meetings, and public records. Ryan also advises school districts regarding a wide array of labor and employment issues, including nonrenewals, employee discipline, personnel policies, grievances, internal investigations, and collective bargaining. Ryan assists school districts with expulsions and issues pertaining to Title IX, FERPA, constitutional rights, and other unique issues facing school boards and school districts.

Ryan regularly advises counties and municipalities on a wide array of labor and employment issues, including antidiscrimination practices, employee discipline, personnel policies, collective bargaining, grievances, and employment agreements. He has experience advising counties and municipalities on the unique labor and employment issues faced by fire departments, police departments, sheriff's departments, and police and fire commissions. Ryan also has extensive experience advising municipalities and counties with regard to public records and open meetings issues and regularly advises clients on effectively conducting internal investigations and navigating crisis management situations.

Ryan frequently presents on labor and employment issues throughout Wisconsin to public sector-related organizations. He is a member of the Wisconsin School Attorneys Association (WSAA), the State Bar of Wisconsin, the Milwaukee Bar Association, the Eastern District of Wisconsin Bar Association, and the American Bar Association.

During law school, Ryan was a judicial intern for the Hon. Lynn Adelman of the U.S. District Court for the Eastern District of Wisconsin and he was the Comment Editor for *Marquette Law Review*, Volume 99. In addition, Ryan participated in the 2015 Cornell Arbitration Competition and served as a Research Assistant for Associate Dean Matthew J. Parlow, where he researched municipal ordinances regarding trans-fat and sugar bans, among other related topics in the municipal law area.

Practice Areas:

- Government Law
- Labor and Employment
- Municipal Law
- School Law

Education:

- Marquette University, J.D., *magna cum laude*, 2016
- University of Wisconsin-Whitewater, B.B.A., *cum laude*, 2013

Bar Admissions:

- Wisconsin
- U.S. District Court, Eastern District of Wisconsin