

Melissa L. Eldridge

Partner and National Leader, Education Group

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School Boards and Independent Schools
Labour & Employment
Education
Collective Bargaining
Grievances & Arbitrations
Human Rights

Melissa is a leading education lawyer in Canada and is the National Leader of BLG's Education Group. Melissa advises leaders of independent schools and public and Catholic school boards on complex, high-stakes employment, labour, governance, human rights, and special education matters. Melissa has a deep understanding of the education sector, informed by her experience as General Counsel to one of Canada's largest school boards and as a former Governor of an independent school.

Melissa is a seasoned negotiator and advocate, successfully leading collective bargaining and hundreds of grievance arbitrations, mediations, and tribunal proceedings. She regularly appears before the Human Rights Tribunal, Labour Relations Board, and all levels of courts.

Widely regarded as an expert in her field, Melissa is a sought-after speaker across Canada, delivering professional development to leaders on education law, human rights, governance and artificial intelligence.

Melissa is an Executive member of the Ontario Bar Association Education Law Section, Co-President of the Canadian Portuguese Lawyers Association, Board member of the Canadian Network of Education Human Resource Professionals and Past Chair of the Canadian Association for the Practical Study of Law in Education (CAPSLE).

Insights & Events

- Author, "Supreme Court of Canada rules on privacy rights in schools", BLG Article, June 2024
- Author, "Ontario's rules on cellphone use and vaping in schools", BLG Article, April 2024
- Author, "Bill 124 ruled unconstitutional, and Arbitrator Kaplan Awards 2.75 per cent compensation increase for Ontario teachers", BLG Article, February 2024
- Author, "Court of Appeal rules mandatory math test for teachers is constitutional in Ontario", BLG Article, December 2023
- Author, "Canada's proposed Trusted Institution framework: Implications for Designated Learning Institutions", BLG Article, October 2023
- Author, "Ontario's new Better Schools and Student Outcomes Act: What school boards need to know", BLG Article, June 2023
- Author, "Effects of the COVID -19 pandemic on students and practical tips for educators", BLG Article, June 2023
- Author, "Bill 98: What school boards need to know about Ontario's new education bill", BLG Article, April 2023
- Author, "Legal implications of the hybrid work model", BLG Article, July 2022

Beyond Our Walls

Professional Involvement

- Member, Canadian Bar Association
- Member, Ontario Bar Association
- Member, Advocates' Society

Community Involvement

- Board of Directors, Portuguese Canadian Lawyers Association
- Board of Directors, Canadian Association for the Practical Study Law in Education

Awards & Recognition

- Recognized in the 2027 edition (and since 2026) of *The Best Lawyers in Canada* (Education Law).

Bar Admission & Education

- Ontario, 2011

- JD, University of Ottawa, 2010
- BA (Honours), University of Toronto, 2007

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As the largest, truly full-service Canadian law firm, Borden Ladner Gervais LLP (BLG) delivers practical legal advice for domestic and international clients across more practices and industries than any Canadian firm. With over 800 lawyers, intellectual property agents and other professionals, BLG serves the legal needs of businesses and institutions across Canada and beyond – from M&A and capital markets, to disputes, financing, and trademark & patent registration.

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