



John-Paul Alexandrowicz

Partner & Co-Chair, National School Boards Practice

T 416.367.6023

F 416.367.6749

Toronto

JPAlexandrowicz@blg.com

[LinkedIn](#)

[School Boards and Independent Schools](#)

[Labour & Employment](#)

[Grievances & Arbitrations](#)

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Practicing in both English and French, John-Paul Alexandrowicz is an experienced school board lawyer and co-chair of [BLG's National School Boards Practice](#). His practice involves strategic advice and oral and written advocacy in a variety of forums including arbitration, labour boards, human rights tribunals and the courts. John-Paul has represented and advised almost every public, Catholic and francophone school boards in Ontario, both directly and through their provincial school boards associations. He has also acted for a number of independent schools across the province.

John-Paul has advised and appeared at well over a thousand arbitrations and at the Ontario Labour Relations Board on behalf of school boards and their provincial school boards associations. John-Paul is extensively involved in the central bargaining and local bargaining process under the *School Boards Collective Bargaining Act* and represents school boards in unfair labour practice and unlawful strike applications, including most recently in the November 2022 Ontario-wide school strike.

John-Paul has extensive knowledge of school board operations and often appears at school board trustee meetings to provide clear explanations of complex matters, including governance, student and executive compensation matters.

John-Paul teaches education law to upper-year law students at the Queen's University Faculty of Law. In the past, he has taught industrial relations and labour law at George Brown College and Osgoode Hall Law School, where he was the program director for the Master of Laws in Labour and Employment Law. John-Paul is also on

the Board of Directors and one of the founders of the Canadian Network of Education Human Resource Professionals [CNEHRP](#) which held its inaugural conference in Vancouver in March 2025.

Experience

- Counsel to Ontario's largest school board associations in many central disputes arbitrations.
- Represented Ontario school boards in November 2022 province-wide school strike.
- Succeeded in upholding a favourable adjudicator's decision before the courts, including at the appellate level.
- Resolved human rights complaints by employees and parents against school boards.
- Successfully represented a school board in a human rights arbitration concerning the duties of a teacher.

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, "CUPE v. CTA: Understanding the relationship between sick leave and disability benefits", 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, "A victory for meaningful access to minority-language education across Canada", BLG Article, December 2023
- Author, "Court of Appeal rules mandatory math test for teachers is constitutional in Ontario", BLG Article, December 2023
- Speaker, Education Labour Relations and Human Resources Symposium, April 2023
- Speaker, "The Osgoode Certificate in Labour Law: Grievance Arbitration: Protecting Rights and Resolving Conflicts," February 2018
- Speaker, "Advantage CPD: The New Normal – School Boards in a COVID-19 World," June 2020
- Speaker, School Board Management Conference 2019, November 2019
- Speaker, Education Labour Relations and Human Resources Symposium, April 2019
- Speaker, "Off-Duty Conduct – Is It Your Business?," April 2018
- Speaker, "Osgoode Hall Certificate in Labour Law: Litigating Human Rights Claims at Arbitration," February 7, 2017 and February 10, 2015

Beyond Our Walls

Professional Involvement

- Member, Canadian Bar Association
- Member, Education and Labour & Employment Law, Ontario Bar Association

Awards & Recognition

- Elected Fellow, The College of Labor and Employment Lawyers

- Recognized in the 2025 edition (and since 2023) of *The Best Lawyers in Canada*™ (Labour and Employment Law)
- Recognized in the 2025 edition (and since 2017) of the *Canadian Legal Lexpert® Directory* (Labour Relations, Consistently Recommended) and in 2025 (Employment Law).
- Recognized in the 2025 edition (and since 2019) of *Benchmark Canada*.

Bar Admission & Education

- Ontario, 1999
- LLM, Harvard University, 2002
- LLB, University of Toronto, 1997
- MSc, Collective Bargaining and Labor Law, Cornell University, 1994
- BA, Industrial Relations, McGill University, 1992

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