



Gareth D. Pahowka

Shareholder

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Services and Industries

- Education

Education

Penn State Dickinson Law, J.D.

Gettysburg College, B.A.

Admissions

Pennsylvania

U.S. District Court for the Middle District of Pennsylvania

Gareth D. Pahowka is a shareholder in the Saxton & Stump [Education](#) Group where he concentrates his practice in all areas of public education, including labor, employment, and collective bargaining matters. In 2014, his impressive tax assessment work took him to the Pennsylvania Supreme Court to litigate a case that ended up saving his client several hundred thousand dollars. He came to Saxton & Stump in 2025 from longtime York County law firm Stock & Leader.

A former social studies teacher in the Gettysburg Area School District, Gareth started his legal career as a legal

assistant in the Pennsylvania Department of Education Chief Counsel's Office. In his private practice, that experience allows him to understand the viewpoints of both administration members and teachers.

Gareth is the secretary of The Wildcat Foundation, which works to provide funding for projects at the Mechanicsburg Area School District that the district doesn't traditionally fund. He is also the past president of the board of directors at Big Brothers Big Sisters of York and Adams Counties, and in 2014, the Big Brothers Big Sisters State Association named him "Big Brother of the Year."

In 2017, the *Central Penn Business Journal* named Gareth to its Forty Under 40 list for his commitment to business growth, professional excellence, and community service.

Representative Experience

- Has successfully defended multiple school entities in grievance arbitration hearings involving collective bargaining agreement disputes
- Has successfully defended multiple school entities in dispositive summary judgment proceedings before federal courts in employment law matters involving sexual harassment, discrimination, and civil rights violations.
- Assisted school clients prevail before the Pennsylvania Labor Relations Board in unfair labor practice matters.
- Served as the chief negotiator for many school entities in union contract negotiations with both professional and support staff bargaining units
- Successfully defended school district student expulsion decisions before courts of common pleas
- Obtained dismissals or successfully mediated the resolution of student and employee discrimination claims filed before both the PHRC and EEOC.
- Assisted school districts successively resolve disputes with the U.S. Department of Education, Office of Civil Rights and Pennsylvania Department of Education

Recognitions

- *Central Penn Business Journal*, Forty Under 40 (2017)
- Big Brothers Big Sisters State Association, "Big Brother of the Year" (2014)

Speaking Engagements

- Employee Title IX Issues | Rights & Responsibilities, Keystone Title IX Summit (January 2026)
- "Superintendents' Academy: Building Relationships For Successful Negotiations, Pennsylvania Association of School Administrators, April 2025
- Executive Orders and their Impacts on K12 Schools, School Administrators Workshops, March 2025
- Payroll Law and Updates: Employees, Contractors, W2s, and 1099s, Pennsylvania Association of School Business Officials, January 8, 2025
- Title IX: Navigating Updates and Enhancing Protection, PA Principals Associations, December 5, 2024
- Managing the Risks: Record Retention, Right to Know, Board of Conflict of Interests, and Litigation Holds, Pennsylvania Association of School Administrators, November 7, 2024
- HR Bootcamp: An Overview of the FMLA, ADA, Worker's Comp and Unemployment Comp, Pennsylvania Association of School Business Officials, October 2024

- Ethics and Professionalism, Adams County New Teacher Induction Workshop, October 10, 2024
- The Legal Implications of a School Security Incident, Pennsylvania Association of School Business Officials 68th Annual Conference, March 15, 2023
- Ethics and Professionalism for Student Teachers, Gettysburg College & Penn State Harrisburg, Yearly
- School Law Updates, Numerous School Board Clients, Yearly
- School Administrator Symposia and Retreats, Numerous School Entities, Yearly
- School Principals Workshops and Legal Updates, Yearly

Community Involvement

- The Wildcat Foundation, Mechanicsburg Area School District, board of director and secretary
- Leadership York, graduate
- Mechanicsburg Cub Scout Pack 190

Professional Affiliations

- Pennsylvania Bar Association, Law-Related Education Committee
- York County Bar Association