



## COUNSEL

# Nicole S. Cheuk

RICHMOND, VIRGINIA

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(804) 783-7267

## Practices

Labor & Employment  
Government

## Industries

Schools & Education  
Government  
Non-Profit & Tax Exempt

## EDUCATION

University of Richmond School of Law,  
J.D., 2005

College of William and Mary, B.A., 2002

## ADMISSIONS

Virginia

U. S. District Court for the Eastern  
District of Virginia

*Nikki Cheuk offers comprehensive guidance to public school boards in all areas of representation, including special education, student discipline, personnel issues, policy, and procurement.*

Nikki has experience working with a wide variety of school boards, enabling her to bring diverse perspectives and understandings on their unique legal needs and goals. As such, she can help guide education clients efficiently through a myriad of ever-varying issues. In addition, Nikki also works with local governments on personnel matters, and with condemnors on matters of eminent domain.

Whatever your critical day-to-day needs, Nikki listens closely and patiently to achieve a realistic and level strategy. Walking you step-by-step through contract reviews, special education disputes, employee grievances, and more, Nikki works diligently and with compassion. In every step, her goal is to focus on the legal matters, so you're free to focus on running your school division, locality or maintaining your professional workplace.

In addition, Nikki has successfully negotiated settlements to preclude proceedings and counseled school boards during student disciplinary hearings to provide a correct and legal framework for handling the case. She applies her experience to help you clearly understand your legal issue and potential outcome, so you can pursue a fair and favorable result.

Nikki joined Sands Anderson in 2011. Her prior experience includes serving as an attorney at the Virginia Division of Legislative Services in Richmond, where she was lead counsel to the House Committee on Education. There, she advised delegates on all aspects of legislation and drafted the majority of legislation on education before the House Committee.

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## RECOGNITION

Legal Elite, Virginia Business Magazine,  
Legislative/Regulatory/Administrative  
/Government, 2015-2020

## PROFESSIONAL AFFILIATIONS

Council of School Attorneys

Metropolitan Richmond Women's Bar  
Association

Richmond Bar Association

Local Government Attorneys of  
Virginia

She crafted reports for the legislative joint subcommittees on subjects such as STEM education, non-profit private institutions of higher education, childhood obesity, and special education. Nikki also advised the Governor's staff on necessary amendments to legislation for the annual Veto Session. Today and every day, Nikki stands ready to apply her legal experience and passion to help you look forward, stay on track, and come out ahead.

## SPEAKING ENGAGEMENTS

Nikki regularly provides training programs to clients and presents to education professionals at the Virginia School Boards Association events and conferences.

In coordination with the Virginia School Boards Association, Nikki presented a series of workshops in the Fall of 2018: "Title IX: Best Practices in Training & Compliance."