

## Tracy M. Miller



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### ATTORNEY PROFILE

Tracy M. Miller attended the University of Puget Sound School of Law, currently Seattle University School of Law (J.D., 1994, *magna cum laude*, University Scholarship, American Jurisprudence Awards for Administrative Law and Law Practice Clinic). Ms. Miller is a shareholder in the firm, and her practice focuses on labor and employment litigation and advising and school law. Ms. Miller started practice with Karr Tuttle Campbell in 1996.

Ms. Miller has twenty years of experience advising and representing public school districts and private schools in all aspects of their operations, including but not limited to special education, student discipline, civil rights, public records, open public meetings, labor, and classified and certificated employment.

In addition, Ms. Miller advises and represents public and private employers, including commercial and nonprofit corporations, in all aspects of their employment relationships. This includes everything from development and review of employment policies, to providing nondiscrimination trainings, investigating employment-related claims, advising clients about specific issues that arise, including accommodation of employees with disabilities, complicated leave situations, wage and hour issues, hiring, and discharge, and litigating claims that arise. She has litigation experience in state and federal courts, including the Ninth Circuit Court of Appeals, and before the National Labor Relations Board, the Public Employment Relations Commission, the Office of Administrative Hearings, the Board of Industrial Insurance Appeals, and the Department of Employment Securities. She represents employers in grievance and arbitration proceedings pursuant to collective bargaining agreements, and with respect to agency charges filed with the Office of Civil Rights, the Equal Employment Opportunity Commission, and the Washington State Human Rights Commission.

Ms. Miller is a frequent speaker and continuing legal education presenter on various employment and school law topics, including sexual harassment, disability discrimination and accommodation, special education, hiring and firing, student discipline, constitutional issues in schools, student and employment records, and family and medical leave issues.

### ADMITTED TO PRACTICE

Washington State Bar, 1994  
U.S. District Court, Western District of Washington, 1997  
U.S. District Court, Eastern District of Washington, 1998  
United States Ninth Circuit Court of Appeals

### EDUCATION

B.A., *magna cum laude*, Seattle Pacific University, 1988  
J.D., *magna cum laude*, Seattle University School of Law, 1994

### PROFESSIONAL ACTIVITIES

American Bar Association  
Labor Law Section  
Washington State Bar Association  
King County Bar Association  
Labor Law Section  
Washington State Council of School Attorneys,  
President, 2006-2007  
NSBA Council of School Attorneys

### PUBLICATIONS/ PRESENTATIONS

- "Complex Leave Laws," KTC Employment Seminar, 2015
- "Welcoming LGBTQ Students: What Washington School Districts Need to Know About New Legal Protections," 2015
- Washington Special Education Law: "Ensuring Successful Due Process Procedures" and "Ethics in Special Education Law," 2014
- "Artists, Athletes and Interns: Recent Wage and Hour Issues and FLSA Exemptions," KTC Employment Seminar, 2014
- "FLSA/Wage and Hour Critical Issues," 2011
- "Preschool Special Education," 2009
- "Disabilities in Schools," 2009
- "Ethical Considerations in Executive Compensation," 2008
- Employment Issues: "Sexual Orientation and Domestic Partnerships," 2008
- "Legal Issues in the Admissions Process," 2007
- "School Records: What to Collect, What to Keep, and How to Respond to Records Requests," 2007
- "IDEA 2004: Federal and State Regulations," 2007
- "Attorneys' Fees and Expert Fees in Special Education Cases," 2006
- "Classifying Employees," 2006
- "Preventing Harassment and FMLA Compliance," 2006
- "School Law Issues in Washington," 2005