



TRACY M. MILLER

Shareholder

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Legal Assistant: Julie Nesbitt

PRACTICE AREAS

Appellate	Nonprofit
Employment & Labor Litigation	Education Law
Litigation & Dispute Resolution	

Tracy M. Miller is a Karr Tuttle Campbell shareholder, who focuses her practice on litigation and advising in labor and employment matters, as well as school law. For over twenty years, Tracy has advised and represented public school districts and private schools in all aspects of their operations, including special education, student discipline, civil rights, public records, open public meetings, labor, and classified and certificated employment.

In addition, she 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.

Tracy 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.

PRESENTATIONS & PUBLICATIONS:

- Speaker, *Student Discipline*, Snoqualmie Valley School District (Aug 2023)
- Speaker, *Student Privacy and Records*, Snoqualmie Valley School District (Aug 2023)
- Speaker, *Managing Remote Workers in a Post-COVID Era*, KTC Employment Seminar (Dec 2022)
- Speaker, *Navigating Return to Work Issues: Requirements and Guidance for Employers*, KTC Employment Seminar (Aug 2021)
- Speaker, *Paid Family Medical Leave in Washington*, Educational Service District 112 (Jan 2020)
- Speaker, *Employment Law Basics: Hiring to Firing and Everything in Between*, Washington Federation of Independent Schools (Oct 2019)
- Speaker, *Managing an Employee's Departure in a Post-Noncompete World*, KTC Employment Seminar (June 2019)
- Speaker, *Private School Workshop (including Basics of Negligence Liability, Religious Schools)*, Washington Federation of Independent Schools Workshop, hosted by KTC (Oct 2018)
- Speaker, *Discrimination, Harassment, Intimidation and Bullying in Schools*, KTC School Client Workshop Series (June 2018)
- Speaker, *The ABC's of the Fair Labor Standards Act "Exemptions" in Schools*, KTC School Client Workshop Series (April 2018)
- Speaker, *Employee Evaluations, Performance Improvement Plans, and Discharge*, KTC School Client Workshop Series (Oct 2017)
- Speaker, *Complex Leave Issues*, Educational Service District 112 (Sept 2017)
- Speaker, *School's Out for Summer: Critical Issues for School Administrators*, KTC School Client Workshop Series (June 2017)
- Speaker, *What's in Your Handbook?*, KTC Seminar (Nov 2016)
- Speaker, *Wage & Hour Issues: FLSA, Coaches and Castle Rock*, Washington School Personnel Association (October 2015)
- Speaker, "Complex Leave Laws," KTC Employment Seminar, (2015)
- Speaker, "Welcoming LGBTQ Students: What Washington School Districts Need to Know About New Legal Protections," (2015)
- Author, "Ensuring Successful Due Process Procedures" and "Ethics in Special Education Law," Washington Special Education Law, (2014)
- Speaker, "Artists, Athletes and Interns: Recent Wage and Hour Issues and FLSA Exemptions," KTC Employment Seminar, (2014)

PROFESSIONAL & CIVIC ASSOCIATIONS:

- 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

BAR & COURT ADMISSIONS:

- Washington State Bar
- U.S. District Court, Western District of Washington

- U.S. District Court, Eastern District of Washington
- U.S. Court of Appeals, Ninth Circuit

EDUCATION:

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