



PORTER FOSTER RORICK
LLP

Rachel Miller

Attorney

Rachel Miller advises and represents Washington public schools on student, personnel and labor issues. Rachel devotes a large portion of her practice to collective bargaining, with significant experience in both interest-based and traditional models of bargaining. She is also frequently called upon to conduct investigations involving both student claims and employee misconduct.

CONTACT

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PROFESSIONAL POSITIONS

Attorney, Porter Foster Rorick LLP, 2000-present

EDUCATION

Gonzaga School of Law, Spokane, Washington, J.D., cum laude, 1999
Notes and Comments Editor, *Gonzaga Law Review*

Western Washington University, B.A., 1996

PROFESSIONAL AFFILIATIONS

Washington Council of School Attorneys

AREAS OF EXPERTISE

- Collective bargaining and labor relations
- Workplace and schoolhouse investigations
- Student discipline
- Employee discipline and discharge
- Public records

PRACTICE HIGHLIGHTS

- Successfully defended and advised school districts in discipline and discharge of certificated and classified employees for misconduct including sexual misconduct, tardiness, insubordination, theft, substance abuse and dishonesty.
- Successfully defended and advised school districts in labor arbitrations regarding seniority bypass, subcontracting, skimming and grievance timelines.
- Successfully defended school districts in student discipline hearings.
- Conducted investigations into student and parent complaints including HIB, boundary invasion, sexual harassment, discrimination and differential treatment.
- Conducted employee misconduct investigations including sexual harassment, abuse, boundary invasion, sexual misconduct and discrimination.
- Negotiated collective bargaining agreements in many Washington school districts with both certificated and classified bargaining units.

SELECTED PRESENTATIONS

- “Union Dues in a Post-Janus World,” *2018 School Law Conference*, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2018.
- “Responding to Demands to Bargain,” *2016 School Law Conference*, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2016.
- “Board Member Orientation,” Peninsula School District, 2014-2016.
- “Mediator Panel,” *21st Century Bargaining Skills Workshop*, Washington School Personnel Association, January 2016.
- “Bargaining to Impasse,” *2015 School Law Conference*, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2015.
- “Bargaining Psychology,” “Bargaining Engineering,” “Bargaining Philosophy,” “Bargaining Communications,” *21st Century Bargaining Skills Workshop*, Washington School Personnel Association, January 2015, 2016, 2017, 2018, 2019, 2020.
- “Evaluation Training,” Bremerton School District, January 2015.
- “Sex Stereotyping and Gender Identity,” *2013 School Law Conference*, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2013.
- “Sexual Harassment Training,” Mercer Island School District, August 2013.
- “New Evaluation Tools,” *WSPA Bargaining Workshop*, January 2013.
- “HR 101 for the Building Administrator,” *2012 School Law Conference*, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2012.
- “New HIB Policy Requirements,” Peninsula School District, August 2011.