



**Lance M. Andree**  
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Lance Andree advises and defends public school districts on a broad range of legal issues with a particular emphasis on labor relations and general counsel for public schools. Lance's litigation experience includes administrative hearings, arbitrations, bench trials and jury trials. Lance also has significant experience negotiating collective bargaining agreements with public school labor unions.

## PROFESSIONAL POSITIONS

Attorney, Porter Foster Rorick, 2003-present

Adjunct Faculty, University of Washington, Danforth Leadership Institute, 2014-2017

Adjunct Faculty, Seattle University School of Education (School Law I and II), 2011-2015

Judicial Clerk, Washington State Court of Appeals, Division I (Hon. H. Joseph Coleman), 2001-2003

## EDUCATION

University of Washington School of Law, Seattle, Washington, J.D., with honors, 2001  
Articles Editor, *Washington Law Review*

University of Alaska, Fairbanks, Alaska, B.A. magna cum laude, 1994

## PROFESSIONAL AFFILIATIONS

Washington Council of School Attorneys, 2003-present, Past Board Member

## AREAS OF EXPERTISE

- School district general counsel
- Labor relations and collective bargaining
- Labor and employment disputes/teacher adverse effect
- Parent rights/bullying/misconduct
- Public records/open public meetings
- Student rights/special education

## PRACTICE HIGHLIGHTS

- Negotiated successful resolution of numerous collective bargaining agreements with certificated and classified school employees in public school districts including Centralia, Coupeville, Ellensburg, Granger, Franklin Pierce, Mercer Island, Oak Harbor, Richland, Selah, Shelton, South Kitsap, Stevenson-Carson, Skykomish, Sultan, Tumwater and Yakima.
- Conducted and supervised numerous personnel investigations.
- Successfully defended school districts in arbitrations of collective bargaining disputes involving issues such as seniority bypass, subcontracting, involuntary transfers, reclassifications, performance evaluations, grievance timeliness, and retaliation for union activity.
- *Seattle Custodial and Maintenance Personnel v. Shelton Sch. Dist.* (2024). Prevailed in arbitration challenging termination of employee for timecard irregularities/theft of time.
- *C.K. v. Centralia Sch. Dist., et al.*, Sup. Ct. No. 22-2-00785-21 (2022). Prevailed in motion to modify restraining order that would have required student to attend specific district school; court agreed the district has the right to determine school placement.
- *Richland Education Ass'n v. Richland Sch. Dist.* (2021). Prevailed in arbitration challenging school district's right to investigate association president for alleged misconduct at association meeting.
- *Shelton ESP Ass'n v. Shelton Sch. Dist.* (2021). Prevailed in arbitration challenging reduction in force of classified employees against multiple challenges including assertion of inappropriate seniority bypass.
- *Centralia Education Ass'n v. Centralia Sch. Dist.* (2021). Prevailed in arbitration challenging reduction in force, resulting in transfer of certificated librarian to classroom teaching position, and claim of "skimming" by assignment of work to classified librarian assistants.
- *Yakima Professional Technical Ass'n v. Yakima Sch. Dist.*, AAA Case No. 01-18-0004-0169 (2019). Prevailed in termination of school security monitor for violations of policy regarding professional staff-student boundaries.
- *Abdelkadir v. Shoreline Sch. Dist.*, King County Cause No. 14-2-34567-4 SEA (2015). Prevailed in obtaining Rule 11 sanctions against litigant for frivolous motions, leading to voluntary dismissal of retaliatory lawsuit alleging discrimination and abuse leveled against school staff who made mandatory CPS reports.
- *Kelso Sch. Dist. v. Kelso Education Ass'n*, Cowlitz County Cause No. 15-2-01081-7 (2015). Prevailed in obtaining injunction and contempt order in response to teacher strike.
- *Murtha v. South Kitsap Sch. Dist.*, AAA No. 75 390 00253 13 (2014). Successfully defended termination of employee for insubordination. Prevailed against claim of retaliation for employee's role as union president.
- *FPESP v. Franklin Pierce Sch. Dist.*, AAA No. 75 390 L 00321 12 (2013). Prevailed in arbitration regarding alleged "skimming" of classified bargaining unit work.

- *Shelton Police Guild v. City of Shelton*, FMCS No. 131012-00151 (2013). Successfully defended employer's interpretation of holiday pay and overtime provisions of collective bargaining agreement, based on employer evidence of past practice.
- *Teamsters Local 313 v. Franklin Pierce Sch. Dist.*, FMCS No. 120305-53825-6 (2012). Successfully argued that employer was entitled to offer school bus drivers the opportunity to make up missed work rather than back pay when drivers are passed over for extra trip assignments

## SELECTED PRESENTATIONS

- Multiple topics, *21<sup>st</sup> Century Bargaining Skills Workshop*, Washington School Personnel Association, January 2015 to present.
- “’Three Votes is All We Need!’: Ethically Navigating School Board Conflicts.” Washington Council of School Attorneys, November 2022.
- “School Employee Strikes: What We Learned,” *2018 School Law Conference*, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2018.
- “Progressive Discipline and Last Chance Agreements,” *2017 School Law Conference*, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2017.
- “Washington Special Education Law: Establishing the Framework of Special Education Law,” and “Unraveling the Requirements of the IDEA,” NBI Seminars, June 2012, December 2014.
- “The Brave New World of Teacher Probation under TPEP,” *2014 School Law Conference*, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2014.
- “Anatomy of an Arbitration,” *2014 School Law Conference*, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2014.
- “Public Records Disclosure,” *Summer HELP Institute*, Washington School Personnel Association, 2006-2014.
- “Classroom Teacher Probation and Nonrenewal,” *2014 Annual Conference*, Washington School Personnel Association, February 2014.
- “Bullies, Blogs and Boundaries: What Coaches Need to Know about Electronic Communications,” South Kitsap School District, August 2012.
- “*Rowley* Revival: Special Education Case Law Update,” Washington Council of School Attorneys, April 2011.
- In addition to the specific presentations above, Lance has also presented multiple times on the Open Public Meetings Act, the Public Records Act, teacher evaluation and probation, school health benefits reform, sexual harassment, and preventing hostile work environment claims.
- Association & Washington Schools Risk Management Pool, October 2016.
- “TPEP Legal and Bargaining Issues,” Washington Association of School Administrators, April 2016; Educational Service District 112, September 2016.

- “The Role of the School District Attorney,” *2015 Annual Conference*, Washington State School Directors Association, November 2015.
- “Bargaining in the Age of McCleary,” *2015 Annual Conference* keynote, Washington School Personnel Association, February 2015.
- “Anatomy of an Arbitration,” *2014 School Law Conference* keynote, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2014.
- “Public Records Disclosure,” *Summer HELP Institute*, Washington School Personnel Association, 2006-2014.
- “Classroom Teacher Probation and Nonrenewal,” *2014 Annual Conference*, Washington School Personnel Association, February 2014.
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