



PORTER FOSTER RORICK
LLP



Parker A. Howell

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Parker Howell advises and represents public schools and school-related nonprofit organizations on a wide range of school and municipal law issues, with particular emphasis on employment law, labor relations, and schools administration and contracting. He appears regularly before the Washington Public Employment Relations Commission on unfair labor practice and unit clarification cases, and before labor arbitrators regarding issues of contract interpretation. He also advises clients on public works, construction, and real property transactions.

PROFESSIONAL POSITIONS

Attorney, Porter Foster Rorick, 2012-present

Adjunct Instructor, Washington State University Vancouver, 2018

Reporter, *The Spokesman-Review*, 2007-2008

EDUCATION

University of Washington School of Law, Seattle, Washington, J.D., with honors, 2012

Editor in Chief, *Washington Journal of Law, Technology & Arts*

Order of the Coif

University of Oregon, Eugene, Oregon, B.S., summa cum laude, 2006

Editor in Chief, *Oregon Daily Emerald*, 2005-2006

PROFESSIONAL AFFILIATIONS

Washington Council of School Attorneys

AREAS OF EXPERTISE

- Employee discipline and discharge
- Discrimination/harassment
- Schools administration
- Public records and open government
- Special education
- Student misconduct and corrective action
- Public works and construction
- Real property and land use

PRACTICE HIGHLIGHTS

- Successfully obtained a preliminary injunction in Cowlitz County Superior Court prohibiting an ongoing, unlawful strike by three school district collective bargaining units.
- *International Union of Operating Engineers, Local 609 v. Seattle Sch. Dist.*, Decision 13018 (PECB, 2019), *aff'd*, Decision 13018-A (PECB, 2019). Obtained dismissal of unfair labor practice complaint alleging anti-union discrimination, interference, and refusal to bargain.
- *Vancouver Ass'n of Educ. Support Professionals v. Vancouver Sch. Dist.*, Decision 12832 (PECB, 2018) and Decision 12685 (PECB, 2017). Obtained dismissals of unit clarification petitions seeking to accrete administrative assistant and professional-technical positions.
- *Abdelkadir v. Shoreline Sch. Dist.*, Case Nos. 73920-4-I, 74031-8-I (Wash. Ct. App. July 25, 2016) (unpublished). Obtained dismissal of parent's administrative discrimination claims and secured award of attorney's fees for defendant/respondent school district.
- Participated in team of consultants to obtain state approval for an approximately \$100 million school construction project using general contractor/construction manager (GC/CM) process, and drafted contracts to facilitate the project.
- Drafted interlocal agreements between a school district and a municipality to create a multi-million-dollar outdoor recreational complex.
- Successfully appealed administrative law judge's conclusion that school district discriminated against student in equal educational opportunity case under Chapter 28A.642 RCW.
- Successfully defended school district's termination of classified administrator for misconduct through summary judgment motion in superior court.
- Successfully defended school district in grievance arbitration arising from discharge of bus driver for insubordination.
- Successfully defended discharge of tenured teachers for conduct such as dishonesty, repeated tardiness, and sexual misconduct.
- Prevailed in federal district court on appeal of special education decision overriding parents' refusal to consent to evaluation of student.
- Successfully defended school district in arbitration of employee resignation and settlement agreement.
- Successfully defended school districts' emergency expulsion of students.

SELECTED PRESENTATIONS

- "Risks and Benefits of AI in HR: Legal, Ethical, and Practical Considerations," Washington School Personnel Association, December 2025.
- "AI for School District Human Resources: Ethical and Practical Use in Zoom, Grievances, and Bargaining," *2025 School Law Conference*, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2025.

- “Successful Staffing Without Recruiting Risk: Legal Considerations for School District Hiring,” Washington School Personnel Association, April 2025.
- “Ethics for Government Law Attorneys,” *Washington Government Law: What You Need to Know Now*, National Business Institute, December 2024.
- “Examining Employee Medical Exams,” Washington School Personnel Association, April 2024.
- “When Disability Meets Discipline,” *2024 Annual Conference*, Washington School Personnel Association, March 2024.
- “Contemplating Cuts: Preparing for a Reduction in Force (RIF),” *2023 Annual Conference*, Washington School Personnel Association, February 2023.
- “Demystifying Teacher Probation and Nonrenewal after TPEP,” Washington School Personnel Association, February 2023.
- “Stoned at School? Implications of Cannabis on Campus for Students and Staff,” *2020 Annual Conference*, Washington School Personnel Association, March 2020.
- “The First Wave: Implementing Paid Family and Medical Leave,” *FMLA Workshop*, Washington School Personnel Association, November 2019.
- “New Student Discipline Playbook: Addressing misconduct following OSPI’s rule overhaul,” *2018 School Law Conference*, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2018.
- “Beyond FMLA: Washington’s New Paid Family and Medical Leave Law,” *2017 COSA Fall Workshop*, Washington Council of School Attorneys, October 2017.
- “Discipline and Discharge of Classified Employees,” *2016 COSA Fall Workshop*, Washington Council of School Attorneys, October 2016.
- “Discipline and Discharge of Certificated, Classified, and Non-Represented Employees,” *2015 School Law Conference*, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2015.
- “Avoiding Liability Under Washington’s New Anti-Discrimination Rules,” *2015 Annual Conference*, Washington State School Directors’ Association, November 2015.
- “Protecting What’s Yours: Copyright and Trademark Law for School Administrators,” *2014 School Law Conference*, Washington School Personnel Association & Washington Schools Risk Management Pool, October 2014.
- “Student Discipline A La Mode,” multiple locations, Association of Washington School Principals, 2014.

SELECTED PRESENTATIONS

- Parker Howell, *Walking the T-Shirt Tightrope*, School Administrator, AASA, February 2026, at 12.
- Parker Howell, *When Disability Meets Discipline*, School Administrator, AASA, April 2025, at 9.