



## Rachel E. Miller

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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.

### PROFESSIONAL POSITIONS

Attorney, Porter Foster Rorick, 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

- "Debriefing 2025 Bargaining and Prep for 2026", WSPA School Law Conference Keynote, October 2025.
- "Weingarten Rights," Anacortes School District, October 2024.
- "Bargaining Challenges in 2023," Washington State Association of Business Officials, May 2023.
- "Public Records Training," Orcas Island School District, August 2023.
- "Administrator Training," Peninsula School District, August 2022.
- "Bargaining in Uncertain Times," *2020 Annual Conference*, Washington Association of School Business Officials, April 2020.
- "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," *21<sup>st</sup> 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 Psychology," "Bargaining Communications," *21<sup>st</sup> Century Bargaining Skills Workshop*, Washington School Personnel Association, January 2015, 2016, 2017, 2018, 2019, 2020, 2022, and 2023.
- "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.
- "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.