



Dr. Sarah S. Flournoy

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Practices

School Law

Litigation

Employment Law

Education

J.D. Dedman School
Law Southern Methodist
University, 2002

Ed.D. University of
Houston, 2012

B.A. Wellesley College,
1997

Bar Admissions

State of Texas, 2002

U.S. Court of Appeals,
Fifth Circuit

U.S. District Court,
Northern District of
Texas

Dr. Sarah S. Flournoy began practicing in the area of school law following six years as a secondary social studies teacher in a Title I school district and five years as a corporate attorney. She works primarily with both public and private K-12 educational entities on a broad range of legal issues including employment, student discipline, special education, contracts, procurement, construction, policy development, elections, and open government. In addition to special education due process hearings, she has defended educational entities before state and federal agencies and courts.

Prior to joining the firm, Dr. Flournoy served at Irving ISD as their in-house attorney for three years.

Experience

Successfully obtained order of dismissal on jurisdictional grounds in employment claim for retaliation. *Gabriana Clay White v. Grand Prairie Independent. School. District.*; Cause No. DC-23-12183, in the 298th Judicial District Court of Dallas County, Texas.

Successfully defeated Motion for Temporary Restraining Order, Motion for Preliminary Injunction and Summary Judgment Motion involving First Amendment claims. *Mitchell Ryan v. Grapevine-Colleyville Independent. School. District.*; No. 4:21-CV-01075-P (N.D. Tex.—Fort Worth, 2023).

U.S. District Court,
Eastern District of Texas

U.S. District Court,
Western District of
Texas

Memberships

State Bar of Texas

School Law Section
State Bar of Texas

Tarrant County Bar
Association

Dallas Bar Association

Texas Association of
School Boards, Council
of School Attorneys

Construction Contracts
Committee of the Texas
Association of School
Boards, Council of
School Attorneys

Texas Association of
School Administrators

Texas Council of
Women School
Executives

Fort Worth Chamber of
Commerce

Education Law
Association

Negotiated “walk away” mediated settlement agreement involving claims of Americans with Disability Act for discrimination and retaliation, Title VII sex discrimination and retaliation, Title IX sex discrimination and retaliation, First Amendment, and Texas Open Meetings Act claims. *Joshua Hamilton and Sydney Hamilton v. Grapevine-Colleyville Independent. School. District.*; No. 4:21-CV-00969-P (N.D. Tex.—Fort Worth, 2022).

Successfully obtained stipulation of dismissal in class action suit involving claims of U.S. Constitution Due Process and Equal Protection violations. *Jane Doe Lago Vista, et al. v. Lago Vista Independent. School. District., et al.*; No. 1:21-CV-00862-LY (W.D.—Austin, 2022).

Presentations

Fair and Effective Documentation – Students, July 2024

Procurement, Gifts and the Ethics of it All, January 2024

When You Cross the Loud Ones: Lessons from Loudoun County School Board v. Cross on Employee Speech, Religion, and Transgender Students' Rights, with Christopher Thomas, J.D., Ed.D., Education Law Association Annual Conference, October 2023.

If You Have Nothing Nice to Say, You Can Nothing at All: Public Forums in Public Schools, Education Law Association Annual Conference, October 2023.

If You Have Nothing Nice to Say, You Can Nothing at All: Public Forums in Public Schools, Education Law Association Annual Conference, October 2023.

Instructional Resources, Library Books, and the First Amendment, panelist, Council of School Attorneys Spotlight Session, TASA/TASB Convention, September 2023

Post Legislative Update 2024, September 2023

Title IX Regulations, September 2023

Team of 8 Training, September 2023

*Free Speech Rights: Public Employee and Private Citizen,
UT Law CLE 38th Annual School Law Conference, February
2023*

*Board Meetings, Governance, and Media Relations,
December 2022*

Legal Issues Facing School Boards, November 2022

*Pico Plinko: The Supreme Court, Circuit Courts, and School
Libraries, November 2022*

Team of Eight: Piecing it all together . . ., October 2022

Compliance: Back to Basics, September 2022

*Fair and Effective Documentation: Student Discipline, July
2022*

How to Conduct an Investigation in Five Steps, July 2022

Take the Bullying by the Horns, February 2022

New AP Potpourri, July 2021

*Section 504 = Albatross?
October 2020*

*Title IX Regulations 2020 Update: Sexual Harassment
October 2020*

*Section 504 of the Rehabilitation Act For Private Schools
Accepting Paycheck Protection Program Funds (PPP)
May 2019*

*Update on Child Custody Agreements/Orders
June 2019*

Defending Employees at Texas Department of Licensing and Regulation (TDLR)
September 2019

How to Handle A Grievance
December 2019

Investigating Student Threats, State Bar of Texas School Law Section Retreat
July 2018

Restraint and Discipline Post-Papa, State Bar of Texas School Law Section Retreat

Unraveling the Requirements of the Individuals with Disabilities Education Act (IDEA), Texas Special Education Law, National Business Institute

Ethics in Special Education Law, Texas Special Education Law, National Business Institute

Evaluation and Eligibility, Special Education Laws Made Simple, National Business Institute

Individualized Education Programs, Special Education Laws Made Simple, National Business Institute

Placement Decisions and Least Restrictive Environment, Special Education Laws Made Simple, National Business Institute

Disciplinary Procedures, Special Education Laws Made Simple, National Business Institute

Publications

"The Business of Education: Why do school districts need lawyers?" *Texas Bar Journal* (March 2023).

Commentary: "Pico Plinko: The Supreme Court, Circuit Courts, and School Libraries" *West's Education Law Reporter* (January 2023)

Community

Board Member, Council of School Attorney

Director and Secretary, Education Law Association