

## **Leslie Anne Allen**

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(205) 423-5395

### **EXPERIENCE:**

More than twenty years of civil litigation experience, with current focus in the area of special education. Other civil litigation experience includes the areas of general commercial, complex business, employment, healthcare, general liability, real estate and corporate and partnership.

**Resolutions in Special Education, Inc.**, Birmingham, Alabama

January, 2013 – Present

*Partner*

*Resolutions in Special Education, Inc. is boutique law firm with offices in Birmingham, Alabama, Mobile, Alabama, and Naples, Florida, devoted exclusively to consulting with and representing public school districts and other educational agencies in special education law matters.*

**Christian & Small LLP**, Birmingham, Alabama

June, 2010 – December, 2012

*Counsel – Business & Commercial Litigation, Healthcare and Labor & Employment Practice Groups*

*Christian & Small LLP is a 50-lawyer, full-service law firm based in Birmingham, Alabama, representing clients throughout Alabama and the Southeast, as well as across the country.*

**The Weatherly Law Firm, L.L.P.**, Atlanta, Georgia

1995 – 1996, 2008 – June, 2010

*Partner* 2008 – June, 2010

*Associate* 1995 – 1996

*The Weatherly Law Firm, L.L.P. is an Atlanta law firm representing public school agencies on a national basis in the area of special education.*

**Morris, Manning & Martin, L.L.P.**, Atlanta, Georgia

1996 – 2008

*Of Counsel – Litigation and Healthcare Departments*

*Morris, Manning & Martin, L.L.P. is a ~200-lawyer general corporate law firm with offices in Atlanta, Georgia, Washington, D.C., Raleigh-Durham, North Carolina, Savannah, Georgia, Columbus, Georgia and Taipei, Beijing.*

### **Education Practice:**

- Has represented and consulted with local school districts, charter schools and specialized state and regional schools throughout the country in administrative hearings, federal and state court litigation, mediations and government investigations involving educational programs and services for children with disabilities
- Presents workshops and in-service training to general and special educators, school administrators and, at times, parents of children with disabilities on issues relating to special education and educational programs and services for children with disabilities generally, including statutory and regulatory framework
- Education practice areas include: all aspects of special education law, including the Individuals with Disabilities Education Act (IDEA) / Public Law 94-142, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act and the Every Student Succeeds Act (ESSA)

- Responsible for former firm's selection as special education counsel for third largest school district in Georgia; designated by school district as responsible attorney within former firm for all of the district's special education work

## **EDUCATION:**

### **The Georgetown University Law Center**

Washington, D.C.

#### **Juris Doctor, *Cum Laude*, 1995**

- Dean's List
- *The Georgetown Journal on Fighting Poverty* (now *The Georgetown Journal on Poverty Law and Policy*)  
Notes and Comments Editor
- The Institute for Public Representation, Fall 1994  
Full-time student intern in public interest clinical program; experience included participation in federal court litigation involving individuals with disabilities

### **The University of Alabama**

Tuscaloosa, Alabama

#### **Bachelor of Arts in Communication/Journalism, *Summa Cum Laude*, 1992**

- 1992 Class Valedictorian, College of Communication
- 1992 Commencement Address Speaker, College of Communication
- 1990 University of Alabama Homecoming Court
- Omicron Delta Kappa - Vice President
- Mortar Board
- SGA Student Senate
- The XXXI - Top 31 University Women in Leadership and Service

## **PRESENTATIONS AND PUBLICATIONS:**

### **PRESENTATIONS:**

*Educating Students with Disabilities: Practical Tips for Administrators:* Presented at Lee County Schools Professional Development Conference for Administrators (Opelika, AL, August 2018)

*Educating Students with Disabilities: Fundamentals of IDEA & Section 504:* Presented at Dale County Schools Professional Development Conference for All Staff (Dothan, AL, August 2018)

*Legal Issues for Students with Disabilities: Discipline and Criminal Code Violations:* Presented at Marshall County Schools Professional Development Conference for Administrators (Guntersville, AL, July 2018)

*Legal Issues for Students with Disabilities: Discipline and Criminal Code Violations:* Presented at Cleburne County Schools Professional Development Conference for Administrators (Heflin, AL, July 2018)

*The Special Education Puzzle: Legal Fundamentals and the Provision of School Health/Nursing Services to Students with Disabilities:* Presented at Summer Professional Learning Conference 2018 (Mobile, AL, July 2018)

*Educating Students with Disabilities: Practical Tips in Special Education Law:* Presented at Eufaula City Schools Professional Development Conference for Administrators and Special Education Staff (Eufaula, AL, June 2018)

*Legal Pitfalls for Special Educators: IEP Development and Implementation after Endrew F.:* Presented at Alabama Council for Exceptional Children (CEC) Annual Conference (Birmingham, AL, February 2018)

*Special Ed: Avoiding Citations and Legal Concerns:* Council for Leaders in Alabama Schools (CLAS) Assistant Principals Conference (Prattville, AL, February 2018)

*Special Education Legal Hot Topics: Tips for Demonstrating FAPE after Endrew F. & Avoiding the Pitfalls of Discipline:* Presented at Vestavia Hills City Schools Professional Development Conference for Special Education Staff (Vestavia Hills, AL, February 2018)

*Live, Laugh, Love Special Education: Legal Perspectives from “Both Sides”:* Co-presented with Deborah A. Mattison, Esq. at Cleburne County Schools Professional Development Conference for All Staff (Heflin, AL, January 2018)

*Bright “IDEA”s: Practical Tips for Special Educators:* Presented at Fayette County Schools Professional Development Conference for Special Education Staff (Fayette, AL, January 2018)

*Legal Issues for Students with Disabilities: Discipline and Criminal Code Violations:* Presented at Calhoun County Schools Professional Development Conference for Administrators and School Resource Officers (Anniston, AL, November 2017)

*Current Hot Topics for Educating Students with Special Needs: Child Find, Discipline and Section 504:* Presented at 2017 Alabama Association of Secondary School Principals/Alabama Association of High School Principals (AASSP/AAMSP) Fall Conference (Orange Beach, AL, November 2017)

*Section 504: Myths & Realities:* Presented at Vestavia Hills City Schools Professional Development Conference for Assistant Principals (Vestavia Hills, AL, October 2017)

*Preschool FAPE and the Law:* Presented at ALA-CASE Legal Conference 2017 (Orange Beach, AL, October 2017)

*Special Education: All Things Legal:* Presented at 2017 Council for Leaders in Alabama Schools (CLAS) New Principals Institute (Prattville, AL, September 2017)

*Bright “IDEA”s in Special Education Law: Tips for Demonstrating FAPE after Endrew F. & Avoiding the Pitfalls of Discipline:* Presented at Marshall County Schools Professional Development Conference for Special Education Staff (Guntersville, AL, August 2017)

*Bright “IDEA”s: Practical Tips for Special Educators:* Presented at Opp City Schools Professional Development Conference for Special Education Staff (Opp, AL, August 2017)

*Educating Students with Disabilities: Practical Tips for Administrators:* Presented at Opp City Schools Professional Development Conference for Administrators (Opp, AL, July 2017)

*Fundamentals of Special Education Law:* Presented at Opp City Schools Professional Development Conference for All Staff (Opp, AL, July 2017)

*Educating Students with Disabilities: Practical Tips for Administrators:* Presented at Chambers County Schools Professional Development Conference for Administrators (LaFayette, AL, July 2017)

*Bright “IDEA”s: Practical Tips for Special Educators:* Presented at Vestavia Hills City Schools Professional Development Conference for Special Education Staff (Vestavia Hills, AL, June 2017)

*Special Education with You in Mind: The Child Find Process: Identify, Locate and Evaluate & Discipline of Students with Disabilities: Seven Practical Tips:* Presented at REALIZE '17 Summer Educators Conference for Birmingham City Schools Administrators (Birmingham, AL, June 2017)

*Legally Speaking about Special Education: Practical IDEA Tips for Special Educators:* Presented at REALIZE '17 Summer Educators Conference for Birmingham City Schools Special Education Staff (Birmingham, AL, June 2017)

*Say What??? Mitigating Special Education Missteps:* Co-presented with Erika P. Tatum, Esq. at 2017 Alabama Council of School Board Attorneys (ACSBA) Summer Conference (Orange Beach, AL, June 2017)

*IDEA and Section 504: Practical Tips for Aspiring Administrators:* Presented at Marshall County Schools Leadership Academy (Guntersville, AL, April 2017)

*Live, Laugh, Love Special Education: Legal Perspectives from “Both Sides”:* Co-presented with Deborah A. Mattison, Esq. at Alexander City Schools Professional Development Conference for All Staff (Alexander City, AL, November 2016)

*Educating Students with Disabilities: Practical Tips for School Administrators:* Presented at 2016 Unlocking the Mystery of Developmental Disorders Conference (Bessemer, AL, October 2016)

*Educating Students with Disabilities: Practical Tips for School Administrators:* Presented at Midfield City Schools Professional Development Conference for Administrators (Birmingham, AL, August 2016)

*Frequently Asked Questions in Special Education Law: Avoiding Common Legal Mistakes:* Presented at Lee County Schools Professional Development Conference for Special Education Staff (Opelika, AL, August 2016)

*Avoiding Legal Pitfalls in Special Education: What School Administrators Need to Know:* Presented at St. Clair County Schools Professional Development Conference for Administrators (Odenville, AL, June 2016)

*The Child Find Process in an RTI Word: Practical Tips for Our Clients:* Co-presented with Julie J. Weatherly, Esq. at 2016 Alabama Council of School Board Attorneys (ACSBA) Summer Conference (Orange Beach, AL, June 2016)

*IDEA, 504, ADA: An Overview for Educators:* Presented at 2016 Autism: Unlocking the Mystery Conference (Montgomery, AL, May 2016)

*Special Education: Restraint & Seclusion:* Presented at 2016 Council for Leaders in Alabama Schools (CLAS) Law Conference (Birmingham, AL, March 2016)

*IDEA, 504, ADA: What Does This Mean for Alabama Administrators:* Presented at 2016 Council for Leaders in Alabama Schools (CLAS) Law Conference – General Session (Birmingham, AL, March 2016)

*Section 504 Fundamentals:* Presented at 21<sup>st</sup> Annual Alabama Association of 504 Coordinators’ Conference (Birmingham, AL, December 2015)

*Current Hot Topics in Special Education Law:* Presented at ALA-CASE Fall Conference 2015 (Orange Beach, AL, October 2015)

*The Child Find Process: Identify, Locate and Evaluate:* Presented at ALA-CASE Fall Conference 2015 (Orange Beach, AL, October 2015)

*Think Before You Speak ... or Send ... or Delete ... or Post: Legal Considerations for Electronic Communication and Social Media Use in Public Schools:* Presented at Thomasville City Schools Back to School Institute (Thomasville, AL August 2015)

*Frequently Asked Questions in Special Education Law:* Presented at Vestavia Hills City Schools Professional Development Conference for Principals, Assistant Principals and Administrative Directors (Vestavia, AL, June 2015)

*Avoiding Legal Pitfalls in Special Education:* Council for Leaders in Alabama Schools (CLAS) Assistant Principals Conference (Huntsville, AL and Orange Beach, AL, January 2015)

*Staying out of Legal Hot Water in Special Education: Practical Dos and Don’ts:* Presented at Tuscaloosa City Schools Professional Development Conference for Principals, Assistant Principals and Special Education Staff (Tuscaloosa, AL, January 2015)

*Discipline of Students with Disabilities: Rules and Practical Implications:* Presented at Tuscaloosa City Schools Professional Development Conference for Principals, Assistant Principals and Special Education Staff (Tuscaloosa, AL, January 2015)

*IDEA 101 – An Overview of the Individuals with Disabilities Education Act:* Presented at Autism: Unlocking the Mystery Conference, hosted by The Autism Society of Alabama, Birmingham City Schools, Special Education Department and the Autism Spectrum Disorder program at the University of Alabama at Birmingham (Birmingham, AL, October 2014)

*IDEA 101 – An Overview of the Individuals with Disabilities Education Act:* Webinar Presented for OccupationalTherapy.com (August 2014)

*Restraint and Seclusion in Public Schools:* Webinar Presented for OccupationalTherapy.com (May 2014)

*Frequently Asked Questions in Special Education:* Presented at Tuscaloosa City Schools Professional Development Conference for Special Education Staff (Tuscaloosa, AL, January 2014)

*Restraint and Seclusion in Public Schools:* Webinar Presented for PhysicalTherapy.com (December 2013)

*The Basics of FAPE: Free Appropriate Public Education under the Individuals with Disabilities Education Act:* Presented at Autism: Unlocking the Mystery Conference, hosted by The Autism Society of Alabama, Birmingham City Schools, Special Education Department and the Autism Spectrum Disorder program at the University of Alabama at Birmingham (Birmingham, AL, October 2013)

*Frequently Asked Questions in Special Education:* Presented at 19th Annual ALA-CASE Legal Conference 2013 (Orange Beach, AL, October 2013)

*Common Legal Mistakes to Avoid in Special Education:* Presented at 19th Annual ALA-CASE Legal Conference 2013 (Orange Beach, AL, October 2013)

*The Basics of FAPE: Free Appropriate Public Education under the Individuals with Disabilities Education Act:* Presented at Covington County Schools Professional Development Day (all District administrators and staff) (Andalusia, AL, August 2013)

*Anti-harassment, Bullying and the Dangers of Electronic Communication:* Presented at Covington County Schools Professional Development Day (all District administrators and staff) (Andalusia, AL August 2013)

*The Basics of FAPE: Free Appropriate Public Education under the Individuals with Disabilities Education Act:* Presented at Opp City Schools Professional Development Day (all District administrators and staff) (Opp, AL, August 2013)

*Anti-harassment, Bullying and the Dangers of Electronic Communication:* Presented at Opp City Schools Professional Development Day (all District administrators and staff) (Opp, AL, August 2013)

*The Alabama Immigration Act: What It Means for Alabama Nonprofit Corporations:* Presentation to Membership of Alabama Association of Nonprofits (December 2011)

*The Alabama Immigration Act: Its Current Impact on Your Business:* Presentation to Membership of Greater Birmingham Apartment Association and Greater Birmingham Association of Landscape Professionals (November 2011)

*Contract Review: Issues with Physician Contracts and Managed Care Agreements:* Presentation to UAB School of Medicine Residents in Department of Anesthesiology (October 2011)

**PUBLICATIONS:**

Julie J. Weatherly and Leslie A. Allen, *When Spot Goes to School* (current law on service animals in schools), Alabama School Boards Magazine, Summer 2014 (Vol. 35, No. 2)

Julie J. Weatherly and Leslie A. Allen, *IEP Season: It Doesn't Have to Mean Seasonal Depression*, In CASE: The Newsletter for the Council of Administrators of Special Education, A Division of the Council for Exceptional Children, April-May-June, 2013 (Vol. 54, No. 4)

Leslie A. Allen and Abbott Marie Jones, *US Supreme Court Ruling Opens the Door to Potential Liability for Discrimination by Non-Decisions Makers Who Influence Employment Decisions*, Paradigm: A Primerus Publication (Fall 2011)

Leslie A. Allen and Abbott Marie Jones, *Cautionary Signs for Employers: Recent Supreme Court Decisions*, The Job Description (DRI Employment Law Committee Newsletter), May 10, 2011 (Vol. 23, Issue 2), pp. 6-10

**STATE BAR AND COURT ADMISSIONS:**

Alabama, 2010

Georgia, 1995

United States Supreme Court, 2012

United States Court of Appeals, 11th Circuit

United States District Court, Northern District of Alabama

United States District Court, Middle District of Alabama

United States District Court, Northern District of Georgia

**PROFESSIONAL AND COMMUNITY INVOLVEMENT:**

Alabama State Bar –Litigation and Women’s Sections

The State Bar of Georgia - General Practice & Trial Law and School & College Law Sections

Birmingham Bar Association

Alabama Council of School Board Attorneys

NSBA Council of School Attorneys

Claims and Litigation Management Alliance (CLM) – former Alabama Lead State Chair (2011, 2012); graduate of inaugural Litigation Management Institute (2011) hosted by Columbia Law School in New York; designation earned of Certified Litigation Management Professional (CLMP)

2017 Parent Volunteer and Fundraiser for United Cerebral Palsy of Greater Birmingham (currently known as United Ability) Hand in Hand SpringFest event, to benefit programs and services at UCP of Greater Birmingham including inclusive preschool education, therapy services, outpatient physical medicine (speech therapy, physical therapy and occupational therapy) and rehabilitation services, technology training, employment and independent living skills for people with disabilities

2012-2013 Leadership Vestavia Hills Graduate

2012 Birmingham MS Leadership Class - honoring professionals for contributions to business, civic and cultural betterment of Birmingham and raising money for National Multiple Sclerosis Society (individually raised more than \$6,200 for fight against MS)

2011 and 2012 YWCA Annual Flower Sale – Company Representative – benefiting KIDS (“Kids in Distress”) Korner, free child care program for children of homeless families provided by the YWCA of Central Alabama

Provided *pro bono* legal advice on education and employment law issues to teachers participating in Teach for America – Alabama

First United Methodist Church, Birmingham, AL – Member; 4<sup>th</sup> Grade Sunday School Teacher (2013-15); 5<sup>th</sup> Grade Sunday School Teacher (2012-13)