



## Margaret A. Hesse

ATTORNEY AT LAW / SHAREHOLDER

### Practice Areas

Education  
Labor and Employment  
Litigation  
Workers Compensation  
Appellate

### Bar Admissions

Missouri, 1994  
Illinois, 1995

### Contact Information

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DIFFERENT  
BY DESIGN™

Margaret A. Hesse primarily practices in the areas of education law, employment law, and litigation. She consults regularly with public and private employers on matters involving Title VII, Title IX, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, the Equal Pay Act, the Missouri and Illinois Human Rights Acts and workers' compensation statutes. She also provides advice on collective bargaining issues, the Affordable Care Act and HIPAA compliance for employers. Margaret also regularly consults with public school districts on not only employment matters, but on student matters involving, for example, the First Amendment and Safe Schools Act, board governance, and business contracts.

Margaret also regularly litigates cases in Missouri and the federal courts. She has tried numerous bench and jury trials and has argued cases on appeal before the Missouri Court of Appeals, Missouri Supreme Court, and the Eighth Circuit Court of Appeals. Margaret's recent trials include:

- Defense verdict for school district sued for breach of health insurance benefits contract.
- Unanimous defense verdict for a school district sued for breach of contract and fraud;
- Directed verdict for a private university sued by a former coach for Title IX violations and Equal Pay Act violations;
- Defense verdict for a school district sued for breach of contract for retirement benefits;
- Defense verdict for international employer charged with violating the American with Disabilities Act; and
- Defense verdict for school district sued for breach of health insurance benefits contract.

Margaret currently serves as Chairperson of the Firm's Management Committee and is President of the Firm.

Margaret has been recognized by Super Lawyers in the Top Rated Schools & Education Attorney category since 2014. She has also been selected for inclusion in *The Best Lawyers® in America* publication since 2017, for work in Employment Law – Management. Margaret also serves on the Executive Committee of the Missouri Council of School Attorneys.

### Education

J.D., Washington University School of Law, 1994  
B.A., Fontbonne College, cum laude, 1989

### Professional Affiliations

- Missouri Bar Association
- Illinois Bar Association
- Council of School Attorneys
- Human Resources Management Association
- MO Bar, Education Law Committee, Vice-Chair, 2014-15
- Employment Law Alliance, Member



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### Selected Publications and Presentations

- Missouri Association of School Business Officials, Annual Speaker
- Missouri United School Insurance Council Annual Meeting, Annual Speaker
- Missouri Association of School Administrators
- Council of School Attorneys
- St. Louis Clinical Nursing Faculty Academy, Annual Speaker

### Civic and Charitable Activities

- Ursuline Academy, Board of Trustees
- Ursuline Academy, Chairperson, Strategic Planning Committee
- Ursuline Academy, Ursuline Education Foundation Corporation Board Member
- Peter and Paul Community Services, Special Events Committee
- Fontbonne University, Alumni Board

