



## Mandi D. Moutray

ATTORNEY AT LAW / SHAREHOLDER

### Contact Information

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34 N. Meramec Avenue,  
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St. Louis, Missouri 63105

### Practice Areas

Higher Education Law  
Illinois Education Law  
Labor & Employment  
Missouri Education Law

### Bar Admissions

Missouri, 2013  
Illinois, 2014

DIFFERENT  
BY DESIGN™

Mandi Moutray practices in the areas of education, litigation, and labor and employment law. She regularly advises boards of education and administrators on matters involving employee hiring, evaluation, remediation, and termination; student rights and discipline; harassment and discrimination claims; the Missouri Open Meetings Act; first amendment issues; and Title IX.

Mandi also advises private employers, including multi-jurisdictional employers, on employment-related issues, including Title VII, the ADA, the ADEA, the FMLA, related state laws, reorganizations, and reductions-in-force. Mandi represents public institutions and private employers in state and federal court in Missouri as well as in front of administrative agencies, such as the Equal Employment Opportunity Commission and the Missouri Commission on Human Rights. Mandi is also a frequent speaker on school law and private employment topics.

Mandi has a B.S. in Business Administration from the University of Missouri and earned her J.D. from Saint Louis University School of Law. While in law school, Mandi served as a judicial intern to the Honorable Roy L. Richter for the Missouri Court of Appeals, Eastern District.

### Education

J.D., Saint Louis University School of Law, 2013

- Dean's List
- Academic Excellence Award in Jury Instructions and Trial Process
- Theodore McMillian American Inns of Court
- Legal Research and Writing Teaching Assistant

B.S., University of Missouri, 2010

- Dean's List

### Professional Affiliations

- The Missouri Bar Association
- Missouri Council of School Attorneys
- The Women Lawyers' Association of Greater St. Louis
- Illinois Council of School Attorneys

### Significant Results

- *Avis v. Hillsboro R-3 School District, et al.*, 4:22-cv-00596-CDP (granting summary judgment in favor of school district on a former employee's sexual orientation discrimination claim).
- *R.J., a minor, by and through his Next Friend and Mother, T.A. v. Dr. Lori VanLeer, et al.*, 19AB-cc-00234 (granting dismissal of lawsuit against two school district employees).
- *Hughes v. Missouri Baptist Univ.*, No. 4:19-CV-02373-AGF, 2021 WL 2042264, at \*14 (E.D. Mo. May 21, 2021) (granting partial summary judgment for a university on a former student's Title IX and breach of contract claims).
- *Ickenroth v. Parkway Sch. Dist. C-2*, 612 S.W.3d 247, 255 (Mo. App. E.D. 2020) (affirming summary judgment in favor of a school district on a former employee's age discrimination claim).
- *Doe v. Ladue Horton Watkins High Sch.*, No. 4:18-CV-01637 JAR, 2018 WL 4698804, at \*5 (E.D. Mo. Oct. 1, 2018) (denying a student plaintiff's motion for temporary restraining order alleging age and gender discrimination)



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- *Willert v. Sch. Dist. of Clayton, et al.*, 18SL-CC02591 (verdict in favor of a school district following a bench trial in the Circuit Court of St. Louis County, Missouri on plaintiffs' claims of estoppel, laches, and waiver).

### Selected Presentations

- "FERPA, Custody, Subpoenas, and Orders of Protection: Can't We All Just Get Along?!" Missouri Educational Office Professionals Conference, July 2024
- "A Principal's Guide to Managing Employee Health Issues," Tueth Keeney Cooper Mohan & Jackstadt, P.C.'s Principals' Academy, April 2024
- "Certified Staff Notices, Performance Improvement Plans, and Non-Renewals," Tueth Keeney Cooper Mohan & Jackstadt, P.C.'s Principals' Academy, February 2024
- "Conducting Effective Internal Investigations for School District Administrators," February 2024
- "Navigating Student Speech in the Era of Social Media," Tueth Keeney Cooper Mohan & Jackstadt, P.C.'s Principals' Academy, November 2023
- "School Safety and Student Discipline – Protecting Students, Staff, and Others!" Missouri School Boards Association Conference, November 2023
- "Board Member Rights, Responsibilities, and Liabilities," Missouri School Boards Association Conference, November 2023
- "Teacher Evaluations and Documentation," Tueth Keeney Cooper Mohan & Jackstadt, P.C.'s Principals' Academy, October 2023
- "On the Horizon: A School Law Update," St. Louis University, September 2023
- "Using My Religion – Managing Employee Requests for Religious Accommodations," Tueth Keeney Cooper Mohan & Jackstadt, P.C. Charter School Law Seminar, August 2023
- "Using My Religion – Managing Employee Requests for Religious Accommodations," Tueth Keeney Cooper Mohan & Jackstadt, P.C. School Law Seminar, August 2023
- "Safety, Security, and Student Discipline – Protecting Students, Staff, and Others!" Missouri Association of School Administrators Conference, March 2023
- "Sunshine Law Requests, and FERPA Requests, and Subpoenas, Oh My!" Tueth Keeney Cooper Mohan & Jackstadt, P.C. Principals' Academy, February 2023
- "Employee Accommodation Requests and Leaves of Absence Tueth Keeney Cooper Mohan & Jackstadt, P.C. Principals' Academy," January 2023
- "Managing Employee Leaves of Absence and Other Accommodation Requests," Tueth Keeney Cooper Mohan & Jackstadt, P.C. Charter School Law Seminar, September 2022;
- "Religious Accommodations: Lessons Learned and Looking Forward," Tueth Keeney Cooper Mohan & Jackstadt, P.C. Higher Education Seminar, June 2022;
- "Title IX: The Thorny Issues," Tueth Keeney Cooper Mohan & Jackstadt, P.C. Coffee with Coordinators, May 2022;
- "What Does Sex Mean Now?!?! The Rights of Transgender Students in Schools," Council of School Attorneys 2022 Spring School Law Seminar, San Diego, California, April 2022;
- "Beyond the Basics! Sexual Harassment, Abuse, and Mandatory Reporting," Tueth Keeney Cooper Mohan & Jackstadt, P.C. Principals' Academy, April 2022;
- "Employees Who Stay: A Closer Look at Retaliation and Whistleblower Claims," SHRM St. Louis Annual Legal Update, January 2022;
- "To Search or Not to Search? That is the Question!" Tueth Keeney Cooper Mohan & Jackstadt, P.C. Principals' Academy, January 2022;
- "Handling Employee Complaints—Avoiding Retaliation and Whistleblower Claims," Association of Corporate Counsel, CLE Lunch, November 2021;



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- “Missouri Teacher Evaluation and Documentation,” Tueth Keeney Cooper Mohan & Jackstadt, P.C. Principals’ Academy, October 2021;
- “Legal Issues for School Employees,” Ladue Horton Watkins High School, August 2021;
- “Employees Who Stay: A Closer Look at Retaliation and Whistleblower Claims,” Tueth Keeney Cooper Mohan & Jackstadt, P.C. Missouri School Law Seminar, August 2021;
- “Employees Who Stay: A Closer Look at Recent Retaliation and Whistleblower Claims,” Tueth Keeney Cooper Mohan & Jackstadt, P.C. Higher Education Seminar, June 2021;
- “Volunteer Background Checks and Missouri RAP Back,” MoASBO Spring Conference, February 2021;
- “Critical Policy and Handbook Updates,” SHRM St. Louis Annual Legal Update, February 2021;
- “Legislative Update,” Tueth Keeney Cooper Mohan & Jackstadt, P.C. School Law Seminar, August 2020;
- “Walking the Tightrope - Religion in Schools,” Missouri School Board Association Conference, September 2019;
- “E-Discovery Essentials,” Association of Corporate Counsel, November 2019;
- “Walking the Tightrope: Religion in Schools,” Missouri School Board Association Conference, September 2019;
- “Best Practices for Addressing Employee Mental Health Conditions,” Tueth Keeney Cooper Mohan & Jackstadt, P.C. School Law Seminar, July 2019;
- “Dealing with Employees Who ‘Stay’ Post-Complaint,” Tueth Keeney Cooper Mohan & Jackstadt, P.C. Higher Education Law Seminar, June 2019;
- “Legal and Practical Implications of Processing Requests for Accommodation,” Association of Corporate Counsel, CLE Lunch, November 2018;
- “Navigating Employee Leaves of Absence,” Human Resource Management Association’s Annual Legal Update, February 2018

