



Katie Anderson

Partner

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Katie Anderson provides legal solutions for public and private educational institutions and governmental entities, including housing authorities and cities, through counseling and litigation.

Katie assists schools with employment matters such as employee leave, discrimination, grievances, investigations, discipline, and terminations. Her work with school districts and their boards encompasses board fiduciary duties and governance as well as the myriad of laws that influence their activities, including the Texas Public Information Act, Family Educational Rights and Privacy Act, Texas Open Meetings Act, federal and State Constitutions, and more.

Katie supports housing authorities and municipalities in navigating a broad range of local, state, and federal fair housing and anti-discrimination laws, including the Fair Housing Act. She frequently defends clients nationally in fair housing litigation and complaints filed with HUD and state and local agencies across the country. Katie also provides training to these clients on practical considerations for complying with fair housing laws and regulations, including responding to requests for reasonable accommodations and disability and accessibility issues. Additionally, she provides guidance on laws and regulations for public housing, housing choice voucher programs, and desegregation and assists her clients in contract negotiation.

In the ever-changing legal landscape concerning race and gender in government institutions, Katie develops and revises policies to ensure up-to-date compliance with all relevant laws and agency guidance. She assists clients in legally and thoughtfully attracting and retaining diverse talent and promoting an inclusive and equitable environment that complies with the law and follows best practices.

Katie is not only a skilled lawyer, but also a passionate advocate for her clients and tenaciously works to identify practical legal solutions that solve clients' needs. She believes every client deserves the best possible legal service, and she strives to deliver it with dedication, creativity, and professionalism.

Significant Matters

Housing Authorities

- Educated local governmental entity on new legislation passed in 2023, including new requirements for Public Facilities Corporations (PFCs), prohibitions on government devices for certain applications (TikTok), and a new definition of "business day" for purposes of the Public Information Act.
- Consulting and advising clients regarding the acquisition and disposition of affordable housing, including compliance with HUD regulations, where applicable.
- Assisting clients with Low Income Housing Tax Credits offered by the Texas Department of Housing and Community Affairs.
- Representing housing authority in litigation brought by an advocacy organization, resulting in a negotiated settlement to seek opportunities for tax credits that helped to create new units available for clients.
- Assisting housing authorities with myriad issues regarding HCV Program and the federal regulations impacting them (f/k/a Section 8).
- Representing clients in ensuring the identities of victims of domestic violence are protected when requested in Public Information Act requests, including by media, under the Violence Against Women Act (VAWA).
- Defending housing authorities in contract disputes where the contract was never approved in an open session pursuant to the Texas Open Meetings Act.
- Represented public housing authority and obtained dismissal of a False Claims Act qui tam action where relators claimed the public housing authority defrauded the government of a billion dollars by falsely certifying it met its affirmatively further fair housing obligations, resulting in complete dismissal for the housing authority.
- Represented public housing authority in dispute regarding the calculation and enactment of payment standards, including calculations using Small Area Fair Market Rents.
- Counseled public housing authority on fair housing obligations and the impact of proposed changes to the administrative plan and occupancy standards.
- Hosts annual Housing Authorities of Texas Symposium (HATS) with industry leaders presenting on topics to keep housing authorities apprised of recent applicable legal developments.

Educational Institutions

- Regularly advise Administrations and/or Boards on handling of grievances filed by employees, parents, and community members against teachers, administrators, board members, and district police officers.
- Advised School Board on use of social media in light of First Amendment concerns.
- Represent ISD in administrative grievances before Texas Education Agency.
- Provided guidance on family law orders impacting students and advised on legal requirements of residency, admissions, enrollment, attendance, and more.
- Draft local policies, procedures, and guidelines in every aspect of day-to-day operations.
- Provided advise to school on handling criminal allegations and investigations impacting students and staff, including making reports of suspected abuse or neglect.
- Prepared a Facility Use Agreement for an independent school district.
- Represented a client in the termination of an employee who failed to advise supervisor before leaving campus during scheduled shift.
- Conducted training on creating and maintaining documentation and complying with Texas Public Information Act, Family Educational Rights and Privacy Act, and the record retention schedule promulgated by the Texas State Library and Archives Commission.
- Conducted investigation of discrimination, harassment, and retaliation brought by an employee parent.
- Represented clients in the drafting, editing, and/or negotiation of contracts that meet requirements of procurement.
- Assisted post-secondary non-profit educational institution with certification from Texas Workforce Commission and later assisted in accreditation process.

Other Representative Matters

- Represented Girl Scout council in providing reasonable accommodations to girls and employees at summer camp.
- Conducted child safety audit for religious organization with numerous children's ministries and made recommendations to enhance safety.
- Updated tutoring company's employee handbook and agreement for services with parents.
- Provided training on Fair Housing Act to two local municipalities.
- Advised governmental risk pool for workers' compensation insurance on remote work policy.
- Prepared employment agreement for CEO of youth organization.

Areas of Focus

Industries

- Professional Services

- Public Entities

Services

- Employment
- Litigation and Disputes
- Real Estate

Education

- Baylor Law School, J.D., 1994
 - Baylor Law Review
- University of Texas at Austin, B.B.A., 1990
 - Member of Longhorn Band

Admissions

- U.S. District Court Northern District Texas
- U.S. District Court Southern District Texas
- U.S. District Court Eastern District Texas
- U.S. District Court Western District Texas
- U.S. Supreme Court
- U.S. Court of Federal Claims

Leadership

- [National School Attorneys Association](#)
 - Vice-Chair, current
 - Member, 2023 – current
 - Founding Member, 2023
- National School Board Association Council of School Attorney, Board of Directors, Member, 2022 – current
- Texas Bar Foundation, Fellow
- Dallas Women Lawyer's Association, VP Attorney Development, 2021, current Member
- Dallas Bar Association
 - Education Section member, 2024 – current
 - Board of Directors, 2023
 - Allied Bars Equality Committee, Co-Chair 2022-2023
 - Law in the Schools and Community Committee member through 2023; 2016 Education Symposium, Chair

- St. Thomas Aquinas Lawyers' Association, Member
- Texas Council of School Attorneys, Member
- Texas Association of Community College Attorneys, Former President
- Girl Scouts of Northeast Texas Alumnae Association, Member, 2010-present
- Cadette Girl Scout Troop, Head Camp Leader, 2007-2015
- Notre Dame School of Dallas, Former Board Member
- St. Thomas Aquinas, Carnival, Co-chair, Fall 2008

Recognition

- *D Magazine*, Best Lawyers in Dallas, Business/Commercial Litigation, 2016, 2018, 2020, 2022-2025
- *Lawdragon 500*, Leading Litigators in America, Commercial Litigation, 2024-2025
- *Best Lawyers in America*, Commercial Litigation, 2024-2025
- Named to the Texas Super Lawyers list by *Super Lawyers*, Thomson Reuters, 2019-2024
- JoAnna Moreland Outstanding Committee Chair Award by the Dallas Bar Association Board of Directors, 2023



Speeches/Publications

- Dallas Bar Association, *The Results Are In! How Using Tips from the DEI Toolkit Impact Firm Culture and Success!*, Speaker (October 16, 2024).
- Texas Housing Association Conference, *What NOT to Say when Terminating an Employee* (August 14, 2024).
- TexasBarCLE's 36th Annual Course on Advanced Government Law, *Status of Government MWBE Programs Post-Supreme Court Decisions s in Students for Fair Admissions, Inc. v. President and Fellows of Harvard College and Students for Fair Admissions, Inc. v. University of North Carolina* (July 25, 2024).
- Texas NAHRO, presented – Top Ten Things You Should Know about Employment Law (March 27, 2024).
- UNT Higher Education Conference – presented – Overcoming New Hurdles: Attracting and Retaining Diverse Talent (March 5, 2024).

- North Texas Commission DEI Summit – spoke as part of a Panel - Emerging Issues in DE&I (February 21, 2024).
- Texas Association of Community College Attorneys – Moderated Panel - An Update on TOMA and TPIA with Newest Legislation and Pragmatic Tips (January 25, 2024).
- Girl Scouts *Path to Law School* Panel Moderator (June 22, 2023).
- State Bar of Texas, LGBTQ Law Section *Book Bans and Censorship of LGBTQIA+ and BIPOC Identities* (April 15, 2023).
- Housing Authorities of Texas Symposium *History and Future of Public Facilities Corporations* (November 2, 2023).