KATHRYN LONG

PARTNER • DALLAS/FORT WORTH

KLONG@THOMPSONHORTON.COM
972-734-5613

Katie represents public school districts, community colleges, and other governmental entities in a wide range of employment, civil rights, business/commercial, and governance matters, including litigation in Texas state and federal courts.

Katie provides legal counsel and guidance to Boards and administrative officials for public entities, reviews and prepares policies and procedures for an entity's operation, and conducts legal compliance reviews and high-level and sensitive investigations for public entities. She has successfully defended governmental entities and an array of educational institutions against breach of contract, Declaratory Judgment Act, tort, Texas Open Meetings Act, Texas Public Information Act, Title VII, Texas Labor Code Chapter 21, Americans with Disabilities Act, Age Discrimination in Employment Act, Family Medical Leave Act, Fair Labor Standards Act, and Texas Whistleblower Act claims. She has also successfully defended numerous Title IX, Title VI, and 42 U.S.C. § 1983 civil rights actions brought against governmental entities and educational institutions, including various First Amendment, Fourth Amendment, equal protection, and procedural and substantive due process claims. She has been named a Texas "Rising Star" by the Texas Lawyer.

SELECTED CLIENT REPRESENTATIONS

Conducted investigation regarding actions of public entity's highest administrative official and Board President involving potential violations of Board policies/procedures and state constitutional and statutory law related to governance and public trust

Successfully resolved claims by high-level official against public entity to assure smooth transition in leadership

Conducted department-wide investigation of human resources department and compliance/investigation department of public entity regarding allegations of discrimination, retaliation, and failure to follow Board policies and administrative procedures

Conducted compliance review for large urban school district's compliance with Title IX's requirement of equal athletic opportunities

Created written structure for governance of public entity, including preparation of Board Governance Policies and Board adopted policies for employment, operations/contracting/procurement, open government, and financial policies

Conducted legal compliance review and prepared/updated key policies and procedures for state university

Obtained dismissal of breach of contract, misappropriation of trade secrets, and unconstitutional takings claims against school district related to competitively bid $40 million technology contract

Obtained temporary injunction against state officials on behalf of schools serving more than 635,000 Texas students related to Governor's Executive Orders for COVID-19 mitigation measures

Successfully defended numerous public school districts in ultra vires, Declaratory Judgment Act, and Open Meeting Acts lawsuits filed by the State or citizens regarding COVID-19 protocols

PRACTICE AREAS

Business & Commercial
Constitutional Law
Construction
Employment Law
General Counsel / Board Counsel
Government Relations & Public Policy
Litigation
Special Investigations
Training & Compliance

EDUCATION

J.D., Southern Methodist University, Dedman School of Law 2003, Associate Symposium Editor, SMU Law Review

B.A. in International Studies, Austin College - Hatton W. Sumner Scholar, 1998

LICENSING & COURT ADMISSIONS

Licensed in the state of Texas

U.S. District Court for the Northern, Southern, Eastern, and Western Districts of Texas

U.S. Court of Appeals for the Fifth Circuit

MEMBERSHIPS & RECOGNITIONS

Texas Rising Star, 2007-2010

Texas "Super Lawyer," Texas Monthly Magazine, 2024-2025

Texas Association of School Boards - Council of School Attorneys

Thompson & Horton LLP

ATTORNEYS | COUNSELORS

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SELECTED CLIENT REPRESENTATIONS (CONTINUED)

Successfully defended a school district's innovative, multi-measure teacher evaluation system against a 92-person challenge before the Commissioner of Education and state district court

Obtained dismissal of student's Title VI and 42 U.S.C. § 1983 equal protection claims against school district and high school principal in high profile case that garnered national media attention

Successfully defended school districts and community colleges in Title VI and Title IX lawsuits alleging student-on-student bullying and harassment, discrimination or harassment by educators, and sexual assault of students

Obtained summary judgment or jurisdictional dismissal in multiple state court lawsuits brought by former employees against governmental entities, school districts, and community colleges alleging violations of the Texas Whistleblower Act or Texas Labor Code Chapter 21

Obtained dismissal on the pleadings or summary judgment in multiple federal court lawsuits brought by former employees against governmental entities, school districts, and community colleges alleging violations of Title VII, the ADEA, ADA, and FMLA

Obtained summary judgment for school districts, governmental entities, and individual employees in lawsuits filed by former employees alleging First Amendment retaliation

Successfully defended governmental entity in FLSA class action lawsuit involving allegations of unpaid overtime

Obtained dismissal on the pleadings or summary judgment in multiple 42 U.S.C. § 1983 lawsuits brought by parents against school districts alleging equal protection and due process violations including claims related to student-on-student assaults, sexual assaults of a student, death of students related to a student-on-student assault and death of a student and student's death during a school field trip

Successfully defended school district in student civil rights litigation involving alleged violations of Section 504 of the Rehabilitation Act, ADA, and IDEA

Obtained complete defense jury verdict for school district principal against First Amendment retaliation claim

Defended corporation and product designer/manufacturer against workers' compensation, breach of contract, and products liability claims related to product use in construction of major state highway and bridge system

Represented EPC contractor in prosecution of claims against project owner and subcontractors related to the construction of a $300 million combined-cycle powerplant

Assisted in preparing the MWBE program for the successful bid for the then-largest oil and gas lease in Texas history

Assisted in defending oil and gas company against a prospective oil and gas marketing subcontractors' claims of breach of contract, discrimination, and other equitable and tort claims

Assisted in defense of Fortune 50 CEO in several federal securities class action lawsuits

REPRESENTATIVE PRESENTATIONS, TRAININGS, & SPEECHES

Texas Public Information Act and Texas Open Meetings Act Training, Various Trainings

"Preventing and Addressing Workplace Sexual Harassment in the #MeToo Era," Region 11 Human Resources Summit

"Conducting Effective Investigations of Reported Employee Misconduct," Region 10 Human Resources Summit

"Can I Ask That? Lawful Pre-Employment Inquiries After Abercrombie," Region 11 Human Resources Summit

"Employee Use of Social Media," training for Employee Relations department within large metropolitan school district

"LGBTQ Employment Issues," Region 10 HR Summit, February 20, 2020