



Andrea W. Paris

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Practices

School Law

Labor & Employment

Education

J.D. Baylor University
School of Law, 2013

B.A. The University of
Miami, Political Science,
magna cum laude, 2009

Bar Admissions

State of Texas

U.S. District Court,
Northern District of
Texas

U.S. District Court,
Southern District of
Texas

U.S. District Court,
Eastern District of Texas

Andrea Paris has over 10 years of experience as a labor and employment and education lawyer. Andrea has represented public school districts, private schools, and private businesses, including Fortune 100 companies, in state and federal litigation and before the Texas Workforce Commission, Texas Education Agency, and Equal Employment Opportunity Commission. Andrea has tried multiple cases in state and federal court, handled educator termination and nonrenewal hearings before Independent Hearing Examiners appointed by the Texas Education Agency, and argued before the United States Fifth Circuit Court of Appeals. Andrea has significant experience handling claims of discrimination; sexual harassment; wrongful termination; retaliation; unpaid minimum wage and overtime; breach of contract; and breach of non-disclosure, non-competition, and non-solicitation agreements. In addition to her litigation practice, Andrea has counseled human resources professionals, in-house counsel, and clients in all aspects of employment and education law, including hiring, retention, and termination of employees; internal investigations; pre-suit resolution of claims; the development, revision, and application of personnel policies; and other workplace issues. She has also provided in-house training to educational entities and human resources associations regarding issues of discrimination, sexual harassment, internal investigations,

U.S. District Court,
Western District of
Texas

U.S. Court of Appeals,
Fifth Circuit

U.S. Court of Appeals,
Tenth Circuit

Memberships

State Bar of Texas

Tarrant County Bar
Association

Texas Council of School
Attorneys

Texas Association of
School Administrators

National School
Attorneys Association

Eldon B. Mahon Inn of
Court, Former Associate
Member

Tarrant County Bar
Foundation

Texas Bar Foundation

employee leaves of absence, and employee background checks.

Professional Recognition

Texas Super Lawyers Rising Stars List, *Super Lawyers* (2022-2024)

“Best Lawyers Ones to Watch” – Litigation – Labor and Employment, *The Best Lawyers in America* (2023)

Top Attorneys, *Fort Worth Magazine* (2013-2023)

Top Attorney in Labor and Employment, *360 West Magazine* (2020-2021)

Experience

Successfully defended Fortune 100 company at trial on claims of retaliatory discharge, failure to accommodate, and disability discrimination – *William Donahue v. United Parcel Service, Inc.*, No. 2:19-cv-02725-TC (D. Kan. 2022)

Successfully defended flight simulator company at trial and on appeal after a former instructor accused the company of wrongful termination – *Rossi v. CAE Inc.*, No. 05-18-01258-CV, 2020 WL 2847286 (Tex. App.—Dallas June 2, 2020, pet. denied)

Obtained numerous summary judgments in federal court disposing of all claims – see e.g. *Filler v. United Parcel Serv., Inc.*, No. CV 19-61-GF-BMM-JTJ, 2021 WL 5447460 (D. Mont. Nov. 22, 2021); *Rector v. Lowe’s Home Centers*, No. 5:20-cv-00153-CMC LLC (E.D. Tex. December 6, 2021); *Smith v. Lowe’s Home Centers, LLC*, No. 1:21-cv-00278-DAE (W.D. Tex. October 12, 2022)

Successfully defended Texas non-subscriber at trial in a \$400,000 workplace injury lawsuit in Tarrant County District Court (2017)

Successfully defended company and company president on appeal in a \$3.5 million breach of fiduciary duty, misappropriation of trade secrets, and breach of contract case involving industrial processes

and chemistry for hot-dip galvanizing – *AZZ Inc. v. Morgan*, 462 S.W.3d 284 (Tex. App.—Fort Worth 2015, no pet.)

Successfully defended multiple school districts’ decision to terminate and/or nonrenew employees before Independent Hearing Examiners appointed by the Texas Education Agency (2014-2016)

Successfully obtained a no-negligence jury verdict in a personal injury lawsuit (2014)

Obtained favorable ruling for business and business owner in a bench trial for improper wage deductions (2013)

Presentations

Mitigating Social Media Risks Before #EmployeesGoViral, Online Training for Employers (2021; 2022).

The Use of Liability Waivers During COVID, Online Training to Private Schools (2020).

FMLA Update, Mid-Cities Human Resources Association (2020).

Sexual Harassment Awareness and Prevention Training, In-House Training for Private Company (2019)

How Far Should I or Can I go in my Employee Background Checks, Mid-Cities Human Resources Association (2017).

Sexual Harassment in the K-12 Environment, In-Service Training for Private School Administrators (2016).

Top 10 Mistakes in Managing Employee Leaves of Absence, Training for Employers (2015).

Special Education Evaluation, Education Law Association – DFW Regional Conference (2014).

Have a “Tweet You” Attitude? Better Think Again, In-Service Training for Students (2013).

Discipline for Special Education Students, In-Service Training for School Administrators (2013).