

Elizabeth L. Troutman

Associate



CONTACT INFO

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OFFICE

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Elizabeth Troutman advises public school boards of education, private educational institutions, colleges and universities on a wide range of education issues, and litigates on behalf of educational institutions in state and federal courts. Elizabeth also helps clients in a variety of industries navigate the complexities of human resources and employment law issues, including employment policies and employee separation.

PRACTICE AREAS

Education
Litigation
› Appellate
› Federal Litigation

INDUSTRIES

Education

EDUCATION

University of North Carolina School of Law
J.D., 2014, with highest honors; Order of the Coif; *North Carolina Law Review*

Duke University
M.P.P., 2014

Princeton University
B.A., 2006, *cum laude*

BAR & COURT ADMISSIONS

North Carolina
US District Court - North Carolina
Western District
Middle District
Eastern District

MY PRACTICE

EDUCATION

Elizabeth advises public school boards of education, private educational institutions, and colleges and universities on a wide range of education issues, and advocates for educational institutions in administrative proceedings, state and federal courts, and before local, state, and federal regulatory agencies. Her experience includes developing policies and procedures for schools, handling investigations by the Office of Civil Rights, conducting board of education hearings, managing and advising on student discipline and employment matters, advising on federal and state legislative strategies, addressing a myriad of compliance-related issues, and defending educational institutions in state and federal courts.

With prior experience working with the North Carolina School Boards Association, the U.S. House of Representatives

Committee on Education and the Workforce, the Council for Children's Rights in Charlotte, and the Education Innovations Group, as well as conducting extensive research on rural education policy issues, Elizabeth brings a valuable perspective to Brooks Pierce and her education clients. Elizabeth serves on the Executive Committee of the North Carolina Council of School Attorneys and is a frequent speaker at education law conferences.

LITIGATION

Elizabeth represents private and public institutions in federal and state courts.

EMPLOYMENT

Elizabeth regularly counsels clients on compliance with state and federal employment laws, employee management concerns, employment discrimination matters, Family and Medical Leave Act issues, and issues related to disability discrimination and accommodation claims. Elizabeth has also defended clients in suits related to employment contracts, the First Amendment, and the Americans with Disabilities Act.

HONORS

Recognized as a "2019 Influencer: Law" by *The Business Journals* (2019)

Recognized as a "Rising Star" by *North Carolina Lawyers Weekly* (2019)

Recognized by *North Carolina Super Lawyers* as a "Rising Star" in Schools and Education Law (2019-2020)

Recognized as one of the *Triad Business Journal's* "40 Leaders Under 40" (2019)

Recognized for Outstanding Master's Project, Sanford School of Public Policy, *Duke University* (2014)

Gressman-Pollitt Award for Oral Advocacy (Best Overall, Research/Writing Class) (2012)

Recipient of the Princeton University Class of 1975 Service Award (2004)

COMMUNITY INVOLVEMENT

Member, Board of Directors, Industries of the Blind (January 2019-Present)

Member, Executive Committee, North Carolina Council of School Attorneys

PUBLICATIONS & MEDIA

Presenter, "The School Board as the Employer," North Carolina School Boards Association Fall Law Conference, October 16-18, 2019.

Presenter, "Creating a Positive Environment for Students and Staff: A Legal Perspective on Preventing and Addressing Harassment at School," NC Association of Independent Schools and North Carolina School Boards Association Spring Law Conference, February 21, 2019. March 8, 2019.

National Labor Relations Board Changes Course on Employee Email, January 15, 2020

Brooks Pierce Labor & Employment Team Hosts Webinar on New DOL Regulations, December 26, 2019

US Department of Labor Announces Final Rule on New Salary Levels for White Collar Overtime Exemptions, September 25, 2019

Brooks Pierce Attorneys Successfully Advocate for Public Schools, July 31, 2019

Elizabeth Troutman Selected as a 2019 Business Journal Influencer in Law, July 8, 2019

New NLRB Guideline Lessens Restrictions on Employee Policies, September 6, 2018

Brooks Pierce Partner Bob King Quoted in The Daily Reflector, April 25, 2018

Brooks Pierce Files Potential Class Action Suit Regarding the Constitutionality of the Doctrine of Necessaries, February 8, 2017

Elizabeth Troutman Joins Brooks Pierce's Greensboro Office, November 24, 2014

SPEAKING ENGAGEMENTS

Elizabeth Troutman Speaks at North Carolina School Boards Association Conference, November 6, 2019

Elizabeth Troutman Speaks to School Associations on Preventing and Addressing Sex-based Harassment in Schools, March 7, 2019