

PROFESSIONAL VITAE

WAYNE D. HAGLUND

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Wayne Douglas Haglund

Born: January 4, 1950, Galveston, Texas

Honors:

- Selected as a Texas Super Lawyer in education law for every year since 2004 by Texas Monthly Magazine. The Texas Super Lawyer designation honors the top five percent (5%) of Texas lawyers.
- AV Preeminent Martindale-Hubbell® Peer Review Rating (the highest rating for Ethical Standards and Legal Ability)
- Listed in the Martindale-Hubbell Bar Registry of Preeminent Lawyers in the United States.
- Selected for inclusion in the Texas Top-Notch Lawyers publication, as one of 5 Texas lawyers so honored in the category of School Law (The Texas Lawyer, Go-To Guide, October, 2002).

Education:

Undergraduate Education

- Lamar University, Beaumont, Texas
1968-1970
- St. Edwards University, Austin, Texas
1974
- University of Texas, Austin, Texas
1970-1971
Degree: Bachelor of Arts in Government, May 1974

Post Graduate Education

- University of Texas School of Law
Austin, Texas
1971-1974
Degree: Doctor of Jurisprudence, January 1975

Specialized Training in Mediation

Completed 40 classroom hours in Basic Mediation Training at the University of Texas School of Law, in June, 2001, in accordance with the Texas Alternative Dispute Resolution Act, Texas Civil Practice and Remedies Code, §154.052.

Professional Associations

- Licensed to practice law and member of the State Bar of Texas
May 1975 to present
- Sustaining Life Fellow, Texas Bar Foundation
- Member of Angelina County Bar Association 1975 to present
(President, 1995-96)
- Member, Angelina County Young Lawyers Association
1975 to 1980 (President, 1977)
- Member of the Council of School Attorneys of the Texas Association of School Boards (Board of Directors, 1992-present, Chair, 1996-1997)
- Member of National School Board Association Council of School Attorneys
- Texas School Administrator's *Legal Digest* Editorial Advisory Board Member, January 2013 through December, 2015.
- Member of School Law Section of the State Bar of Texas, Executive Council Member 1999-2006; Section Chair 2005-2006
- Member of Education Law Association (formerly National Organization on Legal Problems in Education/NOLPE) and an elected National Director (2013 - 2016) Elected Vice President, Nov. 2016
- President Elect for 2017-2018 year, and Director, Texas Association of School Board's Legal Assistance Fund (TASB-LAF) (1995-1997)
- Texas Association of Community College Attorneys (Founding Director, Member of Board of Directors, 1995-present); President 2005-2009
- Member, Planning Committee of the University of Texas School of Law Conference, 2007-present (Chair, 2007)
- Director, State Bar of Texas Law Focused Education, Inc. Committee, April, 2005 through April, 2009
- Member, Board of Directors, Methodist Retirement Communities of Texas, 2015 to present; V. Pres. 2016-2017
- Member, Board of Directors, Pinecrest Methodist Retirement Community - Pinecrest Board, July, 2012 to present; President 2016-2017
- Member, Pinecrest Retirement Trust Board, July, 2012 to present
- Member, Angelina Counties & Cities Health District Endowment Trust Board, 2012 - present
- Member, College of the State Bar of Texas, 2003 - present
- Member, Texas Center for Legal Ethics
- Member, Texas Center for Legal Ethics

Representative Civic Involvement and Leadership

- Deep East Texas Workforce Development Board: Board of Directors 1999-Present, Executive Committee
- Angelina County Child Welfare Board: currently President, Board of Directors (providing needs of children in foster care and education about child abuse prevention)
- Lufkin Adult Learning Center: Board of Directors (provides adult education in the areas of reading, GED preparation and language skills)
- Family Crisis Center/Women's Shelter of East Texas: Board of Directors 2012-2015; Emeritus 2016 (founded to enhance the safety of individuals from family violence and sexual abuse)
- Angelina Counties & Cities Health District Endowment Trust Board 2012 – Present (oversees the management of trust funds for the public health district of Angelina County)
- University of Texas at Austin
- UT Development Board: 2014-Present (Serves as an advisory group to the President and key leaders of the University of Texas)
- UT Texas Leadership Society Chancellor's Council: 2013-Present
- Ex-Students Association of the University of Texas, Governmental Affairs Committee, former Regional Vice President
- Texas Methodist Foundation: Board of Directors 1994-1998 (foundation with over \$500 million in assets under management. TMF recognized nationally for fiscal expertise.)
- Methodist Retirement Communities of Texas: Board of Directors 2015-Present; Vice President 2016-2017
- Pinecrest Retirement Community: President 2016-2017; Board of Directors 2012-2018
- United Methodist Church, Texas Annual Conference: Lay Delegate for thirty years; Board of Trustees 1992-1999; Chair of Trustees 1995-1999; Conference Board of Ordained Ministry member 2004 – 2012
- First United Methodist Church Lufkin: leadership roles including currently serving as Vice-Chair Board of Trustees, Special Trust Fund Advisory Committee; former Building Committee Chair
- Lufkin Rotary Club : President 1996-1997; Director, 1994-1998
- Mentoring: Helping One Student to Succeed (HOSTS) national recognition - 20 years service at Brandon Elementary School, Lufkin;
- Angelina County Teen Court: Founding Director;
- Lufkin Youth Baseball, Founding Director
- Christian Information and Service Center, former Director
- United Way Chairman Attorney Division for 25 years
- Mainstreet Lufkin, founding Director
- Crimestoppers of Lufkin, founding Director
- Christian Men's Job Corps of Lufkin, Texas; President and Founding Director

Admissions to Practice

- United States Supreme Court
- United States Fifth Circuit Court of Appeals
- United States District Court for the Eastern, Southern, Northern and Western Districts of Texas
- All state courts of Texas

Representative Clients

Colleges & Universities

- Angelina College, Lufkin, Texas
General Counsel (1975-present)
- Stephen F. Austin State University
outside counsel in the areas of Immigration, Financial, Real Estate, Wills, Trusts and Estates,
Employment and Higher Education

Independent School Districts & Governmental Entities

- Alto Independent School District
- Angelina County
- Angelina County Airport Board
- Apple Springs Independent School District
- Beaumont Independent School District
- Broaddus Independent School District
- Burke, Lufkin, Texas, formerly known as Deep East Texas Regional Mental Health Mental Retardation Services (Community Center which serves 12 counties in Deep East Texas)
- Center Independent School District
- Centerville Independent School District
- Central Independent School District
- Chester Independent School District
- Coldspring-Oakhurst Consolidated Independent School District
- Diboll Independent School District
- Huntington Independent School District
- Joaquin Independent School District
- Leggett Independent School District
- Lufkin Independent School District
- Manor Independent School District
- Nacogdoches Independent School District
- Neches Independent School District
- Newton Independent School District
- Normangee Independent School District
- Panola Charter School
- Redwater Independent School District
- Rusk Independent School District
- San Augustine Independent School District
- Winnsboro Independent School District
- Woodville Independent School District

Publications:

- Article with compendium of three excerpts dealing with football and the First Amendment published in October 2017 ELA Notes. Excerpts taken from Chapter in book entitled *Religion and Law*

in the Public Schools: History, Philosophy, Trends and Educational Practices; The Trump Administration – Looking Ahead published February, 2017, by the Education Law Association.

- Author, Chapter entitled “Individual Religious Liberty in the College and Public School Setting: The Intersection of the Establishment Clause and the Free Exercise Clause,” in a book entitled *Religion and Law in the Public Schools: History, Philosophy, Trends, and Educational Practices; The Trump Administration – Looking Ahead*, published February, 2017, by the Education Law Association.

- Article, *More on Navigating the Unchartered Waters of Procurement of Contracts*, Texas School Administrators' Legal Digest, published in the September, 2014 issue

- Article, *Navigating the Unchartered Waters of Procurement of Construction Contracts*, Texas School Administrators' Legal Digest, published in the September, 2013 issue

- Article, *Building a Better Construction Contract*, American School Board Journal, Volume 198, No. 10 (October, 2011) (one of a group of 6 attorneys who co-wrote article)

- Co-author of *TASB School District Construction Contract Documents Modifying American Institute of Architects Contract Forms for Public Schools*, published by Texas Association of School Boards (TASB) and National Schools Boards Association (NSBA)

- Article, *One Nation Under God: New Cases Involving Religion on Campus*, Texas School Administrators' Legal Digest, published in the September, 2005 issue

- Article, *Guidelines for School Employees Concerning Religion on Campus*, Texas School Administrators' Legal Digest, Vol. 17, No. 3 (March 2001)

- Article, *Conducting an Effective On-Campus Investigation of Employee Wrongdoing*, Texas School Administrators' Legal Digest, Vol. 9, No. 5 (May 1993)

Seminar/Webinar Presentations:

- “Does the Establishment Clause Still Matter or is Everything now a Religious Right?” and part of a panel discussion on “Hot Topics in Education Law in 2018-19” at the Martha McCarthy Education Law and Policy Institute 2019 at the Indiana University School of Education in Bloomington, Indiana, on May 14, 2019.

- “Building a Better Construction Contract, Pars I and II, 2018 Updates to Recommended AIA Contract Revisions” at the Council of School Attorneys School Law Seminar in San Antonio, Texas, on April 6, 2018.

- “Bathroom v Courtroom: Confluence for Symbolism of Protected Class, Politics, Social Justice, Safety and Health” at the ELA conference in San Diego, CA on November 9, 2017.

- “Real Life Questions and Answers on Texas Construction Contracts” at the TASA/TASB Convention in Dallas, Texas, on October 6, 2017.
- “The School Where Millennial Principals Lead Baby Boomer Teachers” at the TASSP Conference at the Austin Convention Center in Austin, Texas, on June 15, 2017.
- Co-Presenter of a national Webinar entitled “Title IX in Higher Education: Sexual Misconduct” for the Education Law Association, April 19, 2017.
- “Navigating the Troubled Waters of Service Animals, Cameras in the Classroom & Special Education Discipline” at the 22nd Annual Mission Possible Conference: Challenges and Champions held at the Baker Pattillo Student Center at Stephen F. Austin State University in Nacogdoches, Texas, on March 8, 2017.
- “The Bathroom Wars: You Need Title IX, Policy, Knowledge” at the TASA Midwinter Conference 2017, held in Austin, Texas, on January 31, 2017.
- “Title IX in Higher Education: Sexual Misconduct” at the 2016 Education Law Association’s 62nd Annual Conference held in Orlando, Florida on November 20, 2016.
- “Is it Sex or is it Gender: Who Decides?” at the 2016 Education Law Association’s 62nd Annual Conference held in Orlando, Florida on November 20, 2016.
- “Real Life Questions and Answers on Texas School Construction Contracts” at the TASA/TASB Convention held in Austin, Texas, on September 24, 2016 and group presentation for the Texas Association of School Administrators/Texas Association of School Boards Convention held in Austin, Texas, on October 3, 2015.
- “Didn’t Get it in Writing? It Didn’t Happen!” at the TASA/TASB Convention held in Austin, Texas, on September 24, 2016, and at the Texas Association of Secondary School Principals held in Austin, Texas, on June 16, 2016.
- Haglund Law Firm Trainings provided for Teachers, Administrators and Board Members and held at Angelina College on June 14, 2010, March 9, 2011, January 17, 2013, and April 13, 2016.
- “Grievances Are Your Friends” at the Texas Association of Public School Regional Meeting held at Hudson Independent School District, March 29, 2016.
- “Looking Down the Barrel: Weapons on Campus” national webinar Co-presenter for the Education Law Association, March 24, 2016, and Co-presenter at the 2015 Education Law Association’s 61st Annual Conference in Cleveland, Ohio, on November 7, 2015.
- “Special Education Law” at the Mission Possible XXI: Best Practices for Health Outcomes Conference held at Stephen F. Austin State University in Nacogdoches, Texas, on March 9, 2016.

- “Office for Civil Rights Facility Accessibility” at the 29th Annual Construction Law Conference held on March 4, 2016, in San Antonio, Texas.
- “Title IX – What to Expect when OCR Comes Calling and the Legal Standards Applied by Courts” group presentation at the Thompson & Horton, LLP, Education Law Association & University of St. Thomas Conference held on February 18, 2016, in Houston, Texas.
- “How was I supposed to know - I’m not a lawyer” Co-Presenter for the Texas Association of Secondary School Principals Conference held in Austin, Texas, on June 11, 2015 and for the Texas Association of School Administrators in Austin, Texas, on January 26, 2015.
- “Legal Issues in Procurement and Contracting”, Co-Presenter at the Texas Association of Community College Attorneys Conference in Austin, Texas on January 29, 2015.
- “When Politics and Board Governance Collide” group presentation for the Education Law Association Conference held in San Diego, California on Friday, November 14, 2014.
- “And the Walls Came Tumbling Down” group presentation for the TASBO Summer Conference, held in Frisco, Texas, in June, 2014.
- “Sexual Harassment in Education: a Legal and Practical Update” national webinar co-presentation for the Education Law Association on February 12, 2014, and co-presentation for the Education Law Association at the ELA Conference held in Westminster, Colorado on November 14, 2013.
- “Building a Better School Construction Contract” co-presentation at the TASA/TASB Convention in Dallas, Texas on September 28, 2013, at the TASA/TASB Convention 2012, held in Austin, Texas on September 29, 2012, at the Lone Star Purchasing Conference held in Allen, Texas, on May 3, 2011, at the Texas Council of School Attorneys Education Law Conference held in Houston, Texas, on September 26, 2011, at the 2010 TASA/TASB Convention held in Houston, Texas, on September 24, 2010; at the NSBA Council of School Attorneys 2009 School Law Practice Seminar, held in Seattle, Washington, on October 16, 2009, at the 2009 TASA/TASB Convention held in Houston, Texas, on October 3, 2009; and at the TASA/TASB Convention in Dallas, Texas, on September 27, 2008.
- “Staying Out of the Courthouse - Understanding Your Legal Service is Essential” co-presentation for TASA/TASB Convention held in Dallas, Texas on September 27, 2013.
- “Social Media and The Law” at the 26th Annual TASSP - *Legal Digest* Conference on Education Law for Principals held in Austin, Texas, on June 11, 2013.
- “Procurement for School District Construction Contracts under Chapter 2267 of the Texas Government Code” at the 2013 UT School Law Conference, held in Austin, Texas on February 21, 2013.
- “Critical Steps for a Successful School Construction Project” group presentation at the 67th Annual TASBO Conference in San Antonio, Texas, on February 20, 2013.

- “You Signed What? Procurement and Contracting Pitfalls” co-presentation at the Texas Association of Community College Attorneys 15th Annual Conference, held in Dallas, Texas on January 24, 2013.
- “When and How to Tell and When to Lawyer Up” group presentation at the TASA/TASB Convention 2012, held in Austin, Texas on September 30, 2012.
- “The DAEP is No Place for ‘My’ Child” at the TASA/TASB Convention 2012, held in Austin, Texas on September 30, 2012.
- “When Bullies Come to School: Legal & Practical Guidance” co-presentation of national webinar for the Education Law Association on February 2, 2012 and at Education Law Association’s 5th Annual Conference held in Chicago, Illinois, on November 11, 2011.
- “A Principal’s Role in Handling Student Bullying” at the Texas Association of Secondary School Principals Conference in Austin, Texas, on June 14, 2011.
- “Built Like a Brick Fieldhouse” group presentation at the Texas Association of Community College Attorneys 13th Annual Legal Seminar held in Austin, Texas, on January 28, 2011.
- “Revising the AIA Construction Contracts” group presentation at the NSBA Conference held in Chicago, Illinois, April 10, 2010.
- “Grievances, Documentation, and Sexual Harassment” at the 14th Annual Texas Higher Education Law Conference at the University of North Texas held in Denton, Texas, on March 30, 2010.
- “The Top Ten Changes for Schools to the AIA Construction Documents” group presentation at the 25th Annual School Law Conference held in Austin, Texas, on February 19, 2010.
- “AIA Contracts for School Districts” group presentation at the School Insurance Pool Manager’s Meeting and Seminar held in Dallas, Texas, on May 31, 2009.
- “Construction Contracts: From Dirt to Dedication” group presentation held at the Tennessee National School Board Association Conference on July 18, 2008, in Gatlinburg, Tennessee, at the Texas Association of School Boards Summer Leadership Institute held in San Antonio, Texas, on June 13, 2008, and again at Ft. Worth, Texas, on June 20, 2008, at the Texas Association of Community College Attorneys annual conference held in Austin, Texas, on January 25, 2008, at the TASB/TASA Annual Convention held in Dallas, Texas, on September 29, 2007.
- “Before You Build: What School Districts Must Know Before Signing Construction Contracts: A Panel Discussion” group presentation at the National School Board Association’s Council of School Attorneys’ School Law Practice Seminar held in Austin, Texas, on November 1, 2007, at the 2007 National School Board Association’s Council of School Attorneys’ School Law Seminar held in San Francisco, California, on April 12, 2007, and at the TASB/TASA Convention in Houston, Texas, on

October 7, 2006. These presentations highlighted my work over a two year period as a member of a group of Council of School Attorneys who joined forces to revise the standard AIA Construction contracts specifically to benefit Texas School Districts.

- “Before You Build: What Community Colleges must know Before Signing Construction Contracts” group presentation at the University of North Texas 11th Annual Texas Higher Education Law Conference held at the University of North Texas Gateway Center in Denton, Texas, on April 2, 2007.
- “Your ‘Walk Through’ of Construction Contracts Custom Built for Texas Schools” group presentation at the TASB Council of School Attorneys School Construction Contracts Seminar in Austin, Texas, on January 28, 2007.
- “One Nation Under God: New Cases Involving Religion on Campus” for the 2005 TASSP/Legal Digest Conference on Education Law for Principals held in Austin, Texas, on June 7, 2005.
- “Construction/Purchasing: Drafting the Construction Documents/Recommended Changes to the Agreement Between Owner and Architect” for the 2005 Texas Association of Community College Attorneys Conference on January 28, 2005.
- “Privacy Issues Concerning School Employees, Including Searches, Drug Testing, Personnel Files, and Computer, Internet and E-mail Use” for the Sixteenth Annual TASP - Legal Digest Conference on Personnel Law for School Administrators on December 1, 2004.
- “The Tie That Binds: Drafting the Construction Documents; Recommended Changes to the Agreement Between Owner and Architect” for the 2004 Texas Council of School Attorneys Construction Law Seminar on April 23, 2004.
- “A Step-by-Step Guide and Practical Advice for Handling Grievances By and Against School Employees” for the 15th Annual TASP and Texas School Administrator’s Legal Digest Conference on Personnel Law for School Administrators on December 10, 2003, for the Texas Association of Community College Attorneys Annual Conference on Community College Law on January 31, 2003, and for 10th Annual Texas Association of School Personnel Administrators’ and Texas School Administrator’s *Legal Digest* Conference on Personnel Law for School Administrators held on December 10, 1998.
- “Student Records: Complying with the New Supreme Court Decisions on FERPA” for the 15th Annual Texas Elementary Principals and Supervisors Association and School Administrators Legal Digest Conference on Education Law for Principals on June 11, 2002.
- “Top Ten Guidelines for School Employees Concerning Religion on Campus” for 12th Annual TASP/Legal Digest Conference on Personnel Law for School Administrators, held in Austin, Texas on December 6, 2000.

- “Legal Implications for Counselors” for Chi Sigma Iota at SFASU held in Nacogdoches, Texas, on November 13, 2000.
- “An Overview of School District Bidding and Alternatives Under Chapter 44 of the Texas Education Code” for the 15th Annual University of Texas School Law Conference held in Austin, Texas, on March 2 & 3, 2000.
- “Legal Aspects for School Nurses and Other Legal Issues” for Piney Woods Area Health Education Center's seminar entitled “Addressing the Needs of the School Age Population” held at Angelina College on July 30, 1999.
- “Prompt Remedial Action in Response to Sexual Harassment Complaints by Students And Employees: How to Prevent School District And Supervisory Liability” at the 12th Annual TASSP/Legal Digest Conference on Education Law for Principals held in Austin, Texas, on June 8, 1999.
- “Professional Development and Appraisal System, The School District’s Perspective” at the 12th Annual School Law Section Retreat in Galveston, Texas, on July 10, 1998.
- “Legal Issues in Multicultural Education” to graduate class at Stephen F. Austin State University on February 15, 1997, March 1, 1999, and again on December 7, 1999.
- “Title IX - An Update on Recent Case Law and Perspectives” at the Texas Association of School Boards' Annual Convention and Seminar in Houston, Texas, on September 29, 1996
- “Local Attorneys' Involvement in Risk Management” at workshop entitled “The Nuts and Bolts of Community MHMR Center Law” in Irving, Texas, sponsored by the Texas Council Risk Management Fund, on September 6, 1996
- “Role of the Local Attorney” at the Texas Council Risk Management Fund's Workshop entitled “Doing Things Right When Things Go Wrong,” sponsored by the Texas Council Risk Management Fund, in Austin, Texas, on March 9, 1995, and at the Texas Council Risk Management Fund's Workshop entitled “Doing Things Right When Things Go Wrong,” in Austin, Texas, on December 8, 1994
- “Understanding when Employee Speech is Protected under the Whistleblower Act and the First Amendment and What the District Must Do if Presented with a Claim,” at the 6th Annual Texas Association of School Personnel Administrators/Texas School Administrators' Legal Digest Conference on Personnel Law for School Administrators, in Austin, Texas, on December 7, 1994
- Moderator for panel discussion entitled “Investigations by Outside Authorities,” at the 9th Annual School Law Conference sponsored by the University of Texas School of Law and the School Law Section of the State Bar of Texas, in Austin, Texas, on February 4, 1994
- “Conducting an Effective On-Campus Investigation of Employee Wrongdoing,” at the Conference on Personnel Law for School Administrators, co-sponsored the Texas Association of School

Personnel Administrators and the Texas School Administrators' Legal Digest, in Austin, Texas, on December 8, 1992

- “Highlights in Open Government: Recent Opinions and Revamping TEA Hearing Rules,” at the Texas Association of School Board/Texas Association of School Administrator's Annual Convention in Austin, Texas, on September 27, 1992

Expert Witness:

- *Reynoso v. Texas College and Philip Pratt*, Civil Action No.: 6:14-cv-00741; In the United States District Court, Eastern District of Texas, Tyler Division