



Anne R. Kerns
Partner

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Anne practices in the areas of employment law, education law and general civil litigation, including appellate practice, with her primary focus on labor and employment. A large part of Anne's practice is working with her clients to take a proactive approach to reach practical and cost-effective solutions.

Anne has extensive litigation experience representing school districts in discrimination claims and other employment-related personnel disputes in both state and federal courts and before administrative agencies, including the Equal Employment Opportunity Commission and the Missouri Commission on Human Rights. Anne represents clients in a wide range of civil litigation cases in both state and federal court including claims filed under Title VII of the Civil Rights Act of 1964 (Title VII), the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Missouri Human Rights Act (MHRA), Title IX of the Education Amendments of 1972 (Title IX), and the Missouri Sunshine Law. Anne has experience trying discrimination cases to a jury. With her knowledge of both state and federal employment laws combined with her vast experience, Anne vigorously advocates for the rights of her clients after defining her client's interests and planning a strategy for a successful outcome. Anne's trial experience and knowledge of employment law leads to successful outcomes for her client.

In addition to her litigation experience, Anne also advises school districts on compliance with anti-discrimination laws, student discipline matters and employee misconduct and employee termination matters. Anne regularly provides strategic guidance and advice to school districts in a variety of employment contexts including investigating employee misconduct, coordinating employee discipline and termination decisions and advising clients on Americans with Disabilities Act and Family Medical Leave Act issues. Anne conducts on-site training for school district personnel on topics including Equal Employment Opportunity, Diversity and Inclusion, the Family Medical Leave Act and the Americans with Disabilities Act. In addition to employment related matters, Anne advises school districts on a wide-range of general education law questions. At the core of Anne's employment and education law practice is a philosophy that preventative advice and action are the most effective and efficient means to resolving potential issues and disputes. Responsiveness and innovative solutions are the hallmarks of Anne's practice.

Areas of Practice:

- Labor & Employment
- Education Law
- Civil & Commercial Litigation

Education:

- Creighton University, B.S.B.A., 2004
 - Summa Cum Laude
- Saint Louis University - School of Law, J.D., 2007
 - Cum Laude

Bar and Court Admissions:

- Missouri Bar
- Illinois Bar
- U.S. Eastern District of Missouri
- U.S. Western District of Missouri
- U.S. Southern District of Illinois

Professional Affiliations:

- Bar Association of Metropolitan St. Louis
- The American Bar Association
- National School Boards Association
COSA Member
- Missouri School Boards Association
COSA Member