



**Penney R. Rector**  
Partner

prector@mickesotoole.com  
(417) 344-3654

Penney Rector focuses her practice on education law and employment law and education law. With extensive experience as in house counsel and chief human resources officer, Penney helps clients navigate day-to-day issues that arise in the school setting, including human resources issues, complex personnel situations, wage and hour matters, disability accommodations, the FMLA, employee discipline, and personnel investigations.

Prior to joining Mickes O'Toole, Penney served in house for two Missouri school districts, including the largest school district in the state, where she oversaw the management and resolution of complex personnel and legal matters. Having worked in house, Penney is familiar with the balance school districts must maintain to manage risks and support personnel while garnering support from and remaining accountable to the communities within which the school districts are located.

Prior to her more than ten (10) years in house, Penney served as legal counsel and primary lobbyist for statewide public education professional associations where she provided day-to-day legal advice to school personnel while addressing statewide education issues through the coordination and direction of legislative activities of numerous entities. Additionally, Penney served several years as an Assistant Attorney General for the State of Missouri, litigating in various forums, including administrative tribunals, circuit courts, courts of appeal, the Missouri Supreme Court, federal district courts and federal courts of appeal.

### *Areas of Practice:*

- Education Law
- Labor & Employment
- Civil Litigation

### *Education:*

- Lyon College, B.A., 1988
- University of Missouri Kansas City – School of Law, J.D., 1993

### *Bar and Court Admissions:*

- Missouri

### *Professional Affiliations:*

- Missouri Bar Association
- Administrative Law Committee
- Civil Practice Committee
- Education Law Committee
- Governor's Tax Credit Commission
- Missouri Association of School Personnel Administrators
- National School Boards Association  
COSA Member
- Missouri School Boards Association  
COSA Member