

Santana T. Flanigan

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EXPERIENCE

Starting June 2019 *Henry County, Georgia* McDonough, Georgia
Associate Magistrate Court Judge

- On-call associate magistrate court judge responsible for determining probable cause for warrant applications.

August 2016 to Present *University of Georgia School of Law* Athens, Georgia

Adjunct Professor

- Teach State and Local Government Law to upper level law students. Topics include sources and limits of government power, government structure and roles, incorporation and annexation, service delivery strategies, planning and zoning, open records and meetings, liability and immunity, funding, and ethical considerations.
 - Develop and manage the class syllabus, plan and create lectures, facilitate in-class discussions, and assess student performance.
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July 2014 to Present *Rockdale County Public Schools* Conyers, Georgia
General Counsel

- Provide legal counsel to board of education and public school district that maintains an approximate budget of \$173 million, educates 16,688 students, and employs 3,000 workers at 18 schools.
 - Represent client in contract negotiation and review, student matters, and personnel matters. Provide counsel at IEP, Section 504, and SST meetings. Draft answers for EEOC, OCR, DOJ, administrative, internal, and civil complaints. Assist with development of student and employee policies. Serve as hearing officer for employee terminations (certificated) and providing defense in workers' compensation and unemployment compensation matters. Assist in superintendent searches, and provide legal counsel directly to the superintendent and the board of education. Assist in training school district personnel.
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January 2013 to June 2014 *City of Stockbridge, Georgia* Stockbridge, Georgia

Chief Municipal Court Judge

- Sit as trier of fact and law for misdemeanor and ordinance violations in the City of Stockbridge, Georgia.
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May 2011 to June 2014 *Smith, Welch, Webb & White, LLC* McDonough, Georgia
Attorney (Manager as of December 2013)

- Provide legal counsel to a diverse group of governmental clients, including but not limited to, municipalities, county governments, housing authorities, and water authorities, which includes but is not limited to drafting employee policies, advising boards at meetings and executive sessions, responding to Open Meetings and Open Records Act request, and defending governmental entities in civil and administrative hearings.
 - Represent corporate or individuals in employment-related matters, including but not limited to the pursuit of or defense of federal and state employment claims of discrimination and/or harassment.
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August 2008 to April 2011 *Smith, Welch & Brittain, LLP* McDonough, Georgia

Associate Attorney

- Provide legal counsel to a diverse group of governmental clients, including but not limited to public school districts, municipalities, and county governments.
 - Provide compassionate legal counsel to individuals encountering issues with their family, including but not limited to divorce, child custody, adoption, alimony, and division of property.
 - Represent individuals and employers in workers' compensation matters.
 - Serve the interest of small to midsize companies, including but not limited to drafting corporate policies, trial advocacy, and advising clients on human resource and compliance issues.
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June 2007 to July 2008 *Cross Law Firm, P.C.* Milwaukee, Wisconsin

Associate Attorney

- Represent victims of workplace discrimination, including but not limited to age, disability, sexual harassment, marital status, national origin, race, sex, and sexual orientation.
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June 2006 to May 2007 *Conasauga Judicial Circuit* Dalton, Georgia
Judicial Law Clerk

- Duties include drafting judicial orders and memoranda and preparing case law and statutory summaries for complex civil, criminal, and domestic cases for the Honorable Cindy Morris, Superior Court Judge.
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LICENSURES AND COURTS PRACTICED BEFORE

- State of Georgia
 - Georgia Supreme Court
 - Georgia Court of Appeals
 - U.S. District Court for the Northern District of Georgia
 - U.S. District Court for the Middle District of Georgia
 - U.S. Court of Appeals for the 11th Circuit
 - Georgia Board of Workers' Compensation
 - State of Wisconsin
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EDUCATION

University of Georgia School of Law

Athens, Georgia

- J.D., May 2006
- Davenport-Benham Mock Trial Team, Litigator
- Published article, *The Georgia Charter School Act of 1998: Staying True to the General Principals Embraced by the Charter School Movement*, Education Law and Policy Forum (Fall 2005)

Emory University

Athens, Georgia

- B.A. in English, May 2001
 - Dean and Merit Scholar; Who's Who Among Students in American Universities & Colleges
 - Published article, *Arranged Marriages, Matchmakers, and Dowries*, Postcolonial Studies E-Journal (Fall 2000)
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PANEL PRESENTATIONS AND TELEVISION APPEARANCES

- The School Board Attorney's Role in Student Disciplinary Tribunal Hearings and Appeals, Georgia School Board Association (December, 2017)
 - The New Cyberbullying Act: What it Means for Federal Harassment and Student Discipline Cases, Georgia School Board Association (December, 2015)
 - Youth and the Law, Wesley Chapel United Methodist Church (January, 2015)
 - A School Attorney's Guide to Interacting with the Office for Civil Rights, Georgia School Board Association (December, 2014)
 - Handling State Whistleblower Claims, Georgia School Board Association, Attorney's Only Meeting (May, 2014)
 - An Overview of Children in Needs of Services ("CHINS") and the School District's Responsibilities and The Georgia Division of Family and Children Services Changes the Child Protective Service Intake Procedure, Georgia School Board Association (December, 2013)
 - Practicing Ethically and Professionally in a Workers' Compensation Setting, Georgia Institute of Continuing Legal Education (March, 2012)
 - Can My Boss Do That? 13 WMAZ Law Call (Biannual Television Appearance, from 2012-2014)
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NOTABLE AWARDS

- Leadership Rockdale (May, 2019)
- On the Rise, 40 Under 40, Daily Report (June, 2017)
- President, Henry County Scholarship Foundation (August, 2015)
- Finalist, UGA Alumni 40 Under 40 (June, 2015)
- Brother of the Year, Alpha Phi Alpha, Rho Sigma Lambda Chapter (July, 2014)
- 2014 Top Attorney, *Southern Journal Magazine* (March, 2014)
- Community Service Award, White's Chapel United Methodist Church (February, 2014)
- Citizen Leadership Award, Citizens of Stockbridge (February, 2013)