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## CURRICULUM VITAE

### MICHAEL G. NORRIS

**NAME:** Michael G. Norris  
**BIRTHPLACE:** Wichita, Kansas  
**DATE OF BIRTH:** December 9, 1945

**OFFICE ADDRESS :** Norris Keplinger Hicks & Welder, LLC  
11551 Ash Street, Suite 200  
Leawood, Kansas 66211  
(913) 663-2000  
(913) 663-2006 (FAX)

**E-MAIL:** mnorris@nkfirm.com

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### EDUCATION

**Law School:** Kansas University  
J.D. 1970, cum laude

**Organizations:** Kansas Law Review  
Order of the Coif

**College:** University of Kansas, 1968  
B.S. in Business Administration

### AFFILIATIONS

Norris Keplinger Hicks & Welder, LLC Overland Park, Kansas	2018-Present
Norris & Keplinger, L.L.C. Overland Park, Kansas Member	1994-2018
Payne & Jones, Chartered Overland Park, Kansas Partner	1970-1983 1990-1994

## **MICHAEL G. NORRIS CURRICULUM VITAE**

**Page 2**

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Niewald, Waldeck, Norris, & Brown            1983-1990  
Kansas City, Missouri  
Partner

### **ORGANIZATIONS**

Johnson County Bar Association  
Kansas Bar Association  
Kansas Governmental Ethics Commission  
Council of School Attorneys

### **ADMISSIONS TO COURTS**

Kansas  
    U.S. District of Kansas  
    Kansas Supreme Court  
Missouri  
    U.S. District W.D. Missouri  
Tenth Circuit Court of Appeals  
Eighth Circuit Court of Appeals  
United States Supreme Court

### **REPRESENTATIVE INSURANCE COMPANY CLIENTS:**

ALPS Risk Retention Group  
American Contractors Insurance Group  
AXA XL Insurance  
AXIS Insurance  
Beazley Group  
CNA  
Colony Specialty  
Hanover Professionals  
Hartford Insurance  
Hudson Insurance Group  
Liberty Insurance Company  
Navigators Pro  
RLI Insurance Services  
St. Paul Travelers Insurance  
Vela Insurance Services

**PRESENTATIONS**

- 12/11/98 “Termination of Problem Employees” presentation sponsored by Missouri Valley School Personnel Administrators
- 04/23/99 “Construction Law: Claims by Owners Against Contractors - Construction Deficiencies; Personal Injury Claims” presentation sponsored by Law Seminars International
- 04/26/02 “Admissibility of Expert Opinions Under *Daubert*, *Frye*, and *Kuhn*” presentation sponsored by Kansas Trial Lawyers Association
- 06/05/03 “Practical Suggestions to Educators: Avoiding Violations of the IDEA – Risk Management” presentation sponsored by the Olathe School District
- 08/13/03 “IEP Process and the Regular Education Teacher” presentation sponsored by the Olathe School District
- 10/16/03 “Risk Management and the IEP Process” presentation sponsored by the Olathe School District
- 01/07/04 “The School Counselor’s Role in the IEP Process” presentation sponsored by the Olathe School District
- 09/21/04 “Problems in Professional Liability C.A. Services, Standard of Care, Betterment, and other Misunderstood Concepts” presentation sponsored by Van Gilder Insurance Corporation
- 07/22/05 Legal Implications of the Engineer’s Ethical Violations in the “Incident at Morales” presentation sponsored by Bucher, Willis & Ratliff
- 02/06/07 “SPED Negotiation and Conflict Resolution” presentation sponsored by the Olathe School District
- 06/24/08 “Local Fare: Legislative Initiatives, Claim Trends, Etc.” presentation sponsored by Holmes Murphy & Associates and XL Insurance
- 06/18/10 Workshop: Survey of Kansas School Law for the Ottawa School District
- 07/28/10 In-Service Training for USD No. 233 entitled “Risk Management in the Digital Age: Traps for the Unsuspecting School Administrator.”

## MICHAEL G. NORRIS CURRICULUM VITAE

### Page 4

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- 08/24/10 In-Service Training for USD No. 232 entitled “Risk Management in the Digital Age: Traps for the Unsuspecting School Administrator.”
- 10/25/11 Social Media/Student Discipline Presented to the High School Principals of the Olathe School District
- 11/15/11 Social Media: The Clash Between Student Discipline and the First Amendment for USD No. 232
- 01/04/12 Social Media/Student Discipline Presented to the USD No. 233 Middle School and High School Assistant Principals
- 09/20/12 Social Media: The Clash Between Student Discipline and the First Amendment for USD No. 233 Elementary School Principals
- 10/22/12 Section 504 of the Rehabilitation Act of 1973 for USD No. 232 Principals, Counselors & Nurses
- 10/31/12 Section 504 of the Rehabilitation Act of 1973 for USD No. 290 Principals, Counselors & Nurses
- 10/09/13 Doe v. Olathe School District: A Case Study Involving the Investigation of Gender-Based Harassment/Bullying—Lessons to be Learned Presented to the USD No. 233 Administrative Staff
- 10/14/13 Introduction to the Kansas Open Meetings Act (KOMA) Presented to USD No. 232 Board of Education
- 10/15/13 Doe v. Olathe School District: A Case Study Involving the Investigation of Gender-Based Harassment/Bullying—Lessons to be Learned Presented to the USD No. 232 Leadership Team
- 01/14/14 Section 504 of the Rehabilitation Act of 1973 for USD No. 232 Leadership Teams
- 10/09/14 Understanding the Legal Implications for Students with Disabilities Related to Bullying and Harassment Presented at the Conference on Behavior Issues for School Leaders CLE
- 11/19/14 Understanding the Legal Implications for Students with Disabilities Related to Bullying and Harassment Presented at Baker University
- 07/13/15 Introduction to the Kansas Open Meetings Act (KOMA) Presented to USD No. 232 Board of Education

**MICHAEL G. NORRIS CURRICULUM VITAE**

**Page 5**

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- 03/09/16 Case Studies Involving Bullying, Disability Discrimination and Free Speech Presented to the USD No. 233 School Leadership Staff
- 04/20/16 Understanding the Legal Implications for Students with Disabilities Related to Bullying and Harassment Presented to the USD No. 233 School Leadership Staff
- 10/19/16 Holmes Murphy Risk Management Seminar Presentation