

Janet Bubert is a highly-regarded education law attorney, with a focus on representing the boards of numerous school districts, charter schools, education foundations, and other educational entities.



Janet Bubert is a Shareholder in Underwood's Public Education section. She advises clients on all aspects of education law and represents schools in both federal and state courts and before the Texas Commissioner of Education as well as other federal and state agencies.

Janet works with school boards and administrators to develop compliant policies and procedures for effective school operations. Her experience also includes defending and advising districts during investigations by the Texas Education Agency, the U.S. Department of Education's Office of Civil Rights, and the U.S. Department of Justice.

She also regularly defends school districts in response to requests for due process hearings under both the Individuals with Disabilities Education Act and Section 504. Her experience ranges from assisting districts with negotiating favorable early resolution through mediation, to obtaining dismissals of meritless claims through pre-hearing motions, to representation at administrative hearings, including appeals to district court. Her broad experience enables her to effectively counsel school boards and administrators with an informed analysis of the risks and benefits of all options available to resolve disputes.

Janet regularly provides training for boards, administrators and staff; and she is a frequent speaker at education conferences. Previously, she served as an adjunct instructor of School Law for the University of North Texas. Following law school, Janet served as a briefing attorney for the Supreme Court of Texas.

CONTACT

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PRACTICE AREAS

Education

ADMISSIONS

State Bar of Texas, 2002

U.S. District Court, Northern
District of Texas

EDUCATION

J.D., Southern Methodist
University School of Law, *magna
cum laude*, Order of the Coif,
2002

B.S., University of Texas, with
honors, 1986

AFFILIATIONS

Texas Bar Foundation, Fellow

Tarrant County Bar Foundation, Fellow

Texas Association of School Boards, Council of School Attorneys, Director

Mayfest, Inc., Director

National School Board Association, Council of School Attorneys

Education Law Association

Texas Council of Administrators of Special Education

The College of the State Bar of Texas

RECOGNITIONS

Top Attorneys, 360West Magazine, 2022, 2024 – 2025

Top Attorneys, Fort Worth Magazine, Education/School Law, 2024

PRESENTATIONS & PUBLICATIONS

“ARD Committees, Placement Authority and Transfers” – TCASE/ED311 Conference, New Braunfels (2026)

“Best Practices for Foundations” – 2026 Texas Education Foundation Network Annual Conference, Cedar Creek (2026)

“The Impact of the 89(R) Legislative Session on Special Education” – Region 16, Amarillo (2026)

Title IX Administrator Training – Crowley ISD, Crowley (2026)

Legal Update for Education Foundations – Board2Board, Schertz (2026)

“Manifestation Determination Reviews” – Burleson ISD, Burleson (2026)

“What School Boards Need to Know About Special Education” – Pampa ISD, Pampa (2025)

Special Education Training – Universal Academy, Coppell (2025)

Special Education Legal Update – Big Spring ISD, Big Spring (2025)

“Best Practices for Managing Personnel Records” – Region 11 HR Round Table, White Settlement (2025)

"Special Education Update – Pampa ISD, Pampa (2025)

"Nonprofit Lobbying & Political Activity" – 2025 Texas Education Foundation Network Annual Conference, Cedar Creek (2025)

"Meaningful Parent Participation" – TCASE/ED311 Conference, San Marcos (2025)

"Intersection Between Special Education & Personnel" – Region 16 PLSA, Amarillo (2025)

Legal Update for Education Foundations – Board2Board, Schertz (2025)

Title IX Training for Principals – Crowley ISD, Crowley (2024)

"Booster Clubs and Education Foundations" – CSA Workshop, San Antonio (2024)

Legal Symposium – Dallas ISD, Dallas (2024)

"Compliance Issues for the Use of Foundation Funds" – Texas Education Foundation Network Annual Conference, Cedar Creek (2024)

"Discipline in the Special Education Context" – Region 16 PLSA, Amarillo (2024)

"Chapter 21 Contracts" – Q & A Region 10 HR Round Table, Richardson (2024)

"Identifying Adverse Employment Decisions – An Update from the Courts" – Region 10 HR Summit, Richardson (2024)

"Family Law Issues – Navigating and Complying with Parent Rights and CPS Investigations" – Region 10 HR Summit, Richardson (2024)

"Identifying Adverse Employment Decisions – An Update from the Courts" – Region 10 Education Law, Richardson (2023)

Legal Update for Education Foundations – Board2Board, Houston (2023)

Legal Update for Education Foundations – Board2Board, Irving (2023)

Legal Update 2023-2024 – Crowley ISD, Fort Worth (2023)

"Latest & Greatest: Title IX Regulations & Practice Tips" – State Bar of Texas 37th Annual School Law Section Retreat, Grapevine (2023)

Charter School Training for Governing Board Members – Westlake Academy, Westlake (2023)

"Through the Looking Glass: Adventures in Navigating Nonprofit Legal Compliance" – 2023 Texas Education Foundation Network Annual Conference, San Marcos (2023)

"Responding to Disruptive Student Behavior: Balancing Safety Concerns and Special Education Law" – Region 16 PLSA, Amarillo (2023)

- "Education Foundations: Top 10 Ways to Spend More Time with your Attorney" – Board2Board, Tyler (2023)
- "Employee First Amendment Rights After Bremerton; Family Law Issues: Navigating & Complying with Parent Rights and CPS Issues" – Region 10 HR Summit, Richardson (2023)
- "Education Foundations: Top 10 Ways to Spend More Time with your Attorney" – Board2Board, Austin (2023)
- Title IX Administrator Training – Westlake Academy, Westlake (2023)
- "Education Foundations: Top 10 Ways to Spend More Time with your Attorney" – Board2Board, Houston (2022)
- "Education Foundations: Top 10 Ways to Spend More Time with your Attorney" – Board2Board, Frisco (2022)
- Title IX Training – Region 17, Lubbock (2022)
- Board Training – Westlake Academy, Westlake (2022)
- Legal Update – Crowley ISD, Crowley (2022)
- Charter School Training for Administrators – Westlake Academy, Westlake (2022)
- "Back to School SPED Update" – Tulia ISD, Tulia (2022)
- Charter School Training for Governing Board Members – Westlake Academy, Westlake (2022)
- IDEA Child Find – TCASE/ED311 Conference, New Braunfels (2022)
- IDEA Child Find – TCASE/ED311 Conference, Irving (2022)
- ADA Accommodations – Region 10 HR Roundtable, Richardson (2022)
- Governance Review – Texas Education Foundation Network Annual Conference, San Marcos (2022)
- Governance Review – Westlake Academy for Town Council, Westlake (2022)
- Section 504 Workshop – Region 16, Amarillo (2022)
- "Special Education Documentation and New Statute of Limitations" – Region 16, Amarillo (2022)
- "It's Not You It's Me: When the Employment Contract Ends" – Region 10 HR Summit, Richardson (2022)
- "Uncivil Discourse: Managing Disruptive Comments and Complaints" – Panel discussion, TASA Midwinter, Austin (2022)
- "Avoiding and Responding to Employee Retaliation Claims" – Region 10 Education Law Event, Richardson (2021)
- "Uncivil Discourse: Managing Disruptive Comments and Complaints" – Panel discussion, CSA Workshop, TASB Convention, Austin (2021)

“Legal Update for Education Foundations” – Texas Education Foundation Network, Webinar (2021)

Post Legislative Update – Region 16, Amarillo (2021) Legal Update for Principals and Assistant Principals – Crowley ISD, Crowley (2021)

Special Education Update – Crowley ISD, Crowley (2021)

Legislative Update – Greenbelt SSA, Quanah (2021)

“Documentation Floydada” – ISD Administrator Training, Floydada (2021)

Special Education Review – Westlake Academy, Westlake (2021)

Special Education Camp – Region 16, Amarillo (2021)

“Summary Regarding Governance” – Cleburne Education Foundation, Cleburne (2021)

Special Education Update – Region 16 PLSA, Amarillo (2021)

Title IX – Region 18, Virtual (2020)

504 Training – Region 16, Amarillo (2020)

Title IX Training – Region 17, Lubbock (2020)

Title IX Training – Pampa ISD, Pampa (2020)

Title IX Training – Region 16 Superintendents Meeting, Virtual (2020)

Special Education Update – Crowley ISD, Crowley (2020)

Discipline Workshop – Westlake Academy, Westlake (2020)

504 Training for Teachers/Administrators – Region 16, Amarillo (2020)

Special Education Update – Region 16 PLSA Study Group, Amarillo (2020)

Legislative Update – Board2Board, Austin (2020)