



JENNIFER B. CARROLL

Partner, Co-chair K-12 Institutions

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Service Focus

- Litigation and Trials

Industry Focus

- Education
- K-12 Institutions

OVERVIEW

Jennifer Carroll focuses her practice on employment litigation, counseling, and independent school law, and serves as co-chair of the firm's Education Industry Group. She is known for her practical approach and strong business sense, taking the time to understand each client's mission, culture, and goals. Jennifer provides advice tailored to the unique realities of each organization—whether she's guiding a school through a sensitive employment matter or representing a client in court. Her focus is always on delivering clear, effective solutions that protect both people and the organization.

Within the education industry, Jennifer counsels independent schools nationwide on a wide range of issues involving employees, students, parents, trustees, and boards. She serves as a trusted advisor to school leaders, helping them navigate complex legal and practical challenges with confidence and clarity.

Her work includes but is not limited to:

- Representing independent schools before state and local agencies
- Conducting internal investigations and providing guidance on resolution strategies
- Drafting, reviewing, and updating critical documents such as employee handbooks, faculty and staff contracts, enrollment agreements, and head-of-school contracts
- Developing and revising policies involving employees, students, parents, and trustees
- Ensuring compliance with key federal and state laws, including employment, student, and governance regulations
- Counseling schools on student discipline, safety, and welfare matters
- Advising on day-to-day operational and personnel challenges

Jennifer's deep understanding of how schools operate allows her to offer practical, proactive solutions that align with each institution's mission and community.

She also works closely with many school accrediting agencies and associations, providing guidance on compliance and governance issues. In addition, she delivers training for school leaders and administration and conducts compliance audits to help institutions reduce risk and strengthen their operations.

Jennifer has extensive experience defending clients in cases involving discrimination, wage and hour, FMLA, whistleblower, and restrictive covenant claims. She handles all phases of litigation—from pre-suit administrative proceedings through trial and appeal—and regularly appears before state and federal courts throughout Florida.

A frequent speaker in the education and HR sectors, Jennifer is regularly invited to present at national and regional conferences on employment law trends, compliance, and risk management. Her engaging style and practical insights draw on her combined experience in litigation and preventative counseling, allowing her to deliver strategies that help participants stay ahead of challenges and stay focused on their core missions.

Credentials

Education

- University of Miami School of Law, J.D., 2007
- Cornell University, B.S., 2003

Bar Admissions

- Florida

Court Admissions

- U.S. Court of Appeals for the Eleventh Circuit
 - U.S. District Court for the Southern District of Florida
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Recognitions

- Named a 2010 Rising Star by Super Lawyers Magazine
- South Palm Beach County Bar Association, Member
- Florida Association of Women's Lawyers, South Palm Beach County Chapter, Member
- Boca Raton Chamber of Commerce, Member

INSIGHTS

Insights

Mar 5, 2026

Are You Screening for Sanctions Compliance? 4 Steps Businesses and Schools Can Take to Reduce an Often-Overlooked Risk

Insights

Feb 11, 2026

2026 Updated FAQs and Immigration Enforcement Guidance For K-12 Schools

Insights

Jan 15, 2026

Labor Department Clarifies Overtime, Medical Leave Questions in New Opinion Letters: What Employers Need to Know

Event

Dec 11, 2025

From Resolutions to Results: Managing Employee Performance in Private Schools

News

Oct 29, 2025

Partners Honored in Florida Trend's Notable Women Leaders in Law

Insights

Jun 4, 2025

Alabama's New School Choice Program Gets Funding Boost to Meet Overwhelming Demand: 4 Considerations for Private School Leaders