

Every **PACE** dollar
is a member dollar.

Call before you incur
unnecessary legal costs
that may be covered
by PACE.



USE YOUR
PACE BENEFITS

AND ASK FOR **PACE** PRE-LOSS SERVICES

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PRE-LOSS SERVICES



**FREE LEGAL CONSULTATION
BEFORE YOU FACE A LAWSUIT**



GET ADVICE YOU CAN TRUST—BEFORE A SITUATION GETS OUT OF CONTROL.

PACE services minimize your costs and reduce risk with money-saving legal advice before a lawsuit is filed!

CONTACT PACE

800-578-6722 • PACEPRELOSS@OSBA.ORG

if you face these high-risk situations:

**Employee termination • Personal injury on school property
Student or employee harassment, bullying, discrimination
or retaliation • Inappropriate staff/student relationships
Review of indemnification provisions • Risk management for
student activities and review of waivers • Title IX**

What is **PACE** pre-loss?

These are topics **COVERED** in pre-loss assistance:

- Performance management
- Employee discipline
- Terminations
- Waivers
- Review of indemnification provisions

What is **NOT PACE** pre-loss?

PACE pre-loss advice **DOES NOT** include information about:

- Board policies
- Board member qualifications
- Board elections
- Labor relations
- Board development (including, but not limited to, public records and meetings, charter schools, public contracting, transfers and staff training requirements)

Have questions about the above areas? Contact OSBA board development director at 800-578-6722.

◀ **EMPLOYEE TERMINATION** Call to consult with a PACE pre-loss attorney prior to making an employment termination, non-renewal of licensed and/or classified staff or suspension decision. If you take adverse employment action without consulting PACE, you will incur a \$25,000 minimum deductible. (Waiver of the deductible does not apply if your deductible is greater than \$25,000.)

◀ **PERSONAL INJURY ON SCHOOL PROPERTY** Whether it's a student injured at sports practice or a parent injured while attending a school event, our staff will walk you through the steps to help avoid a lawsuit.

◀ **STUDENT OR EMPLOYEE HARASSMENT, BULLYING, DISCRIMINATION OR RETALIATION** Call as soon as you receive notice of a complaint. We can assist with investigation and follow-up to minimize liability and resolve the situation.

◀ **INAPPROPRIATE STAFF/STUDENT RELATIONSHIPS** Pre-loss staff can assist with the investigation; ending the employment relationship; and communicating with the press, the community, criminal attorneys and law enforcement.

◀ **REVIEW OF INDEMNIFICATION PROVISIONS** Before you sign a contract, run it by pre-loss staff to make sure you're protected. PACE attorneys routinely review all types of indemnification provisions.

◀ **REVIEW STUDENT ACTIVITY AND WAIVERS** If your staff suggest an activity, call pre-loss staff to discuss ways to reduce your liability.

◀ **OTHER SCENARIOS THAT COULD LEAD TO A LAWSUIT.**

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Human resources and labor relations questions: Contact an OSBA human resources consultant at 800-578-6722.

