

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 LEGAL SERVICES**
503-485-4800

PACELEGAL@OSBA.ORG • PACE.OSBA.ORG

rev. 06.2018

PACE LEGAL SERVICES



FREE LEGAL CONSULTATION
BEFORE YOU FACE A LAWSUIT



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

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

CONTACT PACE

503-485-4800 • PACELEGAL@OSBA.ORG
PACE.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 **NOT** PACE legal?

PACE legal advice DOES NOT include information about:

- Board policies
- Board member qualifications
- Board elections
- Board development (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.

HUMAN RESOURCES AND LABOR RELATIONS QUESTIONS:

Contact OSBA's labor services department at 800-578-6722.

- ◀ **EMPLOYEE TERMINATION** Call to consult with a PACE attorney prior to making an employment termination, non-renewal, non-extension or layoff decision. If you terminate an employee 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** Legal staff can assist with the investigation; ending the employment relationship; and communicating with the press, the community, attorneys and law enforcement.
- ◀ **REVIEW OF INDEMNIFICATION PROVISIONS** Before you sign a contract, run it by legal 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 legal staff to discuss ways to reduce your liability.
- ◀ **OTHER SCENARIOS THAT COULD LEAD TO A LAWSUIT.**