

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

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

PACE

SAFETY • SERVICE • STABILITY

A Trust Built for Students

USE YOUR
PACE BENEFITS
AND ASK FOR **PACE LEGAL SERVICES**
503-485-4800

PACELEGAL@OSBA.ORG • PACE.OSBA.ORG

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PACE LEGAL SERVICES



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

PACE

SAFETY • SERVICE • STABILITY

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

PACE legal services for school districts, charter schools and community colleges minimize your costs and reduce risk with money-saving legal advice before a lawsuit is filed!

CONTACT PACE

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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**

- ◀ **EMPLOYEE TERMINATION** Call to consult with a PACE attorney at least 72 hours 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 suggests an activity, call legal staff to discuss ways to reduce your liability.

- ◀ **EMPLOYEE AND STUDENT SPEECH** PACE attorneys can help you assess and navigate the free speech implications surrounding flags, symbols and statements made in schools, on clothing and on social media.

- ◀ **BOLI/EEOC COMPLAINT DEFENSE** PACE attorneys defend schools in BOLI and EEOC complaints filed by current and former employees.

- ◀ **ODE/OCR COMPLAINT DEFENSE** PACE attorneys can assist schools with responding to complaints filed with ODE and OCR.

- ◀ **TORT CLAIM NOTICE DEFENSE** PACE attorneys can assist schools with responding to tort claim notices.

- ◀ **LAWSUIT DEFENSE** PACE attorneys defend schools in Oregon state and federal courts.

- ◀ **ADMINISTRATOR TRAINING** PACE attorneys can provide school administrators with training on a wide variety of topics including bullying, discrimination, sexual abuse and sexual conduct procedures, hiring process, employee discipline and termination process, All Students Belong, investigations and complaint process.