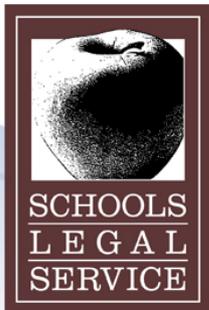


WHY DO I WANT TO PRACTICE EDUCATION LAW AT SCHOOLS LEGAL SERVICE?



SCHOOLS LEGAL SERVICE

Schools Legal Service is a joint powers entity providing legal and collective bargaining services to public education agencies since 1976.

What is Schools Legal Service?

- Legal services and collective bargaining consortium formed by member districts in 1976
 - Members elect a Board of Directors
 - Kern County Superintendent of Schools is Administrative Agent and employer
 - SLS serves more than 50 districts, each with its own governing board
- 

What Makes SLS Different?

- We are housed in the education community, home to scores of education experts who help us in our work with school districts
- We operate in a nonprofit format – while we do bill our clients, the focus is on service rather than profit
- We support our clients for the long term and have the opportunity to contribute to the great things they are doing for kids



Here's What Our Attorneys Say

Our clients are doing great things for kids and we're part of that.

Opportunity to work with clients who request and value our input.

The issues we deal with are so wide-ranging - everything from drafting contracts and handling construction disputes to Freedom of Speech and Establishment Clause issues to the impact of a rare disability on a child's education. It's a continuous learning process.

Excellent salary and benefits help me provide for my family

We have a great deal of autonomy and interaction with client representatives.

A unique opportunity to work with wonderful administrators, in several counties with varied needs. We have a common goal which is to promote the educational opportunities for students.

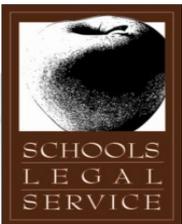
Collegial and collaborative work environment



SPECIAL EDUCATION

Our Approach:

SLS attorneys strive to train school administrators and personnel in best practices and advise them in their efforts to design educational programs for students with disabilities in the face of legal challenges. We take a proactive approach which prepares the district to defend its actions in legal proceedings while preserving a working relationship with parents and students during the course of their education in the district.



Students & Special Education

- Eligibility determination assessments
- FAPE issues
- “Search and serve” obligations
- NPS (non-public school) placements
- Preparation of “prior written notice letters”
- Manifestation determinations in suspension/expulsion
- Educational placement of students
- IDEA and Section 504 compliance
- *Honig* injunctions
- Transition planning
- Response to complaints filed with the California Department of Education and Office for Civil Rights
- Issues involving administration of medication
- Student discipline issues and appeals
- Interdistrict transfer and “school district of choice” matters
- First and Fourth Amendment issues (student speech, search & seizure)
- Threat assessment and cyberbullying issues

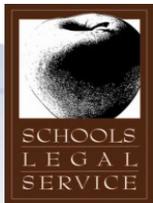




LABOR & EMPLOYMENT

Our Approach:

Through collective bargaining efforts, preventive training, and counseling school administrators, we provide the tools to help maintain a cohesive and productive workforce through effective evaluation and discipline practices, mediation and resolution of disputes, and prompt and impartial investigation of complaints. SLS attorneys provide the client with an array of creative and proactive options in a given situation, with an analysis of the associated risks so the client can tailor a solution to best meet district needs.



Labor & Employment

- Employee performance and misconduct issues
- Investigation of complaints involving employees
- Classified and certificated disciplinary proceedings, including suspensions and terminations, related writ actions, and appeals
- Non-reelection of probationary employees, layoffs, and administrator reassignments
- ADA compliance and reasonable accommodation issues
- Unfair labor practice charges and grievances
- “Sunshining” initial proposals, negotiating with employee units, mediation, arbitration, and factfinding
- Developing administrator and employment contracts
- Hiring, evaluation, and employee leave issues
- Matters before administrative bodies such as the California Department of Fair Employment and Housing, California Department of Education, the Office for Civil Rights, the Equal Employment Opportunity Commission, and the Unemployment Insurance Appeals Board

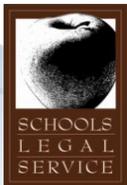




BUSINESS & CONSTRUCTION

Our Approach:

SLS attorneys provide client districts with the best legal tools to help minimize disputes, delays, and conflicts in real estate and construction matters. This includes making available quality contract templates and proactive counseling and advice as issues occur, as well as solid representation when early resolution is not possible.



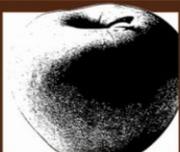
Business & Construction

- Regulatory approvals for school sites (CDE, OPSC, DTSC, etc.)
- Contracts and RFPs for construction management/architectural services
- Real property purchase and sale agreements
- Prevailing wage and labor compliance issues
- Developer fees and Mello Roos issues
- Substitution of contractor issues
- Eminent domain
- Contractor responsibility and prequalification issues
- Stop notice actions, change order disputes
- Sale of surplus real and personal property, formation of “7-11” committees
- Surety claims
- Joint use projects
- Defense of clients in construction disputes
- Preparation and review of public works bid packets
- CEQA and other environmental issues
- Leases, license agreements, and easements
- Charter school issues





GOVERNANCE & TRUSTEE ISSUES



SCHOOLS
LEGAL
SERVICE

Governance Issues

- Brown Act and public comment
- Governance and board/superintendent relations
- Conflict of interest issues
- Incompatibility of offices
- School district organization issues
- Election and voting rights issues



Compensation and Benefits

- Competitive salaries with longevity increments
 - Excellent benefits package
 - Generous leave and vacation benefits (13 paid holidays, 24 paid vacation days)
 - Cell phone/PDA allowance
 - Group life insurance benefit
 - PERS retirement
 - Access to 403b/457 plans
 - Comfortable offices in a great setting in downtown Bakersfield
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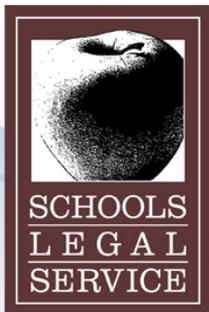
Outstanding Support Staff

SLS has an **experienced team of legal secretaries** (Ana Arias-Gonzales, Cindy Cordier, RoseAnn Franco, Cindy Jackson, Andrea Jones, and Dina Lozano) drawn from a variety of backgrounds, including private civil law firms, the Bakersfield City Attorney's Office, and school districts, many of whom have earned their paralegal certificates. Supervising Legal Secretary Cathy Rother joined the office in 1983. Our Legal Transcriber/Receptionist Tanya Kilmer rounds out the team.

Thank you for your interest in
Schools Legal Service

Visit our website at www.schoolslegalservice.org

The mission of Schools Legal Service is to provide our public education clients quality legal counsel, personalized representation, committed advocacy, and ongoing support. Our vision is to be recognized and respected as one of the premier providers of legal services for public education.



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