



## Education & Schools

Attorneys at Knox McLaughlin Gornall & Sennett, P.C. provide comprehensive legal services to a wide range of [educational organizations](#). We have extensive knowledge and experience in responding to legal issues facing educators, as well as in identifying emerging opportunities and challenges. We stay abreast of education-related developments and emphasize preventative legal strategies to minimize risk.

### Governmental Practice

#### General

- Provide counsel on parliamentary procedure for public meetings
- Advise on charter school issues
- Advise on compliance with the Sunshine Act, Public Official and Employees Ethics Act, and Right-To-Know Law
- Advise on constitutional issues affecting public school students
- Oversee public bidding process
- Draft school board policies
- Advise on federal laws including No Child Left Behind Act, Children's Internet Protection Act, and Family Educational Rights and Privacy Act
- Review and prepare public contracts
- Counsel on student disciplinary matters and student due process rights
- Analyze and negotiate contract issues
- Counsel on environmental compliance and land use matters
- Advise on all matters of liability and immunity

#### Special Education

- Advise school districts on compliance with state and federal special education law and regulations (IDEA and Section 504)
- Consult with administrators on school district legal responsibilities regarding Child Find, evaluations, IEP development, placement issues, FAPE, and LRE
- Represent districts in state administrative due process hearings

- Assist in responding to OCR complaint investigations and state Bureau of Special Education compliance investigations and appeals
- Represent districts and insurers in federal court actions under IDEA and Section 504 seeking compensatory and punitive damages and attorneys' fees
- Advise school districts on discipline of special education students

## **Public Finance & Bonds**

- Serve as bond and underwriters' counsel
- Secure required approvals under the Local Government Unit Debt Act
- Document finance transaction for General Obligation Bonds, Revenue Bonds, and Tax and Revenue Anticipation Notes
- Provide opinions regarding the validity, security, tax-exempt, and tax credit status of bonds, notes, and leases
- Assist in reviewing official statements to ensure compliance with federal securities disclosure laws
- Monitor arbitrage regulations
- Advise public bodies on federal tax compliance issues

## **Labor & Employment**

- Negotiate collective bargaining agreements
- Provide guidance on bargaining unit and union-related issues
- Represent in grievance processing, labor arbitration, and all types of matters before the Pennsylvania Labor Relations Board
- Advise and counsel on all aspects of employment law, including the employee provisions of the School Code
- Represent in EEOC and PHRC discrimination claims, unemployment compensation, and OSHA matters, as well as before other administrative agencies
- Prepare employment-related documents and agreements
- Train and update management and supervisors on critical workplace issues
- Develop teacher and staff evaluation process
- Negotiate and prepare administrative contracts

## **Litigation**

- Defend liability, civil rights, discrimination, employee benefit, and whistleblower claims
- Defend and prosecute contract claims
- Provide representation in alternative dispute resolution, including arbitration and mediation
- Counsel on debarment of public contractors

## **Workers' Compensation**

- Defend work injury claims
- Counsel on loss control and prevention

## **Bankruptcy & Creditors' Rights**

- Obtain relief from stay regarding outstanding taxes and debts
- Collect outstanding taxes and debts
- Consult on collection practices

## Real Estate

- Real estate acquisition
- Land use and zoning
- Sale of school buildings
- Project development
- Public and private financing
- Construction contracts
- Title insurance
- Condemnation of property for school use

## Environmental Law

- Due diligence audits
- Environmental compliance
- Emergency planning & reporting

## Intellectual Property & Technology

- Patents
- Trademarks
- Copyrights
- Technology
- Litigation

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