



Dane A. Gaschen

Partner



Dane Gaschen is a partner in Bricker & Eckler's Education group and practices both K-12 and higher education, as well as developmental disabilities law. His practice emphasizes the representation of educational entities on issues regarding employment law, collective bargaining, contract interpretation, labor relations, grievance arbitration, unfair labor practice charges, employment discrimination, litigation, and student rights and discipline.

Professional & Community Activities

- Former First Assistant Prosecuting Attorney, Delaware County, Ohio
- Chairman, Delaware County Public Defender Commission, 2008 - present
- Member, Delaware County Republican Party Central Committee, 2000 - 2010
- Facilitator, Delaware Area Chamber of Commerce Leadership Program, 2004 - present
- Member, Delaware Area Chamber of Commerce Leadership Program Advisory Council, 2004 - 2011
- Co-Chair, Delaware Area Chamber of Commerce Community Service Day, 2003 - 2004
- Graduate, Delaware Area Chamber of Commerce Leadership Program, Class of 2003
- Member, Ohio Council of School Board Attorneys
- Member, National School Boards Association Council of School Attorneys

Presentations & Published Works

- Speaker, "OASBO Essentials of Human Resources, 2018-2019", August 2019
- Speaker, "Board Meetings, Do's and Don'ts and Board Minutes," Ohio Association of School Business Officials, October 2017
- Speaker, "Collective Bargaining Panel," BASA Legal Aspects of the Superintendency, September 2017
- Speaker, "Ten Things You Want in Your Master Contract," BASA Employment Law Seminar, February 2017
- Speaker, "Sexting and Title IX," OSBA Capital Conference, November 2016
- Speaker, "FMLA Update," OSBA Treasurer's Clinic, October 2016
- Speaker, "Collective Bargaining Update," BASA Legal Aspects of the Superintendency, September 2016
- Speaker, "Legal Update," OTIESA/CTEP Fall Conference, November 2015
- Speaker, "Collective Bargaining Panel," BASA Legal Aspects of the Superintendency, October 2015

CONTACT INFORMATION

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INDUSTRIES & PRACTICES

Colleges & Universities
Employment & Labor
Education Law
Education (Pre-K to 12)
Public Sector

COLUMBUS OFFICE

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Dane Gaschen is an exemplary attorney. He is very knowledgeable about school law, and he responds to the needs of his clients promptly. I would definitely recommend Dane to other school districts.

Bricker client as quoted in Best Law Firms, 2018



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- Speaker, "What Needs to Be on a Board Agenda," Northwest Ohio Association of School Business Officials Fall Meeting, September 2015
- Speaker, "Do's and Don'ts of Employee Discipline," Ohio Association of Secondary School Administrators, March 2015
- Speaker, "Panel Discussion on Collective Bargaining," BASA, March 2015
- Speaker, "Panel Discussion on Collective Bargaining," BASA Legal Aspects of the Superintendency, September 2014
- Speaker, "Handling Drug and Alcohol Issues with Staff Members," BASA Ohio School Employment Law Seminar, February 2014
- Speaker, "The Unions are Back - Strategies for Holding the Line," BASA Options for Financially Troubled School Districts, January 2014
- Speaker, "Arming School Staff," OSBA Capital Conference, November 2013
- Speaker, "Investigating Employee Misconduct and Employee Discipline," OASPA Fall Conference, September 2013
- Speaker, "Collective Bargaining: Teacher Evaluation, RIF, and Other Scary Issues," BASA Legal Aspects of the Superintendency, September 2013
- Speaker, "Legal Issues with Guns in Schools," OCSBA Spring Seminar, June 2013
- Speaker, "New Teacher Evaluation Policy Seminar and Workshop," North Central Ohio ESC, March 2013
- Speaker, "Arming School Employees: Can You? Should You?," BASA Employment Law Seminar, February 2013
- Speaker, "Bargaining with No Money," BASA, January 2013
- Speaker, "Legal Issues with Minors on College Campuses," Ohio 5 Colleges, November 2012
- Speaker, BASA RIF Issues, September 2012
- Speaker, "What Treasurers Need to Know for Collective Bargaining," OSBA Treasurer's Clinic, September 2012
- Speaker, "Early Retirement Incentives," OSBA Capital Conference, November 2011
- Speaker, "School Uniforms," OSBA Capital Conference, November 2011
- Speaker, "Legal Update," OASPA-OAEE Fall Conference, October 2010
- Speaker, "Collective Bargaining Issues," OSBA Treasurers' Clinic, September 2010
- Speaker, "Criminal Records/Employee Misconduct Update," BASA Ohio School Employment Law Seminar, February 2010
- Speaker, "Collective Bargaining Implications of HB ," BASA Legal Issues for Superintendents, October 2009
- Speaker, Buckeye Association of School Administrators; Ohio School Boards Association; Ohio Association of School Business Officials; Ohio Association of School Personnel Administrators; individual school districts
- Author, "Note, Mandatory Custody Mediation: The Debate Over its Usefulness Continues," *10 Ohio State Journal On Dispute Resolution* 469, 1995



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Awards & Recognitions

- Listed, *Best Lawyers in America* (Education Law), 2007–2019
- Rated, BV Distinguished, Martindale-Hubbell

Bar Admissions & Activities

- Member, Ohio State Bar Association; Columbus Bar Association
- Fellow, Ohio State Bar Foundation, Class of 2004
- Admitted, State of Ohio; United States District Court for the Northern and Southern Districts of Ohio; United States Court of Appeals for the Sixth Circuit; the United States Supreme Court

Education

- The Ohio State University (J.D., 1994); Member, *Ohio State Journal on Dispute Resolution*
- University of Michigan (M.B.A. with honors, 1981); Member, Beta Gamma Sigma national honor society
- University of Virginia (B.A. with distinction, 1979)

Experience

School district defense related to sexual abuse

Successfully defended a school district in charges by a former student relating to sexual abuse by a former teacher.