



Christa Richer Cook

Member

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Profile

Christa counsels school districts clients on a broad spectrum of education, labor and employment law matters, including teacher discipline, tenure, seniority and excessing rights, residency issues, teacher evaluations, special education, disability-related issues, school district elections, drafting Board of Education policies, constitutional issues, compliance with the New York Open Meetings Law, employee and student harassment (including compliance with the Dignity for All Students Act), and Title IX compliance.

She represents school districts in labor arbitration proceedings, Section 3020-a proceedings, New York Civil Service Law Section 75 hearings, student disciplinary hearings, proceedings before the New York Public Employment Relations Board (PERB), and appeals before the Commissioner of Education. Christa defends school districts against harassment and discrimination claims in federal court as well as before the New York State Division of Human Rights. She has spoken at seminars across the state on a wide variety of school law and employment law matters and provides training for teachers, administrators and other district employees.

Honors & Affiliations

- *Martindale-Hubbell*®, AV Preeminent Rated
- New York State Bar Association, Labor and Employment Law Section
- New York State Women's Bar Association
- Onondaga County Bar Association
- New York State Association of Management Advocates for School Labor Affairs
- New York State School Boards Association
- Central New York School Boards Association
- Order of the Coif
- Central New York Women's Bar Association, Board Member, 2004-2005
- 2013 Syracuse 40 Under 40 Honoree

Representative Presentations

- New Sexual Harassment Law Update, Haylor, Freyer & Coon Seminar, November 1, 2018

Education

- Syracuse University College of Law (J.D., *magna cum laude*, 2000)
- State University of New York at Fredonia (B.S., *summa cum laude*, 1997)

Bar/Court Admissions

- New York
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York

Practices

- School Law
- Higher Education
- Labor and Employment
- Title IX

- Sexual Harassment and the #MeToo Movement, New York State Association of Management Advocates for School Labor Affairs 41st Annual Summer Conference, July 16, 2018
- Employment: New Challenges in Hiring Practices, Haylor, Freyer & Coon Seminar, September 22, 2016
- Transgendered in Central New York: Employer - Legal Do's and Don'ts, CNY SHRM, March 22, 2016
- The Impacts of New Title IX Guidelines on Public Schools Across the Country: Is Your District in Compliance?, Central New York School Boards Association, March 24, 2015
- Avoid The Price of Silence - Investigating and Addressing Bullying in the School Environment, New York State Association of Management Advocates for School Labor Affairs 37th Annual Summer Conference, July 20, 2014

Other Activities

- Fredonia College Foundation, Board of Directors
- Volunteer Advocate Lawyer for Animal Abuse Court, Onondaga County Bar Association
- Beaver Lake Nature Center, Board Member, 2000-2011