



## Sara E. Colacino

### Member

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### Profile

**Sara counsels employers in private and public sectors on all areas of labor and employment law. These include workplace investigations, wage and hour issues, anti-discrimination laws, at both the federal and state levels, the Family and Medical Leave Act and other leave laws, disability accommodation matters, issues involving employee discipline and the federal and state Fair Credit Reporting Acts.**

Sara also assists employers with employee handbook and policy needs, including development and revision of policies and materials. Her work includes the defense of clients against complaints, charges and appeals brought to federal and state agencies including the State Division of Human Rights, the Equal Employment Opportunity Commission, the Departments of Labor, the Commissioner of Education and the Public Employment Relations Board.

In addition to her focus on labor and employment law, Sara represents and counsels school districts, boards of cooperative educational services and other educational institutions on issues including student matters, board of education needs and operational issues.

Sara is a seasoned presenter of seminars and webinars and provides her clients training sessions on student, Board of Education, operations and employment-related issues. Through the Center for Dispute Settlement, Sara has completed mediator certification training. This allows her to facilitate workplace conflict resolution sessions for private and public sector clients, including educational institutions.

Prior to joining Bond, Sara was at a New York state based firm for nearly 20 years.

### Representative Matters

- Three simultaneous New York State Division of Human Rights complaints brought against non-profit organization alleging racial discrimination and retaliation. Complaints each dismissed by New York State Division of Human Rights with determinations that no probable cause exists to believe that discrimination or retaliation occurred.
- New York State Department of Labor audit following employee complaint against private sector company alleging multiple violations of wage and hour laws and New York State Wage Orders. Case dismissed and audit concluded with no

### Education

- Syracuse University College of Law (J.D., *magna cum laude*, 2004)
- Nazareth College (B.A., *cum laude*, 2001)

### Bar/Court Admissions

- New York
- U.S. District Court for the Western District of New York

### Practices

- Labor and Employment
- School Law

penalties assessed by New York State Department of Labor.

- Grievance arbitration related to relative seniority of members of the teachers' union and alleged provision of instructional support services. Arbitrator determined that District did not violate collective bargaining agreement. Grievance denied.
- New York Education Law Section 3020-a due process proceeding brought by a public school district against a teacher for inappropriate communications and body language with and/or in the presence of students and disclosing confidential student information in violation of the Family Educational Rights and Privacy Act. Employment terminated.
- Parent appeal to Commissioner of Education challenging school district's suspension of student due to singing a racially offensive song while in school and on a school bus. Appeal dismissed in favor of school district.
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## Representative Presentations

- Wayne County Superintendents Chief Officers Meeting – Title IX Regulations/Preliminary Injunction, September 19, 2024
- Title IX and Student Speech – BOE presentation, Barker CSD, September 9, 2024
- North Rose-Wolcott Administrators Training - DASA / Dignity Act Coordinator Training, July 30, 2024
- Fairport CSD Administrators Training - Documentation and Accountability for Staff, Student Searches, Student Suspension Procedures, and Data Breaches, July 17, 2024
- MASLA Arbitration Case Study, July 14, 2024
- NYSASA PERB Training, May 31, 2024
- Four County School Boards Association training on appointment, documentation, tenure, and seniority for certificated staff, May 30, 2024
- RASPA Labor Update – May 2, 2024
- MCSBA Gender Equity and Athletics Under Federal and State Law, May 1, 2024, with Kristen Thorsness
- Fairport CSD Board of Education Board Ethics and Open Meetings Law Training, April 19, 2024
- Board of Education Ethics and Open Meetings Law Training, April 19, 2024
- MCSBA Prospective School Board Member Training, April 13, 2024

## Honors & Affiliations

- Outstanding Alumni Award, Nazareth College, 2023
- Rotary International Paul Harris Fellow Award, Community Service Through Rotary, 2009, 2014, 2023
- Above and Beyond, City & State NY, 2021
- Attorneys of the Year - Leaders in Law Award, *The Daily Record*, 2020

- Up and Coming Attorney, *The Daily Record*, 2010
- *New York Super Lawyers*, Rising Star - Labor and Employment, 2015
- 40 Under 40, *Rochester Business Journal*, 2011

### Other Activities

- Victor-Farmington Rotary, Past President
- New York State Association of School Attorneys, Past President, Director
- Monroe County Bar Association, School Attorneys Committee, Past Chair
- Rotary District 7120, Membership Committee Past Chair
- Fairport Rotary Club, Past President 2014-2015, Member 2005-2019
- Rotary's Camp Haccamo, Past President 2017-2019