

**ATTORNEY GENERAL OF THE STATE OF NEW YORK  
CIVIL RIGHTS BUREAU**

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IN THE MATTER OF THE INVESTIGATION OF  
ERIC T. SCHNEIDERMAN, ATTORNEY GENERAL  
OF THE STATE OF NEW YORK,

**ASSURANCE OF  
DISCONTINUANCE**

OF

No. 15-025

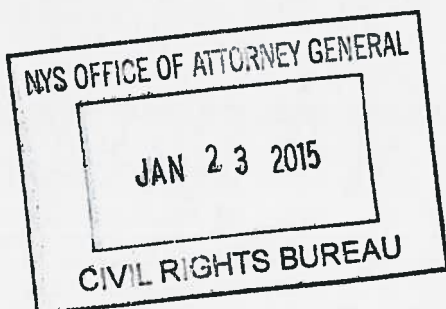
CUBA RUSHFORD CENTRAL SCHOOL DISTRICT

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**ASSURANCE OF DISCONTINUANCE**

In November 2014, the Office of the Attorney General of the State of New York (“OAG”) and the New York State Education Department (“SED”) began to investigate the Cuba Rushford Central School District (the “District”). The investigation sought to determine whether the District failed to fulfill its legal obligations concerning the provision of equal educational opportunities to students regardless of immigration status. Specifically, the investigation sought to determine whether the District’s policies, procedures and practices for enrolling and registering students discriminated against students on the basis of immigration status.

This Assurance of Discontinuance (“Assurance”) contains the findings of the OAG and SED in connection with their investigation of the District and the relief agreed to by the OAG and the District (“the Parties”).



**I.**  
**DEFINITIONS**

1. As used throughout this Assurance, the terms set forth below shall have the following meanings.

- a. "Assurance" means this Assurance of Discontinuance.
- b. The "District" means the Cuba Rushford Central School District and its board of education, trustees, school authorities, school officers, school administrators, superintendents, principals, employees, agents, representatives, or other persons acting on its behalf.
- c. "Effective Date" means the date that this Assurance is signed by an authorized representative of the OAG.
- d. "Employee" means any person carried on the payroll of the District, and includes salaried and hourly employees, full-time or part-time employees, temporary, probationary or permanent employees, principals, teachers, teacher's aides and assistants, registration personnel, and secretaries or other administrative personnel.
- e. "OAG" means the New York State Office of the Attorney General.
- f. "Parties" means the OAG and the District.
- g. "SED" means the New York State Education Department.
- h. Terms of construction:
  - i. "And" and "or" shall be construed conjunctively or disjunctively as necessary to make the meaning inclusive rather than exclusive.
  - ii. "All" means "any and all" and "any" means "any and all."

<sup>1</sup> When used throughout this Assurance, "student" means any person below the age of twenty-one (21) currently or formerly enrolled in a District school.

authorizing specific expenditures.

standards, and securing money for school operational needs and building programs; and appointment of teachers and all other staff members; determining goals for educational operation of the local schools; employing a Superintendent of Schools; authorizing the to the Board. The Board has numerous responsibilities, including drafting policies for the responsible for implementing Board policies, as well as advising and recommending action ("Board"). The Superintendent serves as the chief executive officer of the Board and is 3. The District is supervised by a Superintendent and a seven member Board of Education (the

Hispanic, 1% Asian, and 1% multiracial.

at four District schools.<sup>1</sup> The District's student population is 94% white, 2% black, 1% 2. The Cuba Rushford Central School District has over 822 enrolled students currently studying

**The Cuba Rushford Central School District**

**FINDINGS**

**II.**

includes the singular.

vi. The singular of any word includes the plural; the plural of any word

v. "Including" means without limitation.

iv. "Day" refers to a calendar day, not a business day.

regarding, reflecting, or constituting.

iii. "Concerning" means relating to, referring to, describing, evidencing,

4. In November 2014, the OAG and SFD opened a joint investigation into the District to determine whether its enrollment and registration policies and materials impermissibly discriminated against students or prospective students on the basis of immigration status. The review involved consulting public information about such policies made available by school districts to prospective applicants for enrollment.

5. The investigation found that the District's policies and materials were not consistent with *Plyler v. Doe*, which prohibits school districts from denying a resident student an equal educational opportunity on the basis of his or her immigration status. Specifically, on the "New Student Registration" page of the District's website, the District requires a "Copy of a Social Security Card" and "SSN included on registration form." These requests are likely to chill or discourage undocumented students from registering or enrolling in the District.

### III.

#### PROSPECTIVE RELIEF

WHEREAS, the District is subject to the Fourteenth Amendment to the U.S. Constitution, which the U.S. Supreme Court held, in *Plyler v. Doe*, prohibits school districts from denying a resident student an equal educational opportunity on the basis of his or her immigration status;

WHEREAS, under *Plyler*, the District must also ensure that its enrollment and registration procedures do not ask for information or documentation that has the purpose or result of chilling or discouraging enrollment by students on the basis of their immigration status;

6. The District agrees to comply with the mandate of the Supreme Court's ruling in *Plyler v. Doe*; the obligations, terms, and conditions of the Fourteenth Amendment to the U.S. Constitution; and New York Education Law §3202 and any other applicable laws and regulations.

**GENERAL INJUNCTION**  
A.

WHEREAS, the investigation by the OAG and SED included the review of documents, including those made publically available by the District, concerning pertinent policies, procedures, and practices of the District;

WHEREAS, the District neither admits nor denies the findings of OAG and SED set forth in Paragraphs 2 - 5;

WHEREAS, the Parties share commitments to ensuring that every child seeking to enroll in the District's schools is treated equally regardless of immigration status, that the District's enrollment and registration policies are free of discrimination, and that no eligible child is impermissibly denied his or her right to a free education in the District's schools;

WHEREAS, the Parties are willing to accept the terms of this Assurance to resolve the investigation into the District; and

WHEREAS, the Parties believe that the obligations imposed by this Assurance are prudent and appropriate;

IT IS HEREBY UNDERSTOOD AND AGREED, by and between the District and the OAG as follows:

10. No later than January 31, 2015, the District shall submit for OAG approval, written procedures for handling enrollment and registration determinations consistent with §100.2(y) of the Commissioner's Regulations as amended effective December 16, 2014. The procedures shall include:

**ENROLLMENT AND REGISTRATION PROCEDURES**

**C.**

9. Any proposed modifications to the Enrollment Materials at any time during the term of this Assurance, including any changes concerning documents or information required of students in order to enroll, or pertaining to a student's or parent/guardian's immigration status, shall be subject to OAG approval.

8. Within seven (7) days of OAG approval of the Enrollment Materials, but no later than January 31, 2015, the District shall (a) distribute the Enrollment Materials to the Employees who handle enrollment and registration policies and protocols at each school in the District; and (b) make the Enrollment Materials publicly available, including by newsletter or other publications and by posting them on the District's website, if one exists, with an announcement explaining the change in the Enrollment Materials.

7. Within fourteen (14) days of the Effective Date of this Assurance, the District shall submit for OAG approval, revised enrollment or registration materials, including but not limited to any and all instructions, forms, packets, guides, and "Frequently Asked Questions" ("Enrollment Materials"). The Enrollment Materials must not include any inquiries into citizenship, immigration status, or any other inquiries that might chill or discourage student enrollment on the basis of immigration status.

**ENROLLMENT AND REGISTRATION FORMS**

**B.**

11. No later than January 31, 2015, the District shall create a mandatory training program for all Employees involved in the enrollment and registration process ("Training Program"). The entity used to create the Training Program should have expertise and/or familiarity with enrollment and registration processes that comport with the law. Entities that can be retained for such training include, but are not limited to, third party non-profits, district counsel,

**D. TRAINING**

- a. A statement prohibiting inquiries into immigration status at the time of or as a condition of enrollment, except for limited and targeted post-enrollment inquiries, such as collecting necessary data for procuring funding under Title I of the Elementary and Secondary Education Act of 1965 ("ESEA"), Title III of ESEA, as amended by the No Child Left Behind Act of 2001, and N.Y. Educ. Law §3218 and §100.2(y) of the Commissioner's Regulations as amended effective December 16, 2014;
- b. A statement permitting acceptance of multiple forms of proof of age as required by N.Y. Educ. Law §3218 and §100.2(y) of the Commissioner's Regulations as amended effective December 16, 2014;
- c. A statement permitting acceptance of multiple forms of proof of residency as required by §100.2(y) of the Commissioner's Regulations as amended effective December 16, 2014; and
- d. A statement that, in the event it denies enrollment of a student, the District will do so in accordance with §100.2(y) of the Commissioner's Regulations as amended effective December 16, 2014, including the provision of written notice to the student or parent/guardian as set forth in that section.

advisors, or other agencies. Both the entity the District uses to help develop its Training Program, and the Training Program itself are subject to OAG approval. The Training Program shall cover, but not be limited to, the following topics:

- a. The District's commitment to using policies that ensure provision of equal educational opportunities to District students regardless of immigration status;
- b. An explanation of the District's enrollment and registration process, including the District's obligations under the Fourteenth Amendment to the U.S. Constitution, N.Y. Educ. Law §§3202 and 3218, and §100.2(y) of the Commissioner's Regulations as amended effective December 16, 2014;
- c. A description of the prohibitions concerning inquiries into immigration status; identification of the limited and narrow circumstances under which such inquiries are permitted; discussion of the kinds of inquiries that can potentially chill enrollment; and
- d. An explanation of the right to file an appeal under N.Y. Educ. Law §-310 if denied enrollment.

12. Within thirty (30) days of OAG approval of the Training Program, the District shall offer, and require all Employees involved in the enrollment and registration process to attend, a live presentation of the Training Program. The Training Program may be offered in connection with other District Employee training opportunities, but the District shall offer, and require all Employees involved in the enrollment and registration process to attend, a live presentation of the Training Program no less than once in each school year covered by this Assurance. The District shall maintain attendance sheets at each training presentation mandated by this Assurance.



16. The District shall provide notice to the OAG of decisions to deny enrollment to children, if any, in accordance with §100.2(y) of the Commissioner's Regulations. Such notice shall include the number of students denied enrollment and a general statement summarizing the basis for the denials. Notice regarding denials, if any, shall be provided on a monthly basis

a. The name and address of the child and his or her parents/guardians;

b. The application submitted on behalf of the child;

c. Notes of any evaluation made regarding the child concerning enrollment; and

d. Any record of an enrollment determination made with respect to the child.

shall include:

15. During the Assurance, the District shall collect and maintain records on every child denied enrollment in accordance with §100.2(y) of the Commissioner's Regulations. The records

## RECORDKEEPING AND REPORTING

### F.

[civil.rights@ag.ny.gov](mailto:civil.rights@ag.ny.gov).

14. Within seven (7) days of the Effective Date, but no later than January 31, 2015, the District shall post a statement on the District's website, if one exists, that complaints concerning enrollment and registration can be submitted to the OAG by mail to 120 Broadway, 23rd Floor, New York, NY 10271, by phone to (212) 416-8250, or by email to

13. Within seven (7) days of the Effective Date, but no later than January 31, 2015, the District shall make the Enrollment Materials publicly available, including by newsletter or other publications and by posting them on the District's website, if one exists, with an announcement explaining the change in the Enrollment Materials.

## PUBLIC NOTICE

### E.

21. The OAG has agreed to the terms of this Assurance based on, among other things, the representations that the District and its counsel made to the OAG and the OAG's own findings from the factual investigation as set forth in Findings outlined in Paragraphs 2 - 5 above. To the extent that any material representations are later found to be inaccurate or misleading, this Assurance is voidable by the OAG in its sole discretion.

20. This Assurance shall expire on June 30, 2018.

**SCOPE OF THE ASSURANCE, JURISDICTION, AND ENFORCEMENT PROVISIONS**

**G.**

19. The District shall ensure that any information, documents or data maintained and/or submitted to the OAG under the terms of this Assurance, shall also be made available for review by SED. This Assurance does not in any way impair or affect the right of the OAG to seek to obtain documents from the District.

18. The District shall prepare a report and provide it to the OAG at the close of each academic year, for at least three (3) academic years following the Effective Date. The reports shall contain the current versions of documents maintained under Paragraph 15(a)-(d).

17. The District shall retain, for the duration of the Assurance, all documents pertaining to this Assurance, whether in hard copy or electronic format, including but not limited to:

a. The registration and enrollment materials created pursuant to Paragraph 7;

b. The procedures created pursuant to Paragraph 10;

c. The attendance sheets maintained pursuant to Paragraph 12; and

d. The records created or maintained pursuant to Paragraphs 15 and 16.

and can be provided in written or electronic format to the OAG in accordance with Paragraph 31.

reason be held to be invalid, illegal, or unenforceable in any respect, in the sole discretion of

27. In the event that any one or more of the provisions contained in this Assurance shall for any

without the prior written consent of the OAG.

assign, delegate, or otherwise transfer any of its rights or obligations under this Assurance

and their respective successors and assigns, provided that no party, other than the OAG, may

26. This Assurance shall be binding on and inure to the benefit of the Parties to this Assurance

all the Parties to this Assurance.

25. This Assurance may not be amended except by an instrument in writing signed on behalf of

as an admission of liability by the District.

by any third party in any other proceeding and is not intended, and should not be construed,

other legal proceedings to which OAG is not a party. This Assurance is not intended for use

testimonial obligations or (ii) right to take legal or factual positions in defense of litigation or

Assurance is without factual basis. Nothing in this paragraph affects the District's (i)

directly or indirectly, the property of this Assurance or expressing the view that this

authorized. The District agrees not to take any action or make any statement denying,

conditions of this Assurance are duly approved, and execution of this Assurance is duly

24. The District represents and warrants, through the signatures below, that the terms and

investigation except as otherwise related to the enforcement of the terms of this Assurance.

23. Upon execution by the Parties to this Assurance, the OAG shall discontinue the instant

Assurance.

in this Assurance has been made to or relied upon by the District in agreeing to this

22. No representation, inducement, promise, understanding, condition, or warranty not set forth

the OAG such invalidity, illegality, or unenforceability shall not affect any other provision of this Assurance.

28. If the Assurance is voided or breached, the District agrees that any statute of limitations or other time-related defenses applicable to the subject of the Assurance and any claims arising from or relating thereto are tolled from and after the date of this Assurance. In the event the Assurance is voided or breached, the District expressly agrees and acknowledges that this Assurance shall in no way bar or otherwise preclude the OAG from commencing, conducting or prosecuting any investigation, action or proceeding, however denominated, related to the Assurance, against the District, or from using in any way any statements, documents or other materials produced or provided by the District prior to or after the date of this Assurance.

29. No provision of this Assurance shall be interpreted to require the disclosure of student education records where prohibited by the Family Educational Rights and Privacy Act.

30. To the extent not already provided under this Assurance, the District agrees to, upon request by the OAG, provide all documentation and information necessary for the OAG to verify compliance with this Assurance.

31. All notices, reports, requests, and other communications to any party pursuant to this Assurance shall be in writing and shall be directed as follows:

OAG  
Justin Deabler  
Assistant Attorney General  
Office of the Attorney General  
Civil Rights Bureau  
120 Broadway  
New York, New York 10271  
(212) 416-8250  
(212) 416-8074 (fax)  
Civil.Rights@ag.ny.gov (email)

Cuba Rutherford Central School District  
Carlos Gildemeister  
Superintendent  
Cuba Rutherford School District  
5476 Rt. 305  
Cuba, NY 14727

Any changes in the person to whom communications should be specifically directed shall be

made in advance of the change.

32. Acceptance of this Assurance by the OAG shall not be deemed approval by the OAG of any

of the practices or procedures referenced herein, and the District shall make no representation

to the contrary.

33. If a court of competent jurisdiction determines that the District has breached this Assurance,

the District shall pay to the OAG the cost, if any, of such determination and of enforcing this

Assurance, including without limitation legal fees, expenses, and court costs.

34. Nothing contained herein shall be construed so as to deprive any person of any private right

under the law.

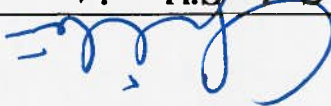
IN WITNESS THEREOF, this Assurance is executed by the parties hereto on January 9, 2015.

CUBA RUSHFORD CENTRAL SCHOOL DISTRICT

Dated: Cuba, New York  
January 9, 2015

Carlos Gildemeister  
Superintendent  
Cuba Rushford Central School District

By:



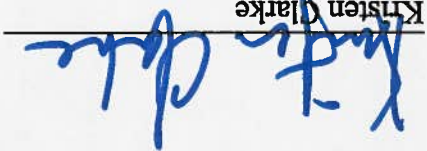
ERIC T. SCHNEIDERMAN  
Attorney General of the State of New York

CONSENTED TO:

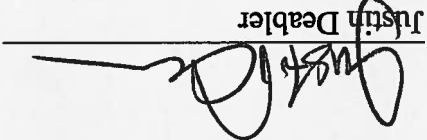
Dated: New York, New York  
January 18, 2015  
February

By:

Kristen Clarke  
Bureau Chief



Justin Deabler



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