

**BOARD OF EDUCATION MEETING  
ALBION CENTRAL SCHOOL DISTRICT  
ALBION, NEW YORK 14411  
September 14, 2026 SUMMARY  
OF A REGULAR BOARD OF EDUCATION MEETING  
6:00 pm**

**MEETING CALL TO ORDER**

Board President, Mrs. Weller, called the meeting to order at 6:00 pm.

**PLEDGE TO THE FLAG**

**Moment of Silence**

Board Member, Ms. Allport shared "We were saddened to learn that Mrs. Gail Allen, a former Nurse in our Elementary School, passed away on Saturday, July 11, 2026.

Mrs. Allen began working in the district as a Registered Professional Nurse on August 7, 1989. After a few years, she expressed interest in being transferred to another building. However, after careful consideration, it was decided she should remain in the primary school. She was commended for an outstanding job; she was well respected by community members and parents and had an excellent rapport with students and teachers. Fellow staff members found Gail to be exceptionally loving, efficient, hard-working and professional; a competent and caring nurse. She remained the Elementary School Nurse until her retirement on April 20, 2009.

Her obituary notes; "Gail spent her career putting her nursing skills where they mattered most - as the school nurse at Albion Elementary, where generations of kids knew her as a steady, comforting presence, and as a devoted nurse and advocate with Hospice of Orleans County, walking alongside families during life's hardest chapters."

Please join me in a moment of silence to honor the care, compassion and commitment Mrs. Gail Allen shared with community, staff and students in our Purple Eagle Family. She will be missed!"

**RECOGNITION - None**

**1. APPROVAL OF AGENDA**

**BOARD APPROVED**

**2. PUBLIC FORUM**

Mr. Alec Sherman thanked the Board and the District Superintendents for allowing him to be the voice of the Purple Eagles for forty

years. He shared that it is time for him to retire from being the announcer at the games. He shared that he had been at all of the games held at Rich Stadium and remembered the first game in 1979 against Springville when he stood outside on the platform. He noted various other individuals who had assisted with announcing at the games and shared there were even times when he sang the National Anthem. He expressed his gratitude for the years he enjoyed announcing and his thirty-two years of teaching. He provided the Board with a 1953 program that was given to him; it documented the game that Medina and Albion played against each other that year.

### **3. BUSINESS ITEMS**

- A. Minutes of August 03, 2026 Regular Board Meeting  
Minutes of August 24, 2026 Special Board Meeting
- B. Extra-Classroom Activity Fund Report for July 2026
- C. CSE & CPSE Recommendations
- D. Building Use Requests
- E. Fundraiser Requests
- F. Budget Transfer Requests:
  - \$45,088.50 Personnel Salary Changes
  - \$17,500.00 Additional Funds for Football Helmets

## **BOARD APPROVED**

- G. Budget Transfer Request:
  - \$ 1,900.00 Purchase of equipment/AED Training

Business Item (G) was provided for Board Members' Information only.

### **4. CORRESPONDENCE - None**

### **5. PRESENTATIONS**

- A. Update on Negotiations with the ATA -  
Mr. Karl Kristoff, Esq.

Mr. Karl Kristoff, Esq. introduced himself to the Board indicating that he is the Labor Relations Specialist from Orleans/Niagara BOCES. He intended not to advocate but to explain the negotiations which are a normal part of labor/relations.

Mr. Kristoff shared that the parties are currently at impasse. Impasse was declared by the Teachers' Association on June 24, 2026, during the parties' second negotiating session in the spring. After the parties were unable to agree on how to sequence the remaining issues, the matter was referred to the New York State Public Employment Relations Board (PERB) for mediation.

Mr. Kristoff provided a timeline and information on how the parties arrived at Impasse indicating:

- November 26, 2025 - the negotiating teams reached a comprehensive Tentative Agreement;
- December 11, 2025 - the Teachers' Association members rejected the Tentative Agreement;
- April 16, 2026 - the Teachers' Association provided a proposal to revise the Tentative Agreement;
- June 8, 2026 - the parties met to discuss the Teachers' Association April proposal;
- June 24, 2026 - the second negotiating session where the Teachers' Association declared Impasse.

A comprehensive Tentative Agreement was reached on November 26, 2025. The sixty-six-page tentative agreement addressed compensation, scheduling and contract language. Mr. Kristoff explained that "Tentative" meant that it was reached by the negotiating teams for both sides but not yet a binding contract; that it was subject to ratification by the Teachers' Association members; subject to approval by the Board of Education and would become binding only when both steps had been completed.

The Tentative Agreement salary terms provided for a 22.1% (\$2,742,032) total contract increase over the 5-year term of the agreement. This percentage figure reflected the negotiating teams' calculation of salary schedule movement and "Professional Step" without associated cost items. He explained that this was the negotiating teams' estimate of the Tentative Agreement's total base salary and "Professional Step" increase over the agreement's 5-year term. The Board evaluates cost items in the context of the District's overall budget and tax cap constraints.

The Tentative Agreement provided for scheduling and instructional time providing for two conference days the District could schedule before Labor Day; ten minutes added to the workday for the 2025-26 school year; then increased to twenty minutes for the 2026-27 school year and each year going forward. These provisions were negotiated to allow the District additional scheduled time for professional development and instruction in exchange for the compensation terms in the Tentative Agreement.

The Tentative Agreement also clarified a number of contract language provisions including, but not limited to,

- Probationary Employees - eliminating limits on the District's ability to appropriately manage probationary employees
- Unpaid Leaves - gained discretion over granting unpaid leaves
- Parent Conferences - changed times to make them more convenient for parents and teachers

The November 26, 2025 Tentative Agreement was submitted to the Teacher' Association membership for ratification on December 11, 2025. The members voted to reject the Tentative Agreement so it did not become a binding contract. Because the Tentative Agreement was not ratified by the members, the terms never took effect. The prior collective bargaining agreement's terms continued to apply under the Taylor Law's Triborough Amendment.

Mr. Kristoff shared that on April 16, 2026 the Teachers' Association delivered a proposal to revise the Tentative Agreement. The members' concerns, as conveyed by the Teachers' Association, focused on three areas:

- Time - the additional workday time the Tentative Agreement would have added
- Money - the overall compensation package
- Retirement Benefit - a retirement benefit provision within the agreement

The Teachers' Association April proposal was, in substance, a request to increase the value of the agreement beyond the provisions of the Tentative Agreement.

Mr. Kristoff provided a comparison of the two proposals over the same 5-year term as follows:

- November 2025 Tentative Agreement - 22.1% increase (\$2,742,032) over five years
- April 16, 2026 Teachers' Association Proposal - 33.6% increase (\$4,181,804) over five years

The April proposal represented an additional 11.5 percentage points of approximately \$1,439,72 above the Tentative Agreement over the same five-year time period.

On June 8, 2026 the parties met on the April Proposal. The District explained it was not in a position to change any economic item in the Tentative Agreement without a reduction in another item. The District further indicated the Teachers' Association needed to reconsider three items in the Tentative Agreement:

- Physician verification of sick leave
- District representation on the sick bank leave committee
- Enrollment of teachers' non-resident children

In exchange for the Teachers' Association reconsidering the above three items, the District indicated it would reconsider the extracurricular activities schedule in the Tentative Agreement.

The parties agreed on meeting before June 24, 2026, the next regularly scheduled negotiating session to determine a "staff of record."

On June 17, 2026 representatives from the Teachers' Association and the District met and agreed on a staff of record based on the District's figures. Mr. Kristoff explained that establishing an agreed staff of record is a routine but important procedural step; it confirms which employees the parties are negotiating on behalf of, so any economic terms can be accurately costed and applied.

On June 24, 2026 the second negotiating session was held. The District proposed a 4-item package addressing the four matters; physician verification of sick leave; sick bank leave committee representation; non-resident children enrollment and the extracurricular activities schedule. The Teachers' Association

negotiating team wanted to begin with the economic proposals only. The District expressed wanting to resolve the four previously addressed items before reaching any further economic proposal. Expressing its disappointment, the Teachers' Association negotiating team declared impasse.

Mr. Kristoff explained the Impasse process indicating that New York's Taylor Law sets the path forward. Article 14 of the New York Civil Service Law, the Taylor Law, governs public sector collective bargaining in New York State including how impasses between school districts and employee organizations are resolved indicating:

- No Strikes - public employees and their unions are prohibited from striking; the Taylor Law provides an alternative dispute resolution path
- PERB oversight - the Public Employment Relations Board (PERB) administers the impasse process for the parties
- Structured Steps - impasse proceeds through defined steps; mediation then fact-finding before any final resolution

Mr. Kristoff provided a step-by-step impasse procedure indicating the following:

- Mediation - A PERB-appointed mediator meets with both parties to assist them in finding common ground to narrow the issues in dispute.
- Fact-Finding - If mediation does not resolve the impasse, a neutral fact-finder holds hearings, reviews each party's position and issues public, non-binding recommendations for settlement.
- Continued Negotiation/Resolution - The parties may reach an agreement at any stage; during mediation, after fact-finding or through continued direct bargaining.

Mr. Kristoff reiterated that impasse was declared on June 24, 2026; shared that a Mediator has been appointed; two negotiating sessions were held on June 8<sup>th</sup> and June 24<sup>th</sup> plus the June 17<sup>th</sup> staff of record meeting. There are no next scheduled sessions and key open issues remain compensation, workday time, retirement benefit and the four items identified at the June 8<sup>th</sup> meeting.

Mr. Kristoff shared that during impasse, the Triborough Amendment applies. Under the Taylor Law's Triborough Amendment, the terms and conditions of the expired collective bargaining agreement, including salary step movement, which is worth an average of 3.8% (ranging from 2.6% to 10.6%) and all other benefits continue in effect for the current unit members while a successor agreement is negotiated. Teachers continue to be paid and receive benefits under the expired agreement's terms; there is no lapse in the terms and conditions of employment while the parties are negotiating; and instruction, programs and daily school operation continue without interruption.

Mr. Kristoff further shared that the Board's approach to the negotiations include:

- Fiscal Responsibility - Any settlement must be sustainable within the District's budget and the property tax cap.
- Fair Compensation - The District values its teaching staff and seeks a competitive and fair compensation package.
- Educational Continuity - Agreements should support but not disrupt the instructional programs for students.
- Good-Faith Bargaining - The District remains committed to negotiating in good faith through every stage of the process.

Mr. Kristoff reiterated that the matter has been referred to the Public Employment Relations Board for mediation. The assigned Mediator will schedule the first session as soon as he's able. If mediation does not resolve the impasse, the parties will proceed to fact-finding under PERB's procedures.

Mr. Kristoff shared that the District remains committed to reaching a fair, fiscally responsible successor agreement with the Albion Teachers' Association through the process that the law provides. The students, staff and community remain the District's first priority throughout this process.

#### 6. **COMMITTEE REPORTS** - None

#### 7. **OLD BUSINESS**

- A. Fall Field Placement and Student Teacher Notifications - Updated

Board Members were provided with updated information for Fall Field Placement and Student Teacher Notifications.

#### 8. **NEW BUSINESS**

- A. Personnel

##### 1. Removal from Position:

- a. Heather Johnston  
       Position: Varsity Football Cheerleading Coach  
       Effective: 09/03/26

##### 2. Resignation:

- a. Aracely Hernandez  
       Position: HS Spanish Club Advisor  
       Effective: 09/04/26

##### 3. 2026-2027 Appointment:

- a. Joshua Howes  
       Position: Building Night Leader  
       Effective: 09/15/26  
       Stipend: \$1,800 Stipend, (prorated  
               \$1,426 from 09/15/26-06/30/27)

4. 2026-2027 Temporary Substitute Assignment:
  - a. Katlyn Ritchey  
Position: Temporary Substitute Custodian  
Effective: 09/08/26 - TBD\*  
(\*Up to 90 days to 12/07/26)  
Salary: \$1,500 per annum, prorated  
for period of substitution
5. 2026-2027 High School After-School Advisory Positions,  
to provide supervision during the after-school  
sports study hall at a rate of \$25 per hour, from  
September 21, 2026 to the end of the fall athletic  
season:  
  
Keith Akers                      Sara Koppenhaver  
Jennifer Burden                Ashley Sanders  
Rich Gannon
6. 2026 Summer Committee on Special Education Meetings:  
  
Event: Summer Committee on Special Education  
Meetings  
  
Individuals: Jennifer Simpson  
Jessica Benson  
  
Rate: \$25/hour  
  
Timeline: July 1, 2026 - September 4, 2026
7. 2026 Summer Professional Development - Updated  
  
Event: Summer Professional Development  
\*Above and beyond the required ATA 15  
Contractual hours  
\*Approved for facilitating professional  
Development and/or being requested to  
go above and beyond  
  
Individuals: Richard Gannon  
  
Rate: \$25/hour (after ATA contractual hours  
are met)  
  
Timeline: July 1, 2026 - September 4, 2026
8. 2026-2027 Additional Mentor Teachers for School Year,  
with an annual \$500 stipend for each Formal Mentor  
and an annual \$250 stipend for each Informal Mentor:  
  
Kevin Feder  
Amanda Flagler  
Stephanie Schepis

10. 2026-2027 Extra-Curricular Appointments:

- a. Miranda Allen  
Position: Play 9-12 Tech  
Salary: \$700
- b. Miranda Allen  
Position: Musical 9-12 Tech  
Salary: \$930
- c. Jessica Symonds  
Position: Yearbook M.S. 6-8 (.5)  
Salary: \$580

11. 2026-2027 Extra-Curricular Athletic Appointments:

- a. Kylee Howard  
Position: Varsity Football Cheerleading Coach  
\*\*Pending all certifications and coaching requirements are met  
Salary: \$1,350
- b. Justin Rodland  
Position: Modified Boys' Soccer Coach  
\*\*Pending all certifications and coaching requirements are met  
Salary: \$1,350

12. Substitutes:

Certified Substitute Teachers

- Dana Martin
- Michael Thaine
- Emma Wagner

Non-Certified Substitute Teachers

- Collin Capurso

Non-Instructional: Clerical, Teacher Aide, Monitor and Cleaner Substitutes

- Beth Dunn - Aide
- Samantha Hand - Aide
- Thomas Kuzma - Cleaner
- Terri Monacelli - Aide
- Beth Navarra - Clerical ES/MS Only

**BOARD APPROVED**

9. 2026-2027 Junior Lifeguard Appointment  
@ \$16.50 per hour for the 2026-2027 School Year,  
pending all requirements are met:

- a. Logan Kast

**BOARD APPROVED**

- B. Approval to Create Additional Aide (1.0 FTE)  
For Special Education Support

**BOARD APPROVED**

- C. 2026-2027 Snow Removal Bid

**BOARD APPROVED**

- D. 2026-2027 Resolution Re: Data Privacy Agreements

**BOARD APPROVED**

- E. 2025-2026 Contract with Rochester City School  
District

**BOARD APPROVED**

- F. Policy 7134 Safeguarding the Rights of Immigrant  
Students - First Read

**BOARD APPROVED, waiver of the second reading of Policy 7134  
Safeguarding the Rights of Immigrant Students pursuant to the terms  
of Policy 1410 regarding Policy and Administrative Regulations.**

**BOARD APPROVED, adoption of Policy 7134 Safeguarding the Rights  
of Immigrant Students.**

- G. Donations:

- Donation of wired headphones to the  
Albion Central School District
- Donation of school supplies to the  
Albion Central School District

**BOARD APPROVED**

- H. Volunteers

A list of volunteers was submitted for Board Members' information.

**9. ADMINISTRATORS' REPORTS**

- A. BOE President Report

Board President, Mrs. Weller, shared with the Board that she had attended the Opening Day for staff on September 2nd. She also attended the Open House at the Middle and High Schools that evening. She thanked building administrators and staff for their efforts as it was a busy evening.

Mrs. Weller also attended a Webinar regarding security in schools, cameras, etc.

- B. Building Principal Reports

Building Principal Reports were submitted for Board Members' review.

### C. Ex-Officio Student Board Member Report

Miss Phoebe Allen, student Board Member reported that the school year is off to a smooth start. Open House offered students the opportunity to meet their teachers. She is a senior this year and enjoyed seeing her old teachers as well as meeting the new ones. She expressed that it was great to be back to school.

Miss Allen reported that the Senior Breakfast had been held last Friday and that planning for Homecoming is well underway. Students will be working on hall decorating. She encouraged Board members to come out and see the hard work students have done preparing for this event.

### D. Assistant Superintendent for Instruction Report

Mrs. Manfreda, Assistant Superintendent for Instruction, shared that New Teacher Orientation had been held. Mr. Tim Archer joined in and provided a community tour for new instructional staff. His tour highlighted all of the cool places to see in Albion; including the Cobblestone Museum where Mr. Collin Capurso provided a tour and Mr. Bill Lattin shared information on artwork at the museum. A visit was made to Panek Farms where Board Member, Mrs. Kaitlyn Panek provided some agricultural information and new staff members were able to climb into a tractor. A visit took everyone to Mrs. Harriet Greaser's residence where ordinarily she doesn't allow visits but staff members were warmly welcomed. Pastor Sue provided a tour of the 1<sup>st</sup> Presbyterian Church and the tour ended at Mt. Albion Cemetery where staff members were able to look at the monument. Mrs. Manfreda thanked Mr. Archer for sharing his connections and for the time he spent with them on the tour.

### E. Superintendent's Report

Superintendent Edwards thanked everyone for a great start to the new school year.

## 10. BOARD DATES

| DAY    | DATE                                           | EVENT                                 | TIME    |
|--------|------------------------------------------------|---------------------------------------|---------|
| Monday | September 14, 2026<br>(2 <sup>nd</sup> Monday) | Regular Board of<br>Education Meeting | 6:00 pm |
| Monday | October 05, 2026                               | Board Meet and Greet<br>New Teachers  | 5:00 pm |
| Monday | October 05, 2026                               | Regular Board of<br>Education Meeting | 6:00 pm |
| Monday | November 02, 2026                              | Regular Board of<br>Education Meeting | 6:00 pm |

## 11. EXECUTIVE SESSION WITH THE SUPERINTENDENT

**BOARD APPROVED**

12. OPEN SESSION

BOARD APPROVED

13. ADJOURNMENT

BOARD APPROVED