

OUR TEAM



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Madison-Oneida
Board of Cooperative Educational Services
Lead • Partner • Innovate • Excel

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MADISON-ONEIDA BOCES LABOR RELATIONS & POLICY SERVICE



The Madison-Oneida BOCES Labor Relations and Policy Office is a team of dedicated, knowledgeable attorneys and professionals with extensive experience in the variety of issues that schools face.

We currently provide legal and labor relations services for 3 BOCES and 18 school districts. Our policy service is one of only three entities in New York State that perform this work and currently provides policy services to 5 BOCES and 36 districts.

Our experience includes municipal law, education law, labor law, family law, contracts, workers' compensation, technology and social media regulations, environmental law, Freedom of Information Law, and in the general practice of law. Our team includes Labor Relations Specialists, School Attorneys, a Paralegal and a Senior Office Specialist.

The cornerstones of our philosophy are to be accessible and timely, to base our work on research and to offer customized services that support individual districts' needs.

TRAINING PROGRAMS

Our team can lead training programs and workshops for Boards of Education, administrative personnel, mid-management, individual employee groups and organizations, and community groups and organizations. Programs can be both broad-based and customized, based upon an individual school district's needs.

Recent training topics include: Dignity for All Students Act, Management Training, Data and Email Privacy, Writing Counseling Memos, Child Abuse in an Educational Setting, PINS and Sexual Harassment.

LEGAL SERVICES

Our office provides school districts the opportunity to access legal services through an inter-municipal agreement with BOCES. Participating districts pay a favorable hourly rate for legal services that are outside the scope of a COSER and utilize these services on an as-needed basis each year.

This service includes, but is not limited to:

- Education Law Section 3020 (disciplinary proceedings)
- Student disciplinary hearings (advocate or hearing officer)
- Family Court proceedings (PINS)
- Article 78 proceedings
- Advice on Board governance matters
- Vendor contracts and procurement counsel

POLICY SERVICES

Our Board Policy development and update services provide both template and customized policy content, and it includes a searchable online Policy Manual. We are available for ongoing consultation regarding Policy implementation. Our Policy Audit service is designed to complete a cover-to-cover review of a district's Policy Manual over a three-year period, ensuring compliance with federal and state laws and regulations.

OUR SERVICES

Consultations: We are available to address questions or concerns of a district or BOCES relative to the daily operations of their schools.

Labor Inquiries: We address and respond to specific questions and concerns of a labor-related nature relative to the daily operations of a public school.

Negotiations: We assist in researching and identifying bargaining objectives and strategies, and we can serve as either the chief spokesperson, or in an advisory role during the negotiation process.

Education Law/Civil Service Compliance: We offer advice regarding compliance with tenure, seniority, certification and qualification provisions of the law, as well as addressing districts' individual hiring and compliance needs.

Workforce Administration & Employee Discipline: We guide school districts and BOCES through all facets of employment-related issues, including investigations, counseling and disciplinary proceedings under Education Law, Civil Service Law, and contractual hearings, and we administer grievances through the grievance process, up to and including the arbitration process.

Staff Training: We provide state-mandated and individual training programs in all aspects of district operations.

Agency Proceedings: We can serve as a school district's advocate in PERB proceedings, as well as investigations by state and federal agencies and regulatory entities, such as the State Division of Human Rights, the U.S. EEOC and the Department of Labor.

Salary & Benefit Survey: We conduct annual surveys of school districts in the region, collecting comparative information for instructional, non-instructional and administrative job titles. Surveys are also performed on behalf of an individual school at their request.