

**4-H Issue Committee Emergency Meeting
DRAFT AGENDA**

Thursday, March 7, 2024
6 pm at the CCE Hamden Office

Committee members: Rachael Collins, Libby LePinnet-Kelly, Lonny Schaefer, Lisa Nichols, Stacy Palmatier, Jill Coleman, Justin Ruff
Camp Committee Advisor: Polly DellaCrosse
Teen Advisor(s): ?

Present:

Absent:

4-H Educators/Extension Staff:

Guests:

RECORDS & DOCUMENTS PROVIDED

Draft minutes 4-H Issues Committee meeting of January 24, 2024

Draft minutes 4-H Issues Committee meeting of February 27, 2024

Operational Guidelines (revised June 2020)

Constitution of the Cornell Cooperative Extension Association of Delaware County (effective January 1, 2023)

FOIL Policy

NY Open Meeting Laws

Current CCE Staff List (last accessed March 7, 2024)

Current public posting list of CCE Board and Committee Meeting Minutes (last accessed March 7, 2024)

MEETING EXPECTATIONS

Opening comments

MINUTES

Approval of draft minutes for Committee Meetings held January 24, 2024 and February 27, 2024

ELECTIONS

Review of Executive positions on 4-H Issues Committee

Confirmation of CCE Board Rep ahead of Delaware County CCE Board Organizational Meeting set for March 13, 2024

Update: Teen Advisors?

Clarification: President Appointed Advisors to the Issues Committee?

OPEN MEETINGS LAW

§ 106(3) of the NY Open Meetings Law "OML"

FOIL

§87(4)(c) of the NY Freedom of Information Law (“FOIL”)

DOCUMENT AND RECORDS ACCESS

Secretary contacted Dr. Mandeep Virk-Baker on March 2, 2024 and March 4, 2024 to clarify Records Access Officer and request access on behalf of the committee to the following documents:

- Any policies or operating manuals specific to our 4-H program
- Any operating manual specifically for staff for 4-H or CCE at either the Walton and Hamden offices or both
- Any human resources policies and procedures if you have - especially those relating to hiring, governance, discrimination and complaints procedures.

Copy of Organizational Structure Chart also requested on March 5, 2024.

STAFFING ISSUES

Departure of Ms. Emily Roach, Ms. Corrine Tomkins and Ms. Justine Bishop

Staff turnover & shortages, staff workload & morale

Lack of communications and responses

Campership essays

Immediate programming concerns (see checklist below)

CAMP

Positions

Allocation of work

Hiring

PROGRAMMING

February

1 - 4-H Camp Shankitunk Registration Opens

15 - Community Service Applications Due

28 - “What’s Bugging You” Virtual Series starts (5 classes on Wednesdays)

March

1 - Teen Recognition Night, Hamden (6-8 pm)

1 - Campership (Scholarship) Applications for 4-H Camp Shankitunk Due

6 - Dairy Quiz Bowl Practices CCE/4-H Office Hamden 6-7pm

3, 10 - Dairy Quiz Bowl Practices Bloomville 1-2pm

8 - Teen Council Bowling

9 - District Horse Bowl & Hippology Competition Greene Intermediate School

15 - Meat Chick Sign Up Deadline

16 - District Dairy Quiz Bowl Competition Oxford Central School

22 - County Public Presentations: Hamden (4-7pm)

23 - County Public Presentations: Hamden (9-Noon)

25 - Day Old Pheasant Order Deadline (NEW* youth must register online thru DEC website)

30 - County Public Presentations: Sidney Library (9-Noon)

April

1, 2, 3, 4, 5 - Stitch This Series: Sewing CCE/4-H Office Hamden 1-2:30pm daily

6 - Teen Council Humane Society Volunteer Event

10, 17, 24 - Chainmail Series CCE/4-H Office Hamden

NYS 4-H Horse Bowl Cornell

18 - Achievement Book Working Session

20 - District Public Presentations

25-26 - Meat Chickens Delivered

28 - International Day, 4-H Camp (1-3pm)

PUBLIC COMMENTS

CLOSING COMMENTS

4-H Issue Committee Meeting Minutes

January 24, 2024

COMMITTEE MEMBERS

Present

In person: Lonny Schaefer, Lisa Nichols, Jill Coleman, Justin Ruff

Zoom: Rachael Collins (unexpected circumstances: illness), Stacy Palmatier

4-H Educators/Extension Staff: Emily Roach, Corrine Tompkins, Kaitlyn Conklin

Absent

Committee: Libby LePinnet-Kelly

Committee Advisor: Polly DellaCrosse

Teen Advisor(s): absent

Commenced at 6:02 pm

STAFFING

Advised by Emily Roach that Justine Bishop (staff members assigned to 4-H administrative support)

Emily reported that CCE hopes to fill this position soon.

MILEAGE FORMS

Distributed to committee members by Emily Roach for reimbursement for travel miles to attend meetings

SEXUAL HARASSMENT PREVENTION TRAINING 4-H STAFFING UPDATE

4-H ENROLLMENT UPDATE

Enrolled: (Estimate as of 1/24/24) -Volunteers: 67

-Members: 360

Emily Roach reported that enrollment is close to the numbers we had for last year. Increased number of out of county enrollments. This may be due to confusion about who they are enrolling with.

AUCTION BEEF UPDATE

2024 – 23 exhibitors/35 animals 2023 – 22 exhibitors w/30 animals

4-H CAMP SHANKITUNK UPDATE

-Registration Update (Opens 2-1-2024) Camp delayed opening registration by one month so information about scholarships and applications would be available at the same time.

Scholarship applications can now be done at the same time as camp registration. Parents no

longer have to pay full amount to enroll – can pay a smaller sum to secure spot and then see what camperships are awarded.

- Campership Deadline (3-1-2024)

-Staffing Plans & Recruitment Transition Update -4-H Camp Shankitunk Fund

- Will reintroduce backpacking, air rifle and fire building classes

- introduced transition day category – not yet ready for overnight but older than most day campers.

We now have three options for campers and parents: overnight, transition and day camp

FUTURE ISSUE MEETINGS

February 27, 2024 at 6 pm if needed to vote on late enrollment

May 22nd at 6 pm

Aug 14 at 6 pm (Fair meeting)

October 22nd at 6 pm

ELECTIONS OF OFFICERS AND CCE BOARD REPS

- Chairperson – Lonny Schaefer; motioned by Lisa Nichols seconded by Jill Coleman; unanimous vote in favor.
- Vice Chairperson – Lisa Nichols; motioned by Jill Coleman, seconded by Justin Ruff; unanimous vote in favor.
- Secretary – Rachael Collins; motioned by Lisa Nichols; seconded by Jill Coleman; unanimous vote in favor.
- Long Range – Rachael Collins; motioned by Lisa Nichols; seconded by Lonny Schaefer; unanimous vote in favor.
- Finance & Board Rep – Stacy Palmatier; motioned by Jill Coleman, seconded by Lisa Nichols; unanimous vote in favor.
- Personnel & Board Rep -Lonny motioned to appoint Libby Kelly to personal and board rep assuming Libby wants to accept this position. Jill Coleman expressed interest in taking this role if Libby does not accept. Rachael seconded. Unanimous vote in favor. Committee will reconvene to vote and confirm for this position.

UPCOMING 4-H PROGRAMMING/EVENTS

February

- 1 - 4-H Camp Shankitunk Registration Opens
- 3 - 4-H Volunteer/Leader Day
- 4, 11, 18, 25 - Dairy Quiz Bowl Practices Bloomville 1-2pm
- 7, 14, 21, 28 - Dairy Quiz Bowl Practices CCE/4-H Office Hamden 6-7pm
- 8 - Achievement Book Working Session CCE/4-H Office Hamden
- 10 - Teen Council Snow Tubing
- 11 - Horse Judging Clinic Cornell 9am-2pm
- 15 - Community Service Applications Due
- 17 - How to do a Public Presentation Workshop CCE/4-H Office Hamden 10am-12pm
- 20 - What is Shooting Sports Lunch and Learn Zoom

- 24 – NYS 4-H Model Horse Show Bath, NY
- 28 - “What’s Bugging You” Virtual Series starts (5 classes on Wednesdays)

March

- 1 - Teen Recognition Night, Hamden (6-8 pm)
- 1 - Campership (Scholarship) Applications for 4-H Camp Shankitunk Due
- 6 - Dairy Quiz Bowl Practices CCE/4-H Office Hamden 6-7pm
- 3, 10 - Dairy Quiz Bowl Practices Bloomville 1-2pm
- 8 - Teen Council Bowling
- 9 - District Horse Bowl & Hippology Competition Greene Intermediate School
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- 22 - County Public Presentations: Hamden (4-7pm)
- 23 - County Public Presentations: Hamden (9-Noon)
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- 6 - Teen Council Humane Society Volunteer Event
- 10, 17, 24 - Chainmail Series CCE/4-H Office Hamden
- NYS 4-H Horse Bowl Cornell
- 18 - Achievement Book Working Session
- 20 - District Public Presentations
- 25-26 - Meat Chickens Delivered
- 28 - International Day, 4-H Camp (1-3pm)

Motion to adjourn at 7:15 pm

4-H Issue Committee Minutes 2.27.2024

Lonny Schaefer called the meeting to order at 6:06pm.

Rollcall: Members: Libby LePinnet-Kelly, Lonny Schaefer, Lisa Nichols, Jill Coleman, Justin Ruff, Rachael Collins (via zoom after start of meeting)

Additional guest: Donna Jones, Donna Dickson-Noonan, Betty Scott, Carolyn Scobie, Brad Taggart, Kendra Wiggans.

Staff – Dr. Mandeep Virk-Baker, Ashley Silano-Moore, Kaitlyn Conklin.

Dr. Virk-Baker gave an update on staffing. She explained that on Monday, Emily Roach (4-H Team Lead) and Corrine Thompkins (4-H Resource Educator) no longer were with Delaware County CCE. Ashley Silano-Moore was introduced as the interim 4-H Team Lead. Dr. Virk-Baker introduced and explained a recruitment plan in which she is working on getting submitted and posted all open 4-H positions as soon as possible so they may be filled quickly. Dr. Virk-Baker also went over the multiple 4-H postings that were already available for applicants to apply for. These openings included: 4-H & Ag Administrative Assistant, and multiple open camp positions.

Libby Kelly asked for clarification on the 4-H admin position, whether they would still be responsible for camp admin tasks. Dr. Virk-Baker assured Libby Kelly that this position would not need to handle camp admin tasks or HR and that they would focus on 4-H programs. Dr. Virk-Baker also noted that CCEDC would be looking to fill a fair admin role as well, which would be seasonal.

Libby Kelly then asked questions regarding UltraCamp, if other staff had access to the camp system if parents had problems registering for camp, what staff would be able to help them. Dr. Virk-Baker assured Libby Kelly that Stacy Young (Office Coordinator) and Lenora Grable-Grant (SBN Lead-Finance) had access to UltraCamp, however from a finance side. Dr. Virk-Baker went on to explain a few finance changes that she planned to be in effect in the future including looking at changes in credit card vendors so staff could receive itemized transactions. Dr. Virk-Baker also mentioned that she has offered the position of Camp Director to an applicant and is waiting for their response.

Rachael Collins asked if camperships are still moving forward as usual with recent staff changes. Dr. Virk-Baker assured Rachael Collins that CCEDC will do whatever is needed so camperships will continue. She went on to explain that she has been in contact with Shawn Tiede (Cornell 4-H Camp Specialist) for a more detailed plan to move forward with.

Rachael Collins voiced concerns with running camp, 4-H programs, etc. as well as her support for and the importance of the program and how it is needed in the county. Dr. Virk-Baker reassured that she is working on all these concerns and coverage with MOU plans and P.W. Woods.

Rachael Collins asked if Dr. Virk-Baker has assistance with this huge work load. Dr. Virk-Baker replayed stating that she has offered Jonathan Conklin the position of Camp Director and that Shawn Tiede has assured Dr. Virk-Baker that with Jonathan Conklin as Camp Director, camp is not in a “crisis mode”. Shawn Tiede has agreed to support camp administratively.

Donna Jones then applauded Dr. Virk-Baker on her work with coverage planning.

Libby Kelly expressed concerns on how we know if we have the correct fit with seeking outside help from other counties such as Chenango CCE for the positions temporarily. Dr. Virk-Baker reassured Libby Kelly that Craig Brown (CCE Chenango County Executive Director) is going to provide the assistance and coverage that Delaware County needs. Dr. Virk-Baker explained that she has specific goals for these MOUs with deliverables, not blanket coverage.

Moving on from staff update discussion – Kaitlyn Conklin explained that staff no longer had access to the appeals sent in for late enrollments which were supposed to be voted on. Lonny Schafer made a motion to accept all late enrollments this year due to the specific circumstances caused by staffing change overs. Lisa Nicols second Lonny Schafer’s motion- all voted in support and the motion was carried.

Lonny Schafer then discussed multiple avenues which he believed 4-H could more effectively advertise to the County and recruit more youth participation. These suggestions included; signage at the fair, adding reminders about 4-H re-enrollment events to the bottom of entry cards or judges forms, etc. Libby Kelly asked if it would be possible to receive texts about 4-H information in addition to emails. Kaitlyn Conklin believes that 4-H Online has a text function, but will need to look into it further.

Rachael Collins pointed out that community members and parents will want to know what programs and events are still being held due to the staff change over. Rachael Collins emphasized the importance of seeming sustainable and the need for transparency.

At this time Kendra Wiggans (4-H Alumni, Parent and Community Member) echoed Rachael Collins’ statements adding that she has additional concerns with Chenango stepping in, the need for transparency and the importance of filling these open positions. She stressed that Delaware County 4-H is known as one of the strongest in the state, but from an outside perspective, it looks like it is crumbling from the inside out. Kendra Wiggans stressed the importance of needing to stop rumors and that the public at large needs to be updated from CCEDC on what’s happening. Dr. Virk-Baker agreed and thanked Kendra Wiggans from sharing her thoughts.

Libby Kelly then again expressed concerns with finding the correct fit, even via state contacts for these positions temporarily. She admitted to be “pulling information not widely known” and wants to be sure we’re finding the right people and that her concern is from past events concerning finance positions filled. Dr. Virk-Baker assured Libby Kelly that she spoke with four different CCE’s Executive Directors to try to find an MOU that works. She corrected that she disagreed with Libby Kelly’s statements about finance assistance failing previously.

Rachael Collins expressed concerns with if these staff changes will affect the club “Country Bumpkins” as the Bishop family currently runs this club. Dr. Virk-Baker did not have a response to this specific question but was taking note of specific concerns brought up by the Issue Committee.

Lonny Schafer stated that if another meeting was needed to stay informed on staff updates, the Issue Committee could always add a meeting to the calendar. Lonny Schafer additionally asked if the Issue Committee could have a rep in the hiring process of the new staff. Dr. Virk-Baker stated she would investigate the possibility.

Dr. Virk-Baker then asked anyone on zoom or in person who hadn’t spoken yet if they’d like the chance to speak.

Donna Dickson- Noonan took the opportunity to state that the jobs will be available online.

Carolyn Scobie thanked the committee for the ability to listen in.

Brad Taggart agreed echoed Carolyn's statements.

Donna Jones thanked the Issue Committee for their professionalism.

Rachael Collins then suggested that some form of notification to the public should be sent out as soon as possible to reassure and comfort the public and 4-H Families. Dr. Virk-Baker stated that herself, Ashley Silano-Moore and Kaitlyn Conklin will work on a statement that would be sent to the Issue Committee for their input as soon as possible.

Libby Kelly asked if there could be a point of contact announced.

Donna Jones then asked how emails are being handled that are sent to Corrine Thompkins and Emily Roach's addresses. Dr. Virk-Baker explained that anyone who emails them will get a response directing them to Ashley Silano-Moore and Kaitlyn Conklin.

Rachael Collins stressed the importance of CCEDC "setting the language" as silence allows community members to imagine their own narrative.

Kendra Wiggans agreed with Rachael Collins for the need for transparency.

Lonny Schafer asked for a motion to adjourn - Lisa Nicols motioned for adjournment, Libby Kelly second. Meeting was adjourned at 7:26pm

OPEN MEETINGS LAW

PUBLIC OFFICERS LAW, ARTICLE 7

§100. Legislative declaration.

§101. Short title.

§102. Definitions.

§103. Open meetings and executive sessions.

§ 103-a. Videoconferencing by public bodies [Expires and deemed repealed July 1, 2024].

§104. Public notice.

§105. Conduct of executive sessions.

§106. Minutes.

§107. Enforcement.

§108. Exemptions.

§109. Committee on open government.

§110. Construction with other laws.

§111. Severability.

§100. Legislative declaration.

It is essential to the maintenance of a democratic society that the public business be performed in an open and public manner and that the citizens of this state be fully aware of and able to observe the performance of public officials and attend and listen to the deliberations and decisions that go into the making of public policy. The people must be able to remain informed if they are to retain control over those who are their public servants. It is the only climate under which the commonwealth will prosper and enable the governmental process to operate for the benefit of those who created it.

§101. Short title.

This article shall be known and may be cited as "Open Meetings Law".

§102. Definitions.

As used in this article:

1. "Meeting" means the official convening of a public body for the purpose of conducting public business, including the use of videoconferencing for attendance and participation by the members of the public body.
2. "Public body" means any entity, for which a quorum is required in order to conduct public business and which consists of two or more members, performing a governmental function for the state or for an agency or department thereof, or for a public corporation as defined in section sixty-six of the general construction law, or committee or subcommittee or other similar body consisting of members of such public body or an entity created or appointed to perform a necessary function in the decision-making process for which a quorum is required in order to conduct public business and which consists of two or more members. A necessary function in the decision-making process shall not include the provision of recommendations or guidance which is purely advisory and which does not require further action by the state or agency or department thereof or public corporation as defined in section sixty-six of the general construction law.
3. "Executive session" means that portion of a meeting not open to the general public.

§103. Open meetings and executive sessions.

(a) Every meeting of a public body shall be open to the general public, except that an executive session of such body may be called and business transacted thereat in accordance with section one hundred five of this article.

(b) Public bodies shall make or cause to be made all reasonable efforts to ensure that meetings are held in facilities that permit barrier-free physical access to the physically handicapped, as defined in subdivision five of section fifty of the public buildings law.

(c) A public body shall provide an opportunity for the public to attend, listen and observe meetings in at least one physical location at which a member participates.

(d) Public bodies shall make or cause to be made all reasonable efforts to ensure that meetings are held in an appropriate facility which can adequately accommodate members of the public who wish to attend such meetings.

* NB There are 2 sub (d)'s

(d) 1. Any meeting of a public body that is open to the public shall be open to being photographed, broadcast, webcast, or otherwise recorded and/or transmitted by audio or video means. As used herein the term "broadcast" shall also include the transmission of signals by cable.

2. A public body may adopt rules, consistent with recommendations from the committee on open government, reasonably governing the location of equipment and personnel used to photograph, broadcast, webcast, or otherwise record a meeting so as to conduct its proceedings in an orderly manner. Such rules shall be conspicuously posted during meetings and written copies shall be provided upon request to those in attendance.

(e) Agency records available to the public pursuant to article six of this chapter, as well as any proposed resolution, law, rule, regulation, policy or any amendment thereto, that is scheduled to be the subject of discussion by a public body during an open meeting shall be made available, upon request therefor, to the extent practicable at least twenty-four hours prior to the meeting during which the records will be discussed. Copies of such records may be made available for a reasonable fee, determined in the same manner as provided therefor in article six of this chapter. If the agency in which a public body functions maintains a regularly and routinely updated website and utilizes a high speed internet connection, such records shall be posted on the website to the extent practicable at least twenty-four hours prior to the meeting. An agency may, but shall not be required to, expend additional moneys to implement the provisions of this subdivision.

(f) Open meetings of an agency or authority shall be, to the extent practicable and within available funds, broadcast to the public and maintained as records of the agency or authority. If the agency or authority maintains a website and utilizes a high speed internet connection, such open meeting shall be, to the extent practicable and within available funds, streamed on such website in real-time, and posted on such website within and for a reasonable time after the meeting. For the purposes of this subdivision, the term "agency" shall mean only a state department, board, bureau, division, council or office and any public corporation the majority of whose members are appointed by the governor. For purposes of this subdivision, the term "authority" shall mean a public authority or public benefit corporation created by or existing under any state law, at least one of whose members is appointed by the governor (including any subsidiaries of such public authority or public benefit corporation), other than an interstate or international authority or public benefit corporation.

§ 103-a. Videoconferencing by public bodies [Expires and deemed repealed July 1, 2024].

1. For the purposes of this section, "local public body" shall mean a public corporation as defined in section sixty-six of the general construction law, a political subdivision as defined in section one hundred of the general municipal law or a committee or subcommittee or other similar body of such entity, or any entity for which a quorum is required in order to conduct public business and which consists of two or more members, performing a governmental function for an entity limited in the execution of its official functions to a portion only of the state, or a political subdivision of the state, or for an agency or department thereof. For the purposes of this section, a public body shall be as defined in subdivision two of section one hundred two of this article.

2. A public body may, in its discretion, use videoconferencing to conduct its meetings pursuant to the requirements of this article provided that a minimum number of members are present to fulfill the public body's quorum requirement in the same physical location or locations where the public can attend and the following criteria are met:

(a) the governing board of a county, city, town or village has adopted a local law, or a public body has adopted a resolution, or the senate and assembly have adopted a joint resolution, following a public hearing, authorizing the use of videoconferencing:

(i) for itself and its committees or subcommittees; or,

(ii) specifying that each committee or subcommittee may make its own determination;

(iii) provided however, each community board in a city with a population of one million or more shall make its own determination;

(b) the public body has established written procedures governing member and public attendance consistent with this section, and such written procedures shall be conspicuously posted on the public website of the public body;

(c) members of the public body shall be physically present at any such meeting unless such member is unable to be physically present at any such meeting location due to extraordinary circumstances, as set forth in the resolution and written procedures adopted pursuant to paragraphs (a) and (b) of this subdivision, including disability, illness, caregiving responsibilities, or any other significant or unexpected factor or event which precludes the member's physical attendance at such meeting. Notwithstanding the in person quorum requirements set forth in this subdivision, the public body may determine, through its written procedures governing member and public attendance established pursuant to and consistent with this section, to allow for any member who has a disability as defined in section two hundred ninety-two of the executive law, where such disability renders such member unable to participate in-person at any such meeting location where the public can attend, to be considered present for purposes of fulfilling the quorum requirements for such public body at any meetings conducted through videoconferencing pursuant to this section, provided, however, that the remaining criteria set forth in this subdivision are otherwise met; and provided, further, that the public body maintains at least one physical location where the public can attend such meeting;

(d) except in the case of executive sessions conducted pursuant to section one hundred five of this article, the public body shall ensure that members of the public body can be heard, seen and identified, while the meeting is being conducted, including but not limited to any motions, proposals, resolutions, and any other matter formally discussed or voted upon;

(e) the minutes of the meetings involving videoconferencing shall include which, if any, members participated remotely and shall be available to the public pursuant to section one hundred six of this article;

(f) if videoconferencing is used to conduct a meeting, the public notice for the meeting shall inform the public that videoconferencing will be used, where the public can view and/or participate in such meeting, where required documents and records will be posted or available, and identify the physical location for the meeting where the public can attend;

(g) the public body shall provide that each meeting conducted using videoconferencing shall be recorded and such recordings posted or linked on the public website of the public body within five business days following the meeting, and shall remain so available for a minimum of five years thereafter. Such recordings shall be transcribed upon request;

(h) if videoconferencing is used to conduct a meeting, the public body shall provide the opportunity for members of the public to view such meeting via video, and to participate in proceedings via videoconference in real time where public comment or participation is authorized and shall ensure that videoconferencing authorizes the same public participation or testimony as in person participation or testimony; and

(i) a local public body electing to utilize videoconferencing to conduct its meetings must maintain an official website.

3. The in person participation requirements of paragraph (c) of subdivision two of this section shall not apply during a state disaster emergency declared by the governor pursuant to section twenty-eight of the executive law, or a local state of emergency proclaimed by the chief executive of a county, city, village or town pursuant to section twenty-four of the executive law, if the public body determines that the circumstances necessitating the emergency declaration would affect or impair the ability of the public body to hold an in person meeting.

4. No later than January first, two thousand twenty-four, the committee on open government, created by paragraph (a) of subdivision one of section eighty-nine of this chapter, shall issue a report to the governor, the temporary president of the senate, the speaker of the assembly, the chair of the senate standing committee on local government, the chair of the senate standing committee on investigations and government operations, the chair of the assembly standing committee on local governments, and the chair of the assembly standing committee on governmental operations concerning the application and implementation of such law and any further recommendations governing the use of videoconferencing by public bodies to conduct meetings pursuant to this section.

5. Open meetings of any public body that are broadcast or that use videoconferencing shall utilize technology to permit access by members of the public with disabilities consistent with the 1990 Americans with Disabilities Act (ADA), as amended, and corresponding guidelines. For the purposes of this section, "disability" shall have the meaning defined in section two hundred ninety-two of the executive law.

§104. Public notice.

1. Public notice of the time and place of a meeting scheduled at least one week prior thereto shall be given or electronically transmitted to the news media and shall be conspicuously posted in one or more designated public locations at least seventy-two hours before such meeting.

2. Public notice of the time and place of every other meeting shall be given or electronically transmitted, to the extent practicable, to the news media and shall be conspicuously posted in one or more designated public locations at a reasonable time prior thereto.

3. The public notice provided for by this section shall not be construed to require publication as a legal notice.

4. If videoconferencing is used to conduct a meeting, the public notice for the meeting shall inform the public that videoconferencing will be used, identify the locations for the meeting, and state that the public has the right to attend the meeting at any of the locations.

5. If a meeting will be streamed live over the internet, the public notice for the meeting shall inform the public of the internet address of the website streaming such meeting.

6. When a public body has the ability to do so, notice of the time and place of a meeting given in accordance with subdivision one or two of this section, shall also be conspicuously posted on the public body's internet website.

§105. Conduct of executive sessions.

1. Upon a majority vote of its total membership, taken in an open meeting pursuant to a motion identifying the general area or areas of the subject or subjects to be considered, a public body may conduct an executive session for the below enumerated purposes only, provided, however, that no action by formal vote shall be taken to appropriate public moneys:

a. matters which will imperil the public safety if disclosed;

b. any matter which may disclose the identity of a law enforcement agent or informer;

c. information relating to current or future investigation or prosecution of a criminal offense which would imperil effective law enforcement if disclosed;

d. discussions regarding proposed, pending or current litigation;

e. collective negotiations pursuant to article fourteen of the civil service law;

f. the medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation;

g. the preparation, grading or administration of examinations; and

h. the proposed acquisition, sale or lease of real property or the proposed acquisition of securities, or sale or exchange of securities held by such public body, but only when publicity would substantially affect the value thereof.

2. Attendance at an executive session shall be permitted to any member of the public body and any other persons authorized by the public body.

§106. Minutes.

1. Minutes shall be taken at all open meetings of a public body which shall consist of a record or summary of all motions, proposals, resolutions and any other matter formally voted upon and the vote thereon.

2. Minutes shall be taken at executive sessions of any action that is taken by formal vote which shall consist of a record or summary of the final determination of such action, and the date and vote thereon; provided, however, that such summary need not include any matter which is not required to be made public by the freedom of information law as added by article six of this chapter.

3. Minutes of meetings of all public bodies shall be available to the public in accordance with the provisions of the freedom of information law within two weeks from the date of such meeting except that minutes taken pursuant to subdivision two of this section shall be available to the public within one week from the date of the executive session. If the agency in which a public body functions maintains a regularly and routinely updated website and utilizes a high speed internet connection, such minutes shall be posted on the website within two weeks from the date of such meeting except that minutes taken pursuant to subdivision two of this section shall be available to the public within one week from the date of the executive session. For purposes of this subdivision unabridged video recordings or unabridged audio recordings or unabridged written transcripts may be deemed to be meeting minutes. Nothing in this section shall require the creation of minutes if the public body would not otherwise take them.

§107. Enforcement.

1. Any aggrieved person shall have standing to enforce the provisions of this article against a public body by the commencement of a proceeding pursuant to article seventy-eight of the civil practice law and rules, or an action for declaratory judgment and injunctive relief. In any such action or proceeding, if a court determines that a public body failed to comply with this article, the court shall have the power, in its discretion, upon good cause shown, to declare that the public body violated this article and/or declare the action taken in relation to such violation void, in whole or in part, without prejudice to reconsideration in compliance with this article. If the court determines that a public body has violated this article, the court may require the members of the public body to participate in a training session concerning the obligations imposed by this article conducted by the staff of the committee on open government. An unintentional failure to fully comply with the notice provisions required by this article shall not alone be grounds for invalidating any action taken at a meeting of a public body. The provisions of this article shall not affect the validity of the authorization, acquisition, execution or disposition of a bond issue or notes.

2. In any proceeding brought pursuant to this section, costs and reasonable attorney fees may be awarded by the court, in its discretion, to the successful party. If a court determines that a vote was taken in material violation of this article, or that substantial deliberations relating thereto occurred in private prior to such vote, the court shall award costs and reasonable attorney's fees to the successful petitioner, unless there was a reasonable basis for a public body to believe that a closed session could properly have been held.

3. The statute of limitations in an article seventy-eight proceeding with respect to an action taken at executive session shall commence to run from the date the minutes of such executive session have been made available to the public.

§108. Exemptions.

Nothing contained in this article shall be construed as extending the provisions hereof to:

1. judicial or quasi-judicial proceedings, except proceedings of the public service commission and zoning boards of appeals;

2. a. deliberations of political committees, conferences and caucuses.

b. for purposes of this section, the deliberations of political committees, conferences and caucuses means a private meeting of members of the senate or assembly of the state of New York, or of the legislative body of a county, city, town or village, who are members or adherents of the same political party, without regard to (i) the subject matter under discussion, including discussions of public business,

(ii) the majority or minority status of such political committees, conferences and caucuses or

(iii) whether such political committees, conferences and caucuses invite staff or guests to participate in their deliberations; and

3. any matter made confidential by federal or state law.

§109. Committee on open government.

The committee on open government, created by paragraph (a) of subdivision one of section eighty-nine of this chapter, shall issue advisory opinions from time to time as, in its discretion, may be required to inform public bodies and persons of the interpretations of the provisions of the open meetings law.

§110. Construction with other laws.

1. Any provision of a charter, administrative code, local law, ordinance, or rule or regulation affecting a public body which is more restrictive with respect to public access than this article shall be deemed superseded hereby to the extent that such provision is more restrictive than this article.

2. Any provision of general, special or local law or charter, administrative code, ordinance, or rule or regulation less restrictive with respect to public access than this article shall not be deemed superseded hereby.

3. Notwithstanding any provision of this article to the contrary, a public body may adopt provisions less restrictive with respect to public access than this article

§111. Severability.

If any provision of this article or the application thereof to any person or circumstances is adjudged invalid by a court of competent jurisdiction such judgment shall not affect or impair the validity of the other provisions of the article or the application thereof to other persons and circumstances.

This is a draft which shows with yellow highlights the changes from our previous constitution. The changes are required by Cornell. The text in red explains the changes.

Constitution for Cornell Cooperative Extension Association
with a **Board with members representing elected Program or Issue Committees.**

**CONSTITUTION OF THE
CORNELL COOPERATIVE EXTENSION ASSOCIATION
OF Delaware COUNTY
STATE OF NEW YORK
Effective JANUARY 1, 2023**

ARTICLE I – NAME

The name of this organization shall be the Cornell Cooperative Extension Association of Delaware County, hereafter called the association.

ARTICLE II – OBJECTIVES

The objectives of this association are:

Section 1 To provide for a subordinate governmental agency consisting of an unincorporated organization of residents of Delaware County in cooperation with Cornell University and the United States Department of Agriculture; and in accordance with Subdivision 8(b) of Section 224 of the County Law of New York State (County Law 224) as amended.

Section 2 To extend the educational resources of Cornell University and the New York State Colleges of Agriculture and Life Sciences, Human Ecology and Veterinary Medicine, the Land Grant university system and other educational institutions, to the people of Delaware County to foster economic, social and environmental improvement of its individuals, families and communities.

Section 3 To further the objectives of Cornell Cooperative Extension of Delaware County and the State Extension system in the fields of agriculture, community and economic vitality, environment and energy, nutrition and healthy families, and youth development.

ARTICLE III – AFFIRMATIVE ACTION

All actions of this association will be in compliance with the affirmative action plan of the

association and appropriate equal program opportunity, equal employment opportunity and Americans with Disabilities Act legislation.

ARTICLE IV – ENROLLMENT AND VOTING RIGHTS

Section 1 Enrollment: Enrollment is open to all persons interested in the work of the association. Persons become enrollees by: (a) participation in programs or activities of the association, evidenced by registration or lists generated with respect to such programs or activities, (b) requesting the association to place their names on an association list that will be maintained for one calendar year, or (c) serving the association as a volunteer.

Section 2 Voting Rights: All persons, who, as of the date of a voting event, are Delaware County residents, 18 years of age or older, and who qualify as an enrollee in accordance with Article IV, Section 1 are eligible to vote at such event.

Section 3 Participation Fees: No fees shall be established as a requirement to become a voting participant. Fees may be established for participating in specific programs or activities of the association consistent with regulations established by the board of directors.

ARTICLE V – BOARD OF DIRECTORS

Section 1 Governing Body: The governing body of the association shall be the board of directors.

Section 2 Policies: The board of directors of the association shall, with Cornell Cooperative Extension at Cornell University, outline the policies and procedures of the association consistent with this constitution and the memoranda of agreement between the association and Cornell Cooperative Extension at Cornell University and Delaware County.

Section 3 Composition:

- A. The board of directors of the association shall consist of 7 persons elected as at-large directors; 2 directors elected from each (program/issue) committee; and the appointed members listed in Article V, Section 3 B, below. Directors from Program/Issue Committees are elected annually by their respective Program/Issue Committees.
- B. Appointed/Designated members:
 - 1. The director of Cornell Cooperative Extension at Cornell University shall designate representation from Cooperative Extension administration to serve on the association board of directors as ex-officio without voting privileges.
 - 2. The county governing body shall be requested annually to appoint **one (1) legislator** (we have had 2 legislators appointed in the past, but only one of them came to the meetings. Both are counted towards the number of people needed for a quorum, so it makes it easier to have a quorum if we only have one legislator on the board) to serve as an ex-officio director with voting privileges.

3. The county executive's/manager's office shall be requested annually to designate a staff member to serve as an ex-officio director without voting privileges. (this doesn't refer to us as we don't have a county executive, we have a board of supervisors, it will be removed.)
- C. Consistent with New York State General Construction Law section 41 (this is added for clarification), a quorum of the board of directors shall consist of a majority of the total voting membership of the board.
 - D. Directors shall serve until their successors are named or a vacancy declared as provided in Article V, Section 6.
 - E. At-large directors shall be selected through an election open to all persons who are eligible voting enrollees of the association.
 - F. A person is not eligible to serve on the board of directors if:
 1. The following relationships exist with a board member or any association staff: spouse, parent, child, sibling, domestic partner, or any person residing in the same household.
 2. They are currently employed by the association or have been employed by the association in the previous eighteen (18) months.
 3. They are not a county resident with the exception of the representative appointed by the director of Cornell Cooperative Extension at Cornell University or the designated staff member of the county executive's/manager's office.
 4. They have served two (2) previous terms as an at-large director or six (6) terms as an elected member from a program committee and the lapse since that service is less than three (3) years with the exception of appointed directors as per Article V, Section 3, B.
(The previous text was: "They have served one or more previous terms as a director or elected member of a program committee and the lapse since that service is less than three (3) years with the exception of appointed directors as per Article V, Section 3, B".)
Article V, Section 3, F, #3
 - G. Each member of the board of directors shall recuse themselves from discussions regarding and abstain from voting on any issue in which the director has a conflict of interest or an appearance of a conflict of interest.
 - H. At-large directors may not serve concurrently on a program/issue committee.
 - I. The executive director shall serve as executive officer of the board of directors without voting privileges.

Section 4. Duties: The board of directors shall:

- A. establish the organizational structure, consistent with this constitution, to conduct the work of the association.
- B. support and maintain the cooperative extension association in cooperation with Cornell

Cooperative Extension at Cornell University.

1. execute the memoranda of agreement and other legal instruments.
 2. establish policies and procedures for maintaining an effective cooperative extension association including program scope and priorities.
- C. secure resources necessary to conduct, manage and administer the association's program.
- D. employ staff to conduct the work of the association.

Section 5. Term of Office: The term of office for at-large directors is three (3) years. An at-large director shall serve no more than two (2) consecutive elected terms plus the portion of an unexpired term to which the director may have been appointed. However, an at-large director may continue to serve past the end of an elected or appointed term, until a successor is elected or appointed **but not past the first quarter of the following calendar year.** (this text was added)

Any previous at-large director after a lapse of three (3) years following service on the board will be eligible for re-election or appointment to the board of directors.

Directors elected from (program/issue) committees shall serve for a one (1) year term or until a successor is named.

All directors that are elected from program/issue committees are limited to six (6) consecutive years on the Board. After a lapse of three (3) years, they are eligible for re-election or appointment to the board of directors.

A director (the previous text was “An at-large director”) may be removed from office prior to the end of their term by majority vote at a regular or special meeting of the association as provided in Article X.

Article VI Section 1, there are two “A”s.

Section 6. Declaring a Vacancy: The president of the association may declare a position vacant when the at-large or elected from a program/issue committee director has resigned or has an unexcused absence at three (3) or more regular meetings of the board of directors.

Section 7. Filling Vacancies on the Board of Directors:

A. The president shall, after consultation with the board of directors (and/or executive committee) make an appointment to fill the vacancy in an at-large director position on the board of directors. That person so appointed will serve only until a replacement is chosen by the next regular election to fill the remaining portion of the unexpired term.

B. Vacancies occurring on the board of directors from the program/issue committee shall be filled by election of a new director from the program/issue committee. (this was removed: “for the remainder of the unexpired term.”) This election shall occur within 30 days of the vacancy being declared. If the program/issue committee fails to elect a director within this time frame, the president shall make an appointment to fill the vacancy. That person so elected or appointed will serve only until a replacement is chosen by the next regular election to fill the remaining portion of the unexpired term. (this is all new text)

Section 8. Meetings of the Board of Directors: The board of directors shall meet at least five (5) times a year and more often as called by the president.

ARTICLE VI – OFFICERS OF THE ASSOCIATION (AND ASSISTANTS)

Article VI Section 1, there are two “A”s.

Section 1. Election: After the annual association election but **prior to the end of February** (this is all new text) of each year the board of directors shall meet to elect officers. A nominating committee appointed by the president shall prepare a slate of officers. The outgoing board and officers shall serve until the organizational meeting of the incoming board.

- A. The following shall be elected annually from among the directors of the board by a majority vote of the continuing and new directors present at the organizational meeting of the board: president; vice-president; secretary; and treasurer.
- B. The president shall be an ex-officio member of all board committees, excluding the nominating committee. **The president does not have voting privileges in their service on board committees, with the exception of the executive committee.** (This was the text in the previous constitution: “(An ex-officio member is a member by virtue of his/her office and has all the privileges of membership))”
- C. An assistant to the secretary may be appointed annually from the association staff by the president with approval of the board of directors. The assistant secretary shall not serve as an officer nor be eligible to vote.
- D. An assistant to the treasurer may be appointed annually from the association staff by the president with the approval of the board of directors. An assistant to the treasurer shall not serve as an officer nor be eligible to vote.
- E. The terms of office of the president, vice-president, secretary, and the treasurer of the association board of directors shall be for the calendar year or thereafter until their respective replacements are named. An officer shall not serve in the same office for more than three (3) consecutive years. The board may designate a president-elect who succeeds to the office of president, although the individual must still stand for election in the year they succeed to the office of the president to serve in that capacity.
- F. An officer may be removed from office by a majority vote of the board of directors. A director so removed from their board office shall retain a seat on the board of directors unless removed from the board pursuant to Article V., Section 5.

Section 2. Duties:

- A. The president of the association, in addition to the powers and duties conferred on the position by law, shall perform such duties as usually pertain to the office of president. The president shall call meetings of the board of directors and special meetings of the association as required

by Article X, Section 2.

- B. The vice-president of the association shall perform the duties of the president in case of the president's absence or disability.
- C. The secretary of the association shall be responsible for keeping in permanent form complete and accurate records of all meetings and votes of the association; receive and present to the board of directors all communications relating specifically to the association; and prepare correspondence on behalf of the board of directors.
- D. The treasurer of the association, in addition to the powers and duties conferred upon the position by law, shall act as custodian of all funds and property, real and personal, of the association. The treasurer shall verify the financial situation of the association and shall testify that the balance is current by signature on financial reports.
- E. The assistant to the treasurer of the association may be responsible for disbursements of association funds for the expenses of the association only upon written order of the executive director or designee.

Section 3. Filling Vacancies - Officers of the Association

- A. In the event a vacancy occurs in the position of the president, the vice-president will complete the unexpired term.
- B. In the event of a vacancy in the position of vice-president or other elected office, the board of directors shall select a director to fill the unexpired term. Selection will be made by a majority vote of all members of the board of directors present at the meeting.
- C. In the event of a vacancy in the position of an elected office, the president shall appoint, with the approval of the board of directors, a qualified replacement to fill the unexpired term.

ARTICLE VII – COMMITTEES OF THE BOARD OF DIRECTORS

Section 1. Standing and Special Committees: The board of directors shall establish each year at its organizational meeting those committees it deems necessary to carry out the work of the association. The president shall appoint all members to committees annually and designate a chairperson for each. Committees shall act as set forth in the association's operating guidelines. (See Article XII)

Section 2. Executive Committee: An executive committee of the board of directors composed of the president, vice-president, treasurer, and secretary, will conduct the business of the association in the interim between regularly scheduled board meetings. Membership may include other directors appointed annually by the president or as determined by the association's operating guidelines, to include the immediate past president when the individual is still serving a regular term as a director. An immediate past president cannot be appointed if their term has expired and they are not eligible for another term. (this is new text)

ARTICLE VIII – (PROGRAM/ISSUE) AREAS AND (PROGRAM/ISSUE) ADVISORY COMMITTEES

Section 1. Establishment of (Program/Issue) Areas: The board of directors shall establish annually up to 3 major program areas of the association each to be advised by a program/issue committee. The board shall also establish the number of members that will serve on each committee, such number shall not be less than five (5) or more than fifteen (15). Committee members will be elected for terms of service by procedures and for tenure consistent with that provided for directors. Duties and responsibilities and all operating procedures shall be described in the Association's operating guidelines. (See Article XII)

ARTICLE IX – ASSOCIATION NOMINATION AND ELECTIONS

Section 1. Nominating Committee: The nominating committee is a committee of the Association and its enrollees and not a standing committee of the board of directors. It is responsible to and acts in the interest of the association, its enrollees, and constituencies.

A. Composition: The president of the association shall annually appoint a nominating committee of at least five (5) people, who represent the broad interests of the residents of the county and the work of the association, a majority of whom are not current board or program/issue advisory committee members. The president shall designate the chairperson of the nominating committee.

B. Duties:

1. The nominating committee shall prepare a list of nominees for all vacant or eligible elected positions. Current members of the nominating committee are not eligible as nominees.
2. The nominating committee will supervise the conduct of the election.
3. Alternate forms of nominations:
 - a. a petition, delivered to the association in person or by certified mail no later than forty-five (45) days prior to the election. Thirty (30) eligible voting enrollees of the association must sign the petition.
 - b. nominations from the floor where the nominating and election process occurs at the annual meeting of the association.
 - c. write-in on the election ballot where balloting is done by mail.

Section 2. Elections and Voting: Elections for directors shall be held annually. Such elections, and/or voting for any other matter as determined by the board of directors, shall be conducted in one of the following ways:

A. By **physical or electronic**(this is all new text) ballot of all eligible voters present at the annual meeting of the association; or

- B. A mail ballot sent to all eligible voters at least twenty-one (21) days prior to the due date of return.
- C. In all cases, the candidate receiving a plurality of vote for each seat shall be declared elected. In the event of a tie vote, the winner shall be decided by a majority of the board of directors at its next meeting.

ARTICLE X – ASSOCIATION MEETINGS

Section 1. Annual Meeting: An annual meeting of the association shall be held during the last quarter of the calendar year for which public notice is given at least twenty-one (21) days in advance of the meeting. The agenda shall include the following items, plus other business as appropriate:

- A. Annual financial and program report.
- B. Either the announcement of the results of the election conducted by mail or the conduct of the election by the voting of eligible voters present at the annual meeting.

Section 2. Special Meetings: A special meeting of the association may be called by the board of directors and shall be called by the president upon written petition by twenty-five (25) eligible voters, provided the objectives of such meetings are set forth in the petition. Only such business may be conducted as is set forth in the call of the special meeting. Public notice of special meetings shall be made at least twenty-one (21) days prior to the meeting date.

Section 3. Quorum: A quorum for any annual or special meetings of the association shall consist of twenty-five (25) eligible voters of the association.

ARTICLE XI – PARLIAMENTARY AUTHORITY

Section 1. Roberts Rules of Order: The rules contained in the most current "Roberts Rules of Order" shall govern the association in all cases to which they are applicable and where they are consistent with the constitution or the regulations (including operating guidelines) of the association as adopted by the board of directors. In the event that Roberts Rules of Order, governing legislation, the constitution, and/or the regulations of the association are not consistent, then the governing legislation followed by the constitution shall take priority, followed by Roberts Rules of Order and then the regulations of the association.

ARTICLE XII – OPERATING GUIDELINES

Section 1. Operating guidelines of the association that identify operating details not contained in this constitution of the board and committees shall be established and reviewed annually by the board of directors.

ARTICLE XIII – RESTRICTIONS

Section 1. No part of the net earnings of the Association shall inure to the benefit of, or be distributable to its members, officers, or other private persons, except that the association shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article II hereof.

Section 2. No substantial part of the activities of the association shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the association shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision of these articles, the association shall not carry on any other activities not permitted to be carried on (a) by an association exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or (b) by an association, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

ARTICLE XIV – DISSOLUTION

Section 1. Upon the dissolution of the association, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction in Delaware County, New York, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE XV – AMENDMENTS

Section 1. The constitution of this association shall be reviewed every three years by the board of directors.

Section 2. The constitution of this association may be amended, with prior approval by the board of directors of this association and the director of Cornell Cooperative Extension at Cornell University, by an affirmative vote of at least two-thirds of the eligible voters present at any annual or special association meeting or by an affirmative vote of two-thirds of the eligible voters responding in a mail ballot.

ARTICLE XVI - REPEAL OF PREVIOUS DOCUMENTS

This constitution shall take effect when approved by the eligible voters and all previous documents of the association entitled "Constitution" are hereby repealed.

Approved by:

Adopted by:

Print Name

Print Name

**Director of Cornell Cooperative Extension
at Cornell University**

President of the Association

Date

Date

September 8, 2023

To Whom It May Concern:

I retired under duress in April 2023 after working at CCE Delaware for 14 years. I had planned on retiring in October 2023 in order to finish year-end tasks and spend several months training my replacement during the summer. However, the working conditions and environment under executive director Mandeep Virk-Baker's "leadership" at CCE Delaware became untenable and distressing. I suffered extreme stress for two months such that I was unable to enjoy my life outside of work and had trouble sleeping. Before Mandeep became executive director in December 2022 I had a healthy work-life balance and was successful in completing all my job tasks.

It was not possible for me to complete my last year before retirement due to the untenable stress of trying to take on a host of brand new responsibilities brought on by losing three fellow employees who left directly and indirectly due to Mandeep's poor "leadership." Additionally, I witnessed Mandeep express unprofessional, discouraging and frightening hostility toward staff, including myself. When Mandeep was first hired, we were all extremely hopeful for CCE to thrive under her leadership and welcomed her with open arms. It took only weeks for the staff to start leaving and the environment to become toxic under Mandeep.

Working for Mandeep was extremely unpleasant and I found her to be negative, toxic and scary. I have worked at Cooperative Extension for 14 years and have never had a problem working with anyone else there. I like to get along with people and take pride in doing excellent work. But I soon came to want nothing to do with Mandeep and decided to retire early and take a cut in my benefits in order to salvage my personal well-being. After office manager Karen Graves left and I became Mandeep's assistant, my life became a living hell due to the demands and negativity of working for Mandeep. My life was very peaceful and harmonious before Mandeep got hired, but after working with Mandeep I felt stress, anxiety and fear almost every minute of every day.

Mandeep:

1. Exhibits anger toward employees not present.
2. Expresses blame and makes unreasonable demands.
3. Discriminates against hourly workers.
4. Has poor leadership skills and creates negative relationships with staff under her supervision.

Blame, Negativity, and Anger

Mandeep communicated with me at least six times in a blaming, negative, and angry way. I am aware of many other communications with admin staff that were also blaming, negative and angry. Mandeep crushed the goodwill and enthusiasm of our front office staff in her first few months. Mandeep became abusive when she believed that her commands were not followed to the letter and when she perceived people as disobeying her and undermining her.

Mandeep complained about employees and criticized them behind their backs. She expressed anger and rage about staff who were not present, which created a negative work atmosphere.

Mandeep trashed the CCE office environment in Hamden within a matter of months. She is not competent to lead the organization. The only thing I saw that she excelled at was fine tuning the policy manual.

Loss of Staff

Mandeep began her tenure with an existing staff shortage where there was no HE Team Lead, no Ag Team Lead in the Hamden office, and we were short admin staff after people who retired during Covid

were not replaced. The staff were already stretched thin. Within three months after Mandeep was hired, both finance staff had quit and the office manager had been pushed out by Mandeep.

CCE staff are not just co-workers, we are friends. Mandeep would criticize staff after they left, blaming them for everything and anything. It was highly unprofessional, repulsive, discouraging and frightening.

The burden of trying to take on some of the responsibilities of the office manager when I worked part-time, especially after two finance people had left, was intolerable. Mandeep leaned heavy on me, pressured and drove me, demanding I execute one thing after the next – all things I had never done before and had to learn from scratch. Meanwhile the staff was trying to learn new finance procedures and keep the office open with no bills having been paid in months.

I sense a deep disrespect from Mandeep toward admin staff which I didn't see being directed toward program staff. This is a grave mistake on her part and leads to division and instability.

I think after all the changes that our organization has gone through that people in higher up positions are not willing to take action. But I want to take this opportunity to communicate that there are major problems with Mandeep's "leadership" and the separations are not isolated incidents; they are directly related to Mandeep and each one increases the possibility of more.

Mandeep is skilled in putting happy faces, friendly inquiries and best wishes in her emails and being professionally friendly and calm in meetings. But unfortunately there is rage underneath the professional surface which she only shows to those who are lower to her in status. This negativity I believe will undermine her efforts to foster workplace wellness.

I recommend that Cooperative Extension put this mistake behind them and replace the executive director as soon as possible.

Sincerely,

Valerie Dudley

Good Afternoon,

My name is Cassidy Smith. I will be speaking on the behalf of the Delaware County 4-H members, volunteers, and alumni today. As a Delaware County 4-H alumni who participated in many events set up by our 4-H program, I have personally witnessed the tremendous impact that Corrine and Emily have had on the youth, 4-H, and the community. There is a petition that has been started and is circling social media and Delaware county. The petition has over three HUNDRED supporters in just three days!! 4-H would not be possible without the community and the community is furious with what is happening at our CCE office in Hamden. In just the last year eight CCE staff members either retired early or quit and two were fired.

WHY IS THIS HAPPENING??

In December of 2022, Dr. Mandeep Virk-Baker was hired to our CCE program. Within weeks of Mandeep's supervision staff started to flee the CCE office. No one questioned why staff decided to either retire early or quit after YEARS of dedication to our program. Has this been investigated? The decision to terminate the employment of Emily and Corrine has raised alarms around the community about what's going on at the CCE Hamden office. There has NEVER been a work environment issue or negativity at our office. Within the months that Dr. Virk-Baker has been at the office we have lost NINE staff members from our extension.

In a short time, our Delaware County CCE Executive Director fumbled our 4-H program. Why change what has been working for years? It is time that Dr. Mandeep Virk-Baker resigns, and Emily and Corrine are reinstated. I have knowledge of the hostile work environment since Dr. Virk-Baker was hired. It is time that we cut our losses and start again with our PREVIOUS SEASONED STAFF back in the office. Enclosed to each committee member I have enclosed documents to back up my findings along with impact statements from 4-Hers and alumni! We, as a community, request you right this wrong before it affects the future of youth all over Delaware County. Thank you.

Why risk the future of
Delaware County 4-H?

Dr. Mandeep Virk-Baker's Job History

CCE Executive Director- Dec '22-present

1 year 4 months

Suny Oneonta assistant professor- Aug'21-Dec '22

1 year 5 months

Area Extension Director- Dec '18-Feb '20

1 year 3 months

Division director Community Nutrition/state WIC Director/ State CACFP Director- Aug '17-June '18

11 months

Associate nutrition advisor- Jan '17- Aug '17

8 months

The National Cancer Institute/Cancer Prevention Research Fellow- '12- Jan '17

5 years 1 month

Cancer prevention and control trainee-Aug '08- May '12

3 years 10 months

Technical committee on food and chemical safety fellow-June-Aug '10

3 months

Graduate fellow Aug'07- Jul'08

1 year

Quality assurance supervisor- May '05- Dec '06

1 year 8 months

Nutritionist (volunteer) '04-'05

1 year

Research Nutritionist- Jul- Dec '03

6 months

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Name	City	State	Postal Code	Country	Signed On
Cassidy Smith	Delhi	NY		US	2024-03-04
Alexis Pernice	Delancey	NY	13752	US	2024-03-04
Mikayla Pernice	Delhi	NY	13753	US	2024-03-04
Christopher Smith	Delhi	NY	13753	US	2024-03-04
Neah McClenon	Sidney Center	NY	13839	US	2024-03-04
Emilee Lander	Unadilla	NY	13849	US	2024-03-04
Sandra McClenon	Sidney Center	NY	13839	US	2024-03-04
Lauren Lionetti	Albany	NY	13440	US	2024-03-04
Meadow Wood	Walton	NY	13856	US	2024-03-04
alisha finch	fleischmanns	NY	12430	US	2024-03-04
Emily Storrs	Hamden	NY	13782	US	2024-03-04
Brittani Storrs	Delhi	NY	13753	US	2024-03-04
Wendy Peck	Andes	NY	13731	US	2024-03-05
Kateland Coons	Albany	NY	12206	US	2024-03-05
Emma Healey	Albany	NY	12210	US	2024-03-05
Sarah Fisher	Meridale	NY	13757	US	2024-03-05
Brandon Lee	Riley center	MI	48041	US	2024-03-05
Kierstin Fox	Downsville	NY	13755	US	2024-03-05
Kerry Young	Norwich	NY	13815	US	2024-03-05
Cassidy McGregor	Queens	NY	11378	US	2024-03-05
Skyelee Kauffman	East branch	NY	13756	US	2024-03-05
Garrett Johnson	Walton	NY	13856	US	2024-03-05
Ashley Hook				US	2024-03-05
Douglas Perrett	Delhi	NY	13753	US	2024-03-05
Emmalina Davis				US	2024-03-05
Heather Holley	Walton	NY	13856	US	2024-03-05
Bette Bojo	Walton	NY	13856	US	2024-03-05
Anna Post	Jacksonville	NC	28546	US	2024-03-05
Katie Ryerson	Oneonta	NY	13820	US	2024-03-05
Karleen DuMond	Sidney Center	NY	13839	US	2024-03-05
Robert Smith	Delhi	NY	13753	US	2024-03-05
Lindsey Wright	DeLancey	NY	13752	US	2024-03-05
Donna Wood	Walton	NY	13856	US	2024-03-05
Anna Ballard	Walton	NY	13856	US	2024-03-05
Amanda Eastman	Delevan	NY	14042	US	2024-03-05
Cierra Strub	Walton	NY	13856	US	2024-03-05
Christina Losie	West Kill	NY	12492	US	2024-03-05
Madison Barnhart	Bloomville	NY	13739	US	2024-03-05
Mary Phraner	Walton	NY	13856	US	2024-03-05
Cadence Losie	West Kill	NY	12492	US	2024-03-05
Lisa Buel	Delhi	NY	13753	US	2024-03-05
Kyley Strub	Walton	NY	13856	US	2024-03-05
Patti Bowker	Walton	NY	13856	US	2024-03-05

Kathy Klopchin	Masonville	NY	13804	US	2024-03-05
Kevin Brown	Bovina Center	NY	13740	US	2024-03-05
Kristopher Bowker	Walton	NY	13856	US	2024-03-05
Scott May	Delhi	NY	13753	US	2024-03-05
Georgiana Verspoo	Delhi	NY	13753	US	2024-03-05
Dawn Brown	Bovina Center	NY	13740	US	2024-03-05
Wayne Moody	Oneonta	NY	13820	US	2024-03-05
Emily Miskell	Oneonta	NY	13820	US	2024-03-05
Kylee Wiggans	Walton	NY	13856	US	2024-03-05
Benita Branciforte	Bovina Center	NY	13740	US	2024-03-05
Ashley Crandall	Walton	NY	13856	US	2024-03-05
Kendra Wiggans	Delhi	NY	13753	US	2024-03-05
Cassidy Smith	Walton	NY	13856	US	2024-03-05
Sarah Kellogg	Walton	NY	13857	US	2024-03-05
Terri Nocella	Downsville	NY	13755	US	2024-03-05
Ashley barnes	Downsville	NY	13755	US	2024-03-05
Eve Foster	Walton	NY	13856	US	2024-03-05
Selinda Taggart	Cohoes	NY	12047	US	2024-03-05
Illyria Escher	Amsterdam	NY	12010	US	2024-03-05
Christine Davis	Oneonta	NY	13820	US	2024-03-05
Christine Egan	Andes	NY	13731	US	2024-03-05
Chloe Davis	Cobleskill	NY	12043	US	2024-03-05
Ariel Scott	Bainbridge	NY	13733	US	2024-03-05
Heather Ray	Delhi	NY	13752	US	2024-03-05
Woodin Jennifer	Syracuse	NY	13261	US	2024-03-05
Seth Finch	Fleischmanns	NY	12430	US	2024-03-05
Jessica Gilmore	Walton	NY	13856	US	2024-03-05
Robert Lindsay	Walton	NY	13856	US	2024-03-05
Penny Jo Curless	Delhi	NY	13753	US	2024-03-05
Jolene Krone	Franklin	NY	13775	US	2024-03-05
Ben Klopchin	Franklin	NY	13804	US	2024-03-05
Raina Howe	Hobart	NY	13788	US	2024-03-05
Diane Dedominicis	Treadwell	NY	13846	US	2024-03-05
russell cortnie	Walton	NY	13856	US	2024-03-05
Jacklyn Losie	Oneonta	NY	13820	US	2024-03-05
anna alger	Walton	NY	13856	US	2024-03-05
Rebecca Curless	Delhi	NY	13753	US	2024-03-05
Madeline McLaughl	Franklin	NY	13776	US	2024-03-05
Amy Smith	Delhi	NY	13753	US	2024-03-05
Shannon Fairchild	High Point	NC	27260	US	2024-03-05
Tracer Howland	Newburgh	NY	12550	US	2024-03-05
Bonnie Craig	East Meredith	NY	13757	US	2024-03-05
Jennifer Caffery hea	Walton	NY	13856	US	2024-03-05
emily Taggart	Walton	NY	13856	US	2024-03-05
Ashton Grocholl	Cohoes	NY	12047	US	2024-03-05
Alexia Bell	Binghamton	NY	13901	US	2024-03-05

Nathan Whittaker	Delhi	NY	13753	US	2024-03-05
Steve Craig	Walton	NY	13856	US	2024-03-05
Marisa Dibble	Hobart	NY	13788	US	2024-03-05
Chris Anderson	Andes	NY	13731	US	2024-03-05
Erica Cahill	Walton	NY	13856	US	2024-03-05
Maeve Carey	Davenport	NY	13750	US	2024-03-05
Deborah Kearney	Delhi	NY	13753	US	2024-03-05
Aven Santiago	Oneonta	NY	13820	US	2024-03-05
Randy Perkins	Philadelphia	PA	19142	US	2024-03-05
Tracie Wood	Walton	NY	13856	US	2024-03-05
Julia Baxter	Tuscaloosa	AL	35401	US	2024-03-05
Jennifer Taffner	Brooklyn	NY	11206	US	2024-03-05
Maria Grace	Stamford	NY	12167	US	2024-03-05
Valerie Dudley	EAST MERED	NY	13757	US	2024-03-05
Susan Skovsende	Andes	NY	13731	US	2024-03-05
Ellie Grace	Stamford	NY	12167	US	2024-03-05
Christine Carpenter	Franklin	NY	13775	US	2024-03-05
Cynthia McGahee	East Meredith	NY	13757	US	2024-03-05
jessica zuill	schenevus	NY	12155	US	2024-03-05
Henry Peters	Daytona Beach	FL	32114	US	2024-03-05
Jane Sulger	Oneonta	NY	13820	US	2024-03-05
Jeffrey Ward	Walton	NY	13856	US	2024-03-05
Colleen Loehr	St Louis	MO	63129	US	2024-03-05
Alana Preziosi	Swedesboro	NJ	8085	US	2024-03-05
Luke Pringle	Delhi	NY	13753	US	2024-03-05
Theresa Peck	Unadilla	NY	13849	US	2024-03-05
Sophia Piro	Walton	NY	13856	US	2024-03-05
Hope Knapp	Delhi	NY	13753	US	2024-03-06
Janice Miller	Delhi	NY	13753	US	2024-03-06
wilma Hannan	Walton	NY	13856	US	2024-03-06
Natalie Perry	Oneonta	NY	13820	US	2024-03-06
Judy Neale	Walton	NY	13856	US	2024-03-06
Justine Bishop	Sidney	NY	13838	US	2024-03-06
Megan Perrine	Mt. Vision	NY	13810	US	2024-03-06
Phil Atherlay	Sidney	NY	13838	US	2024-03-06
Kylee Bowker	Walton	NY	13856	US	2024-03-06
Christina Mitchell	Walton	NY	13856	US	2024-03-06
Sheryl Crandall	Walton	NY	13856	US	2024-03-06
Shannon Kilmer	Oneonta	NY	13820	US	2024-03-06
Matthew Sinistore	Walton	NY	13856	US	2024-03-06
Lisa Nichols	Norwich	NY	13815	US	2024-03-06
Katie Hodges	Walton	NY	13856	US	2024-03-06
Zachary Talbot	New York	NY	10118	US	2024-03-06
Colin Spangenberg	Delhi	NY	13753	US	2024-03-06
Dotti Howe	Hobart	NY	13788	US	2024-03-06
Kiana Wright	Walton	NY	13856	US	2024-03-06

Shasta May	Schoharie	NY	12157	US	2024-03-06
Marina Costello	Walton	NY	13856	US	2024-03-06
Jessica Kilmurray	Walton	NY	13856	US	2024-03-06
Ellen Pringle	Walton	NY	13856	US	2024-03-06
Gail Miller	Delhi	NY	13753	US	2024-03-06
Bryttni Gardepe	Delhi	NY	13753	US	2024-03-06
Brenda Kilpatrick	Walton	NY	13856	US	2024-03-06
Tracy Auchmoody	Unadilla	NY	13809	US	2024-03-06
Rachel Escher	Fultonville	NY	12072	US	2024-03-06
Jamie Hughes	East Meredith	NY	13757	US	2024-03-06
Serena Tompkins	Walton	NY	13856	US	2024-03-06
carolyn sonner	Oxford	NY	13830	US	2024-03-06
Donna Carlton	Delhi	NY	13753	US	2024-03-06
Berkeley Kilmer	Norway	NY	13815	US	2024-03-06
Kathy Shelton	Walton	NY	13856	US	2024-03-06
Robin Curreri	Walton	NY	13856	US	2024-03-06
Timothy Gutliph	Walton	NY	13856	US	2024-03-06
Morgan McClenon	Sidney Center	NY	13839	US	2024-03-06
Rebecca Manning	Bovina Center	NY	13740	US	2024-03-06
Gerri L McClenon	Rochester	NY	14608	US	2024-03-06
Jamie Dugan	Hamden	NY	13782	US	2024-03-06
Ann Brandeis	Manhasset	NY	11030	US	2024-03-06
Lorraine Davila	Walton	NY	13856	US	2024-03-06
Jodie Schwartz	Walton	NY	13856	US	2024-03-06
christine kaufman	Oneonta	NY	13820	US	2024-03-06
Jackie Gray	Delhi	NY	13753	US	2024-03-06
Remington Doty	Temple	TX	76629	US	2024-03-06
Vanessa Eighmey	Albany	NY	12208	US	2024-03-06
Jessica Watson	Wappingers Falls	NY	12590	US	2024-03-06
Crystal Stanton	Walton	NY	13856	US	2024-03-06
Kate Singlar	Sidney	NY	13838	US	2024-03-06
Faith Brown	Delhi	NY	13753	US	2024-03-06
Emily Siegel	Brooklyn	NY	11221	US	2024-03-06
Josie Schmidt	Auburn	NY	13021	US	2024-03-06
jennifer davis	Auburn	NY	13856	US	2024-03-06
Janet Beken Smith	Walton	NY	13820	US	2024-03-06
Sharon Brennan	Oneonta	NY	13856	US	2024-03-06
Chelsea Hanselman	Walton	NY	13350	US	2024-03-06
Elisa Barnhart	Herkimer	NY	13739	US	2024-03-06
nicholas scherrer	Bloomville	NY	13739	US	2024-03-06
Angela Bayne	Endicott	NY	13760	US	2024-03-06
Traci Mason	Walton	NY	13856	US	2024-03-06
Wade Buerge	Walton	NY	12167	US	2024-03-06
Tyler Hymers	Stamford	NY	13731	US	2024-03-06
Brynne Backus	Andes	NY	13753	US	2024-03-06
Emma Sanzone	Delhi	NY	12431	US	2024-03-06
	Freehold	NY	12043	US	2024-03-06
	Cobleskill	NY			

Dawn Thomson	Walton	NY	13856	US	2024-03-06
Kacie Thomas	Bloomville	NY	13739	US	2024-03-06
Samantha Deysenro	Bloomville	NY	13739	US	2024-03-06
Wormuth Conny	Walton	NY	13856	US	2024-03-06
Nicole Autieri	Vestal	NY	13850	US	2024-03-06
Keith Bundy	Walton	NY	13856	US	2024-03-06
Deniece Closs	Milford	PA	18337	US	2024-03-06
deanna oconnor	Walton	NY	13856	US	2024-03-06
Kathie Cron	Vestal	NY	13850	US	2024-03-06
Travis Wilber	Franklin	NY	13775	US	2024-03-06
Katherine Reinshag	Sidney Center	NY	13839	US	2024-03-06
Trevor Dolph	Walton	NY	13856	US	2024-03-06
Joyce Gray	Prattsville	NY	12468	US	2024-03-06
Cheyenne Rich	Delhi	NY	13753	US	2024-03-06
Stacie Sovocool	Sidney Center	NY	13839	US	2024-03-06
Jayne Anne Harris	Delhi	NY	13753	US	2024-03-06
Lynn Dennis	Treadwell	NY	13846	US	2024-03-06
Dawn Calkins	Walton	NY	13856	US	2024-03-06
Michelle Bonker	Franklin	NY	13775	US	2024-03-06
Margaret Shivers	Oneonta	NY	13820	US	2024-03-06
Melissa Angevine	Walton	NY	13856	US	2024-03-06
Matthew Gray	New Kingston	NY	12459	US	2024-03-06
Cathleen Soules-La	Walton	NY	13856	US	2024-03-06
Victoria McClenon	Walton	NY	13856	US	2024-03-06
Linda Baudendistel	Windsor	NY	13865	US	2024-03-06
Paige Hanselman	Hobart	NY	13788	US	2024-03-06
Jessica Essaadi	Delhi	NY	13753	US	2024-03-06
Nicole Evans	Delhi	NY	13753	US	2024-03-06
Alexandra Kilmer	Binghamton	NY	13905	US	2024-03-06
Isabel Pernice	Afton	NY	13787	US	2024-03-06
Eric Scofield	Walton	NY	13856	US	2024-03-06
Gail Hymers	Utica	NY	13501	US	2024-03-06
Melissa Amerson	Laurens	NY	13796	US	2024-03-06
Delaney kilmurray	Delhi	NY	13753	US	2024-03-06
Elnora Truman	Walton	NY	13856	US	2024-03-06
Matthew Sharpe	Cortland	NY	13045	US	2024-03-06
Rosie Siniscalchi	Oneonta	NY	13820	US	2024-03-06
Mary Hafele	Walton	NY	13856	US	2024-03-06
Brittany Peck	Jefferson	NY	12167	US	2024-03-06
James Hooper	Canandaigua	NY	14424	US	2024-03-06
Pam Conklin	Sidney Center	NY	13839	US	2024-03-06
Judith Morse	Andes	NY	13731	US	2024-03-06
Margaret Hilson	Bovina Center	NY	13740	US	2024-03-06
Brian Hoyt	Delhi	NY	13753	US	2024-03-06
Ashley Lakin	Trout creek	NY	13847	US	2024-03-07
Jason Schwartz	Walton	NY	13856	US	2024-03-07

Dillon Groff	Oxford	NY	13830	US	2024-03-07
Kelsey Whittaker	Delhi	NY	13753	US	2024-03-07
Katherine Gielskie	Delancey	NY	13752	US	2024-03-07
Jennifer Critti Leber	Oneonta	NY	13820	US	2024-03-07
Allison Hamm	Stamford	NY	12167	US	2024-03-07
Heather Wright	Walton	NY	13856	US	2024-03-07
Dan Palma	Philadelphia	PA	19130	US	2024-03-07
Dawn Dykstra	Sidney Center	NY	13839	US	2024-03-07
Melisa Goff	Walton	NY	13856	US	2024-03-07
Emily Burns	Walton	NY	13856	US	2024-03-07
Bobbi Schmitt	Tannersville	NY	12485	US	2024-03-07
Shannon Losie	Davenport	NY	13750	US	2024-03-07
Martha Fisher	Delhi	NY	13753	US	2024-03-07
Heather Johnson	Delhi	NY	13753	US	2024-03-07
Tracy Dugan	Delhi	NY	13753	US	2024-03-07
Brittany Naumann	Mastic Beach	NY	11951	US	2024-03-07
Carmella Cioffi	Albany	NY	12208	US	2024-03-07
Rebecca Scofield	Walton	NY	13856	US	2024-03-07
Coralee Schwartz	New York	NY	10027	US	2024-03-07
Catherine Schuman	New York	NY	10027	US	2024-03-07
Joan Dewing	Walton	NY	13856	US	2024-03-07
Carolyn Massey	Orlando	FL	32805	US	2024-03-07
ALLIE RIGAS	Walton	NY	13856	US	2024-03-07
Daniel Rolfe	New York	NY	10065	US	2024-03-07
Heimbuecher Nancy	Hamden	NY	13782	US	2024-03-07
Kylie Dewing	Walton	NY	13856	US	2024-03-07
Fae Specht	Albany	NY	12205	US	2024-03-07
Brandon Davis	Walton	NY	13856	US	2024-03-07
Laura Wayman	Walton	NY	13856	US	2024-03-07
Mitzi Sackett	Bloomville	NY	13739	US	2024-03-07
Joseph Kilmer	Oxford	NY	13830	US	2024-03-07
Betsy Ladd	Walton	NY	13856	US	2024-03-07
Morgan Beers	Utica	NY	13501	US	2024-03-07
Jonna King	Jefferson	NY	12093	US	2024-03-07
Janet Budine	Hobart	NY	13788	US	2024-03-07
Indianna Fox	Delhi	NY	13753	US	2024-03-07
Dove Karn	Margaretville	NY	12455	US	2024-03-07
Megan Donaldson	Walton	NY	13856	US	2024-03-07
Kacie Hulse	Walton	NY	13856	US	2024-03-07
Ashlei Brown	Walton	NY	13856	US	2024-03-07
Kathy Walters	West Hurley	NY	12491	US	2024-03-07
Peter Manning	Bovina Center	NY	13740	US	2024-03-07
Sophia Shai	Columbus	OH	43201	US	2024-03-07
Aaron Steele	Roscoe	NY	12776	US	2024-03-07
Alison Chiappetta	Walton	NY	13856	US	2024-03-07
Connie Dibble	Delhi	NY	13753	US	2024-03-07

Nakota Lame	Walton	NY	13856	US	2024-03-07
Jennifer McGonigal	Delhi	NY	13753	US	2024-03-07
Debbie Barsch	Hobart	NY	13788	US	2024-03-07
Corey Hernandez	East Meredith	NY	13757	US	2024-03-07
Serena McLachlan	Walton	NY	13856	US	2024-03-07
Donald Moody	Meridale	NY	13806	US	2024-03-07
Laurie McIntosh	Delancey	NY	13752	US	2024-03-07
Switlana Breigle	Prattsville	NY	12468	US	2024-03-07
Lauren Oleary	South Kortright	NY	13842	US	2024-03-07
Kathleen Harby	Oneonta	NY	13820	US	2024-03-07
Kayla Mason	Hobart	NY	13788	US	2024-03-07
April Epps	Walton	NY	13856	US	2024-03-07
Katrina Schriver	Syracuse	NY	13204	US	2024-03-07
Kurt Klejbuk	Albany	NY	12202	US	2024-03-07
Elysia Shampine	Oneonta	NY	13820	US	2024-03-07
Kimberly Moody	Delhi	NY	13753	US	2024-03-07
Robert Fisher	Delhi	NY	13753	US	2024-03-07
Seana Haskin	Delhi	NY	13753	US	2024-03-07
julia lockwood	Franklin	NY	13775	US	2024-03-07
Casey Anderson	Delhi	NY	13753	US	2024-03-07
Lisa Conklin	Wilson	NC	27893	US	2024-03-07
Raegan Reed	Delhi	NY	13753	US	2024-03-07
Pam Gladstone	Walton	NY	13856	US	2024-03-07
Alexandra Squair	Richmondville	NY	12149	US	2024-03-07
Jessica Vecchione	Delhi	NY	13753	US	2024-03-07
Susan Squair	Winter Garden	FL	34787	US	2024-03-07
Patricia Parsons	Walton	NY	13856	US	2024-03-07
Jill Decker	New York	NY	10027	US	2024-03-07
Cadence Santiago	Davenport	NY	13750	US	2024-03-07
Joanne Harrington	De Lancey	NY	13752	US	2024-03-07
Patrick Rider	Meredith	NY	13753	US	2024-03-07
Kimberly McKown	Delhi	NY	13753	US	2024-03-07
Kimberly Kehr	Kittery	ME	3904	US	2024-03-07
Abigail Sander	Danville	VA	24541	US	2024-03-07
jill angelichio	charlotte	NC	28204	US	2024-03-07
Susan Reynolds	Ocala	FL	34471	US	2024-03-07
Danielle Zeccardi	Delhi	NY	13753	US	2024-03-07
Krisy Gashler	Delhi	NY	13753	US	2024-03-07
Lorraine Mann	Sidney Center	NY	13839	US	2024-03-07
Gordon Poston	Kingstree	SC	29556	US	2024-03-07
Lara Meyer	Liberty	NY	12754	US	2024-03-07
Owen Solórzano	Delhi	NY	13753	US	2024-03-07
Elizabeth Richards	The Bronx	NY	10467	US	2024-03-07
Amber Darling-Mon	Andes	NY	13752	US	2024-03-07
Danielle Odell	Oneonta	NY	13820	US	2024-03-07
John Mulholland	Masonville	NY	13844	US	2024-03-07