



## ANDREW J. FREEDMAN

Partner

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Andrew focuses his practice on education law and has extensive experience counseling school districts and charter schools on the full range of complex legal challenges they face. He has represented schools in proceedings before New York Courts and appeals to the Commissioner of Education. He advises school boards on their powers and duties under the New York State Education Law. He also represents schools in special education litigation, labor and employment, and student services. In addition, Andrew serves as co-leader of the Hodgson Russ Food & Beverage Practice, focusing on compliance issues including the New York State Food Donation and Food Scraps Recycling Law.

Andrew serves in several leadership roles not only at Hodgson Russ, but also throughout the state. He is currently the firm's Diversity Partner, working to support diversity and inclusion initiatives within the firm and our communities. Andrew serves on the Bar Association of Erie County's Diversity, Equity, & Inclusion Committee. He is also the Board President of Buffalo United Charter School on the Board of Directors for the New York State Association of School Attorneys.

An alumnus of the University at Buffalo School of Law, Andrew was named one of the top education law attorneys by his peers in *Business First's* "Who's Who in Law" on numerous occasions. He currently teaches Education Law as an adjunct professor at Buffalo State University in the Education Administration Program.

### Honors

Andrew was named one of the top education law attorneys by his peers in *Business First's* Who's Who in Law on numerous occasions. He was listed in *Best Lawyers in America* (Labor Law - Management) in 2024.

The Guaranty Building  
140 Pearl Street  
Suite 100  
Buffalo, NY 14202

### Practices & Industries

Education  
Food & Beverage  
Labor & Employment  
Special Education

### Admissions

New York  
U.S District Court, Western District  
of New York

### Education

University at Buffalo, B.A.  
University at Buffalo School of Law,  
J.D.

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## **In the News**

Thought Leaders: Inclusivity for LGBTQ+ should last beyond Pride Month  
*Buffalo Business First*, June 24, 2022

5 Best Practices to Help Optimize Your District's Child Find Campaigns  
*Special Ed Connection*, May 26, 2022

Thought Leaders - Food manufacturers adjust to changing consumer needs  
*Buffalo Business First*, May 28, 2021

Davis, Hess back as Hornell BOE leaders; Attorney discusses process to sell a Hornell school building  
*The Evening Tribune*, July 2, 2020

How COVID-19 is changing June 9 school district votes  
WBFO/WSKG, May 14, 2020

Thought Leaders: Immunization Laws  
*Buffalo Business First*, October 25, 2019

Work to bring dueling parents to the IEP table  
*Special Ed Connection*, April 24, 2019

Buffalo Business First - Thought Leaders: Charter Schools Seek Opportunities  
*Buffalo Business First*, November 17, 2017

SGI Hodgson Russ Collaboration Award  
*Springville Times*, June 22, 2017

A Conversation With Kriner Cash  
*Buffalo Business First*, April 21, 2016

## **Press Releases**

83 Hodgson Russ LLP Attorneys Ranked in 2024 Edition of *Best Lawyers in America*  
August 17, 2023

Hodgson Russ LLP Partner Named to Minority Bar Foundation of Western New York Board of Directors  
February 28, 2023

Hodgson Russ Diversity Representatives Calvert and Freedman Graduate Buffalo Niagara Partnership's Diversity Academy  
*Hodgson Russ Press Release*, April 27, 2020

Hodgson Russ Ranked #10 on *American Lawyer's* "2019 AmLaw 200 A-List for Female Equity Partnership"  
*Hodgson Russ Press Release*, July 29, 2019

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Special Ed Update Presented by Hodgson Russ Partners Ryan Everhart and Andrew Freedman  
*Press Release, October 2, 2014*

## **Publications**

U.S. Department of Education Announces Long-Awaited Final Title IX Regulations  
*Hodgson Russ Education Alert, April 25, 2024*

New York State's "Freelance Isn't Free" Act – What Employers Need to Know  
*Hodgson Russ Labor & Employment Alert, April 18, 2024*

Employees Enjoy a Private Right of Action Under Changes to New York City Earned Safe and Sick Time Act  
*Hodgson Russ Labor & Employment Alert, March 7, 2024*

New York State Amends Workplace Violence Prevention Law to Apply to School Districts  
*Hodgson Russ Education Alert, February 15, 2024*

NY General Obligations Law Amended to Limit Further Pro-Employer Provisions in Settlement Agreements  
*Hodgson Russ Labor & Employment Alert, January 23, 2024*

New Year - New Statute of Limitations for Complaints filed with the New York State Division of Human Rights  
*Hodgson Russ Labor & Employment Alert, December 29, 2023*

New York State Increases Minimum Wage and Modifies Other Salary Requirements  
*Hodgson Russ Labor & Employment Alert, December 22, 2023 - CORRECTED\**

Alternative Instruction for Suspended Students  
*Hodgson Russ Education Alert, October 20, 2023*

Wage Theft In New York Is Now Criminal Larceny  
*Hodgson Russ Labor & Employment Alert, October 3, 2023*

New York State Bans Employee Captive Audience Meetings  
*Hodgson Russ LLP Labor & Employment Alert, September 28, 2023*

## **Presentations & Events**

39th Annual School Client Conference  
M-Hotel Buffalo, 2040 Walden Ave, Buffalo, NY 14225, January 12, 2024

Your Top 10 FOIL & Open Meeting Law Questions Answered  
December 1, 2023

Hodgson Russ Sponsors MBAWNY Annual Fall Brunch  
Minority Bar Association of Western New York, The Lafayette Hotel, November 4, 2023

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Special Education Seminar 2023

Salvatore's Italian Gardens, October 5, 2023

Sexual Harassment Training: Compliant Policies and Other Legal Developments That Impact Food & Beverage Employers  
June 14, 2023

38th Annual School Client Conference

Buffalo Marriott Niagara 1340 Millersport Hwy, Amherst, NY 14221, January 13, 2023

Special Education Seminar 2022

Salvatore's Italian Gardens, October 6, 2022

The Food Forum: Navigating the Post-COVID Food & Beverage Industry

Hodgson Russ, 140 Pearl Street, Buffalo, NY 14202, September 15, 2022

School Safety: Red Flag Laws, Critical Responsibilities, Creating Student Support Systems, and Other Practical  
Considerations for School Districts

June 8, 2022

37th Annual School Client Conference

Buffalo Niagara Marriott, 1340 Millersport Hwy, Amherst, NY 14221, May 6, 2022

### **Professional Affiliations**

- Member, Board of Directors: New York State Association of School Attorneys
- New York State Bar Association
- Bar Association of Erie County
- Board of Directors, National Federation of Just Communities