

COUNCILGRAM

On Time!

Passed before April 1, the 2005-06 state budget signals procedural change but little substantive reform and the tenacious persistence of shares

Reaching a legislative budget by April 1 was almost as significant as what occurred on April 12 — legislative leaders and the Governor agreed that the bills passed ten days earlier would remain largely intact with nary a veto. Did one side fold or (gulp) was Albany filled with conciliatory agreement? Maybe a little of both.

A new process was certainly afoot. The New York State Senate and Assembly passed 2005-06 budget bills during daylight hours on March 31st, giving New Yorkers their first on-time budget since 1984. The prospects for a timely budget seemed daunting when the year began. Lawmakers faced huge challenges: resolving the Campaign for Fiscal Equity school finance ruling; providing counties a reprieve from soaring Medicare costs; adopting a five-year transportation capital plan and reauthorizing the state's health care financing system. Convoluting these issues was the Court of Appeals ruling altering the balance of power between the Governor and Legislature.

The Legislature was able to overcome these issues for several reasons. For one, an improved economy generated more revenue and lower expenses than originally forecasted in December. All parties quickly agreed that the state had an additional \$1.5 billion to add or reallocate to fund Legislative priorities.



More complex issues were also avoided. The Governor announced he would appeal Justice DeGrasse's order directing the state to assure that the New York City schools receive \$5.6 billion more in operating funds, and \$9.2 billion more in capital funds. The Legislature determined not to expend more energy on the issue since it would be tied up in courts through at least the end of the 2005. Avoiding new ground helped close this extremely large

facet of the state budget.

Albany also responded to waves of criticism that won New York's legislative process recognition as the nation's most dysfunctional. Public leaders' meetings and Legislative conference committees opened debate on budget issues. While most of the real negotiations still took place behind closed doors, the few outbreaks of openness made it harder for any party to sustain a posture of intransigence. Observers also gained insight into points of disagreement and Legislators' level of understanding, allowing for more focused lobbying.

The new process however did not prevent Legislators trading on familiar substantive ground. For at least 20 years, the amount of school aid received by each area of the state (the so called 'regional shares agreement') has been a steady, driving force in school aid nego-



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tiations. Since the mid-80's, New York City's share of any statewide increase in aid has been 38.86 percent. Long Island's share of state aid has also not been allowed to decline (from 12.72 percent). The shares agreement reared its head again in 2005-06.

The Executive Budget proposal consisted of a \$206 million increase in traditional formula aids and a new \$325 million "Sound Basic Education Aid" formula. New York City would have received 52.49 percent of a \$531.5 million proposed statewide increase. Long Island would have received 9.38 percent of the increase, causing a decline in its share of total aid. The Governor also proposed major cuts to Private Excess Cost Aid, BOCES Aid, and Special Services Aid (the BOCES analog for non-member districts).

As urged by NYSCOSS and others, the Legislature restored cuts to existing formulas through the addition of \$176 million. This left overall distribution way off traditional share targets: New York City would have received 47 percent of the increase; and Long Island's share of total aid would still have declined.

Avoiding new substantive ground and to prevent making history twice in one year (by breaking the shares agreement in the first on-time budget year in two decades) the Legislature added over \$120 million outside New York City — hitting the same share targets as in past years. The extra funding included \$66.6 million in "Additional Aids", tilted toward higher need districts, and \$57 million in new Tax Limitation Aid aimed at higher spending districts with per pupil wealth up to twice the state average. The bottom line? An \$830.4 million increase, where New York City received its 38.86 percent share of the increase and Long Island's share of the total did not fall.

Two facets of the new budget process are likely to impact schools for years. First, 2005 was a test-drive of how the Court of Appeals budget powers decision will affect state budgets. While the Legislature found a way to restore BOCES and Private Excess Cost Aid, Legislators concluded they must accept the Governor's Flex Aid and SBE Aid proposals. An infusion of unforeseen revenues made this decision easier: they could buy their way out of the shares implications of the Executive's formula proposals. In tighter fiscal times, the Governor's leverage might be increased and the Legislative answer more difficult. A future Governor could make more aggressive use

of the newly granted power. A hint of this came in the final hours of April 12 when prospects for vetoes brought all sides to the table for a conciliatory agreement in lieu of vetoes.

The other trend spotlighted this year is the tension between education and health care. In the final analysis, health care consumes more of the state aid pie than ever before — of the \$1.5 billion of "avails" that state budgeters found to fund Legislative priorities, \$600 million went for health care, \$310 million for education. Legislators gave education funds then returned some of these to the general spending pot, presumably to help finance Medicaid. The squeeze on education seen this year may be a sign of how these issues will interplay in future budgets. Capping local Medicaid costs in this year's budget means the state's share of the cost will increase, exacerbating the tug of war for years to come.

What next? An on-time budget provides opportunities for progress and mischief. "After budget" issues have a full three months to take root. Legislators certainly will be considering mandate relief, possible responses to NCLB and reactions to Roslyn. However, in the vacuum left by the budget's speedy resolution, new mandates or other "solutions in search of problems" may surface. Legislative intervention to change current high school graduation requirements is only one example.

Form dominated substance in this year's budget. The welcomed change in process is encouraging and inspiring. It may lay the groundwork for sorely needed substantive reform in future budgets.

Interim Superintendent in Residence Named

Thomas Brown, recently retired Superintendent of South Colonie CSD, will work as the NYSCOSS Superintendent in Residence from May 1-September 1, 2005. Tom was the first Dean of the Superintendents Academy and has been actively involved with the Council for many years.

Briggs McAndrews will return to the position of Superintendent in Residence when he completes his interim superintendency in the Scotia-Glenville CSD at the end of the summer.

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SideBar

'FOIL, Performance Evaluations and a Hint at a Trend?

"Please provide the performance evaluation for all district personnel, including that of the superintendent of schools, for the past five years."

Such requests come from various sources for a variety of reasons. They often crop up at budget time. New York's Freedom of Information Law (Public Officer's Law §§84 - 90) and opinions by the Committee on Open Government (COG) guide the form and scope of disclosures.

New York's Freedom of Information Law (FOIL) aims to make government (and school district) records public by requiring disclosure based upon a sufficiently specific request. The law ensures government and its agencies are accountable for their actions. Public entities must comply with FOIL, yet are not obligated to create new works. For example, if "a list of employees who received an unsatisfactory rating" is sought, it must be provided only if the agency maintains such a list – one need not be created pursuant to the request (*COG Advisory Opinion No. 14287 (2003)*).

Not all records must be disclosed: inter-agency or intra-agency material are exempt (Pub Off. L. §87(2)(g)). However, factual or statistical tabulations or data; instructions to staff that affect the public; final agency determinations or external audits must be disclosed, even if they are contained in inter-agency or intra-agency materials (Pub. Off. L. §87(2)(b)). Stated differently, these exceptions to the exception follow the rule.

Materials which would constitute an unwarranted invasion of privacy are also protected (Pub. Off. Law §87(2)(b) & 89(2)(b)). Requests for personnel records must be weighed against their infringement on privacy. Generally, records relevant to the performance of a public employee's official duties are available for disclosure (*Id. See also, COG Advisory Opinion No. 12396 (2000) citing Farrell v. Village Bd. Of Trustees, 372 NYS2d 905 (1975); Gannett Co. v. County of Monroe, 59 AD2d 309 (1977) aff'd. 45 NY2d 954 (1978)*). However, the specifics of what must be disclosed from performance evaluations varies.

The Committee on Open Government indicates that a description of duties to be performed or the criteria reflecting goals or duties to achieve, are

generic, reflect policy and therefore disclosable. However, a subjective analysis or opinion of how well standards or goals are met, is *not disclosable*. Doing so would amount to an unwarranted invasion of privacy as well as opinion concerning performance. Still, a final rating is disclosable as a final agency determination (*COG AO No. 14287 (2003)*).

Interestingly, a California case gave much greater privacy protection to the first part of the performance evaluation – the description of performance goals. A San Diego appellate court in *Versaci v. Polomar Community College District* (GIN033776, March 21, 2005) held that a public college president's job-performance goals should not be disclosed as this would amount to an invasion of privacy. The case has been characterized as extreme and possibly an aberration. Certainly, it is not applicable in New York. Whether it will offer a hint at privacy playing a greater role restricting freedom of access remains to be seen.

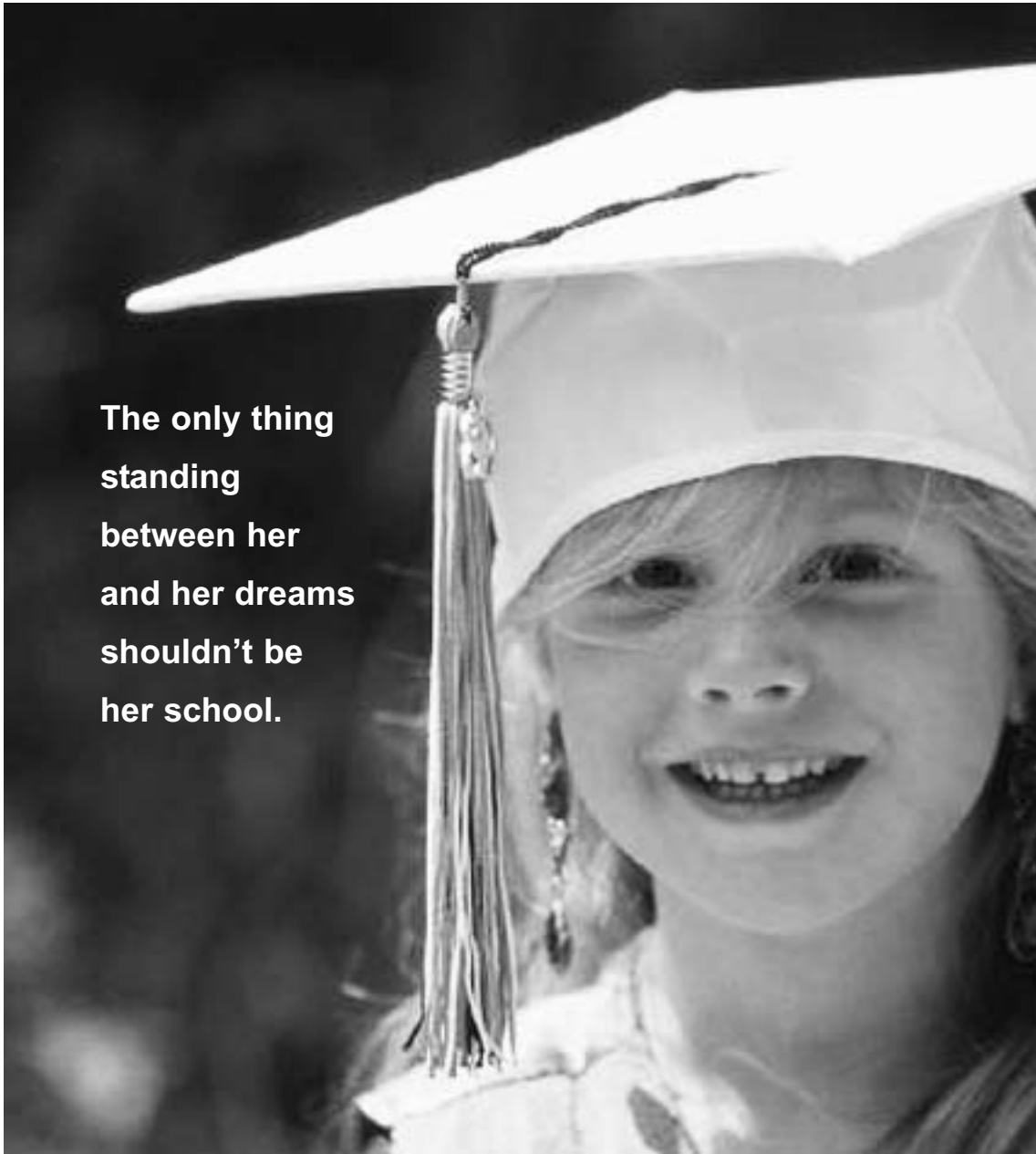
New York governments and school districts should treat *Versaci* as a mere anecdote and instead rely on the more firmly grounded rules of ensuring information is final; disclosure does not constitute subjective opinion nor intrude on privacy. This final point reminds us that just as access to public records ensures government accountability, privacy protects a personal freedom.

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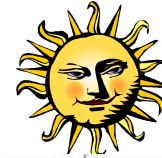
The Council's Annual Summer Institute at Harvard will take place from July 17-20, 2005 in Cambridge, MA. The intensive 3-day workshop focusing on "Transformative Leadership" will feature the following speakers:

Richard Elmore researches the effects of federal, state, and local education policy on schools and classrooms. He is currently exploring how schools of different types and policy contexts develop a sense of accountability and a capacity to deliver high quality instruction. Participants will be provided with a copy of his new

book, entitled "School Reform from the Inside Out".

Jeffrey P. Howard is a social psychologist whose work has focused on the improvement of performance in public school settings. Howard is founder and president of The Efficacy Institute, which promotes and supports "Campaigns for Proficiency" for school children across the country.

Samantha Tan and Sarah Chace, of The Meristam Group, work at the John F. Kennedy School of Government at Harvard University and have trained with Ron Heifetz. They will introduce the Adaptive Leadership model and



SUMMER INSTITUTE
AT HARVARD



help attendees gain new insights and perspectives on leadership challenges.

Susan Moore Johnson studies and teaches about teacher policy, organizational change, and administrative practice. She is the author of several books including, *Finders and Keepers: Helping New Teachers Survive and Thrive in Our Schools*.

Members will receive registration information in early May. Save the dates for this program!

Distinguished Service Award

Nominations Sought for Council's Most Prestigious Award

NYSCOSS is calling for nominations for the 2005 Distinguished Service Award, the Council's highest honor.

Nominees must have exemplified commitment to public education. Members who have retired within the past five years

are eligible for this recognition. Retirement must be before July 1, 2005.

The Distinguished Service Award will be presented at the Annual Banquet of the 2005 Fall Conference in Saratoga Springs.

Nominations may be submit-

ted to the Distinguished Service Committee Chair:

Phil Martin, Superintendent
Fayetteville-Manlius CSD
8199 Seneca Turnpike
Manlius, NY 13104-2140
Fax: (315) 682-1200
Phone: (315) 682-1376

Delaney Scholarship Nominations Sought

\$2500 Award Underwritten by Utica National Insurance Group

The Raymond R. Delaney Scholarship is awarded to an individual each year at the Annual Fall Conference.

Utica National Insurance Group serves as underwriter of the 2005 scholarship which will be awarded to one individual in the amount of \$2500.

Nominations may be made by

any active member of NYSCOSS or members of Departments of Educational Administration from any college /university offering an approved CAS or Doctoral Degree. Please take a moment to identify at least one individual who you feel is qualified to receive this award. This is a wonderful opportunity for you to

support an employee or individual in continuing his or her education.

Nominations are due in the NYSCOSS offices no later than **May 13, 2005**. NYSCOSS will in turn notify the person who has been nominated. Completed applications must be submitted by **July 1, 2005**.

Slate of Keynote Speakers Set

Fall Conference 2005, September 25-27 in Saratoga Springs

Educational Excellence: The Vision

Sunday, 5:00 p.m.

Every level explore new success through creativity. He challenges audiences to profoundly and positively impact the lives of children by motivating themselves and others to rethink vision and purpose.

Erik Wahl is a recognized artist and speaker whose unique understanding of vision traces back to his training as an artist. He holds a Bachelor's degree from the University of San Diego where he studied both art and business.



Erik Wahl

Tapping the Overlooked "R"

Monday, 9:00 a.m.

Although research supports this address, don't expect a dry recitation of research results. Eric Booth will engage us in a lively investigation of the reasons arts learning has such a reliable, proven, catalytic impact on learners. Booth will change the way we think about the arts and their potential to make a powerful and effective difference in learning

and the lives of our students.

As one of the nation's leading thinkers and speakers on arts learning, Eric Booth is currently on the faculty of Julliard. He has been on the faculty at Stanford, NYU, and Tanglewood and has worked on research projects with Harvard and Columbia.



Eric Booth

A Town Hall Meeting

Monday, 3:00 p.m.

Commissioner Richard Mills enjoys this opportunity to address NYSCOSS members for an information session followed by an interactive discussion of issues and ideas which effect public education

Richard Mills became New York State

Commissioner of Education in August, 1995, serving as Chief Executive Officer of the Board of Regents. The Commissioner will address the group in a Town Hall format with plenty of time for questions and responses.



Richard Mills

Getting Accountability Right

Tuesday, 9:00 a.m.

Douglas Reeves will discuss "Getting Accountability Right" and show educators how to put into place district-level accountability systems that improve student achievement, mesh with New York State accountability requirements and improve staff morale.

Douglas is chairman and founder of the

Center for Performance Assessment, an international organization dedicated to improving student achievement and educational equity. The Center helps educators and school leaders to improve student achievement through practical and constructive approaches to standards, assessment and accountability.



Douglas Reeves

SED Priorities & Actions

Tuesday, 12:30 p.m.

Deputy Commissioner of Education James A. Kadamus will provide a detailed update on all of the latest Education Department priorities, actions and plans.

As Deputy Commissioner, Jim is respon-

sible for Elementary, Middle, Secondary and Continuing Education, provides leadership for the Department's programs and services for K-12 pupils, agencies and continuing education students and their families.



James Kadamus

Share Your Best Practices with Colleagues

Council Seeks Concurrent Session Topics/Proposals for Fall Conference

The Fall Conference, scheduled for September 25-27, 2005 at the Saratoga City Center, will focus on the theme: "Achievement and the Arts: Advancing Student Success."

In an effort to ensure that NYSCOSS provides concurrent sessions that are relevant and valuable, we are asking for your input. Please complete the form below and fax to 518-426-2229 or answer the e-mail survey. This will help us to determine the topic areas on which the concurrent sessions should focus. Sessions may be given by active members and Diamond level supporters.

Concurrent sessions offer NYSCOSS members a chance to share their best practices, expertise and new ideas with colleagues. Sessions take place on Monday morning and afternoon as well as Tuesday morning. Selection preference will be given to those presentations which focus on the preferred topics indicated in the member survey below.

If you are interested in presenting a session, contact Tina Hogle at tina@nyscoss.org before **June 3, 2005** to obtain the necessary proposal application. Proposals will be reviewed by the Conference Committee and selections made in early summer.

Concurrent Session Topic Areas

I am interested in attending concurrent sessions on the following topics:

Please rank the top 8 in order of preference and fax to 518-426-2229

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- | | |
|---|---|
| <input type="checkbox"/> Administrative Reorganization | <input type="checkbox"/> Legal Issues |
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| <input type="checkbox"/> Budget Development and Presentation | <input type="checkbox"/> Redistricting Strategies |
| <input type="checkbox"/> Community/Parent Engagement | <input type="checkbox"/> Rural Schools Issues and Leadership |
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| <input type="checkbox"/> Developing vision/goals for the district | <input type="checkbox"/> Small Cities/Urban Schools Issues |
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John E. Sackett Honored

Questar III to Dedicate Educational Center to Sackett

Questar III BOCES is honoring its former leader, John E. Sackett, and his contributions to the BOCES, the region and education. On May 5, Questar III will dedicate the John E. Sackett Educational Center on 200 Schuurman Road in Castleton.

In memory of Sackett and in honor of his outstanding leadership in serving diverse student, staff, school district and community populations, the John E. Sackett Educational Center will provide educational and support



John E. Sackett

services for children with special learning needs.

John served at Questar III from 1971-1995. His colleagues throughout BOCES recognized Sackett by stating, "Quality is never an accident. It is always the result of high intention, sincere effort, intelligent direction and skillful execution; it represents the wise choice from many alternatives."

John was an active member of NYSCOSS and is best remembered for his work as the long-time Chair of the NYSCOSS Legislative Committee.

Wellness

& Leadership

At various times we have reasons to focus our attention on controlling our weight. If you decide to conduct a computer generated search, you will be surprised to find that a click of the mouse will produce a view of over twenty-five different weight control programs or plans. Which plan is best for your needs? How do you decide?

As always with health concerns, discuss your specific health issues with your physician, use common sense, and follow the common rules of nutrition — a calorie eaten is a calorie that will be spent as energy or stored fat. Long-term weight loss depends on reducing calorie intake and/or burning calories through activity.

Below is a review of several of the most popular weight reduction programs.

Atkins — encourages dieters to eat high protein foods, regardless of calorie content. Dieters using this plan dropped weight quickly during the first six months, but the weight loss is difficult to sustain.

Eat Right 4 Your Type — commonly referred to as the "Blood Type Diet" by Peter J. D'Adamo, N.D. This diet claims that certain foods are beneficial to your body depending on blood type. The basis of this program centers on genetics and the role lectins, found in proteins, play in the body.

Grapefruit Diet — The study was conducted at the Scripps Clinic in California by Dr. Ken Fujioko. Results indicated that grapefruit contains chemical properties that lower insulin levels.

Weigh Your Options

Sandra Craft, Randolph CSD, NYSCOSS Wellness Committee

South Beach Diet — a cardiologist designed this diet to improve health by altering blood chemistry resulting in lowered triglycerides and cholesterol, believed to improve the cardiovascular system and reduce the risk of adult onset diabetes. The idea is to replace processed carbohydrates with carbohydrates from vegetables.

Ultimate Weight Solution — focuses human psychology on a lasting weight management program. The theory is that excess weight results from emotional eating, craving to self-sabotage, or indulgences of negative self talk. He has developed seven keys to gain control over eating and lifestyles.

Weight Watchers — the program incorporates weight loss by eating healthy, effective calorie control, support from others, and an easy livable method of eating.

Zone — This diet instructs you to eat the correct balance of carbohydrates (40%), protein (30%), and fat (30%) to keep hormones in a "Zone" for peak performance.

These are reviews of a few diet programs, but there are many more.

None of these have our endorsement and this article is not to be used as a substitute for professional medical advice or service but are included for your consideration to investigate further. Diet decisions should be made after careful consideration of your present health and a recommendation from your physician.

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Washington's Commitment to Education?

What the Data Tells Us About the Administration's Focus

What has been Washington's role in helping children move forward? Each year the President sets the tone for a new national agenda that is frequently filled with strong rhetorical commitments to children and their education. However, nothing is more compelling than the raw numbers which show where Congress and the President actually choose to invest the national treasure.

The numbers show that the United States is growing ever more diverse in its population, particularly among school-age children. At the same time our premiere status as the wealthiest nation in the world stands in stark contrast to the condition of those children, who are poorer and at greater health risk than in most other developed nations.

States are ill-equipped to address these nationwide problems yet schools are required to perform at higher levels with equal increments in achieve-

ment annually, while at the same time facing greater numbers of poor and less healthy children in their classrooms. The campaign rhetoric from those who seek federal office is rich with commitments to children and their education, issuing challenges to increase achievement or suffer reduced monetary consequences.

All the while our national government skimps on the health and welfare of children. Schools are improving in assessments; it's time for our national leaders to improve in the human condition of families and children. Imagine the gains in school performance we could see if everyone believed life will become better. Not only believe, but also experience what too many of us assume is the middle class norm of all.

For additional data details, see:

<http://supe.aasa.org/3-31-05/challengers.pdf>

~Nick Penning, AASA Senior Policy Analyst

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AASA Will Install New Officers in July

David Gee will be President; Eugene White Elected as President-Elect

David Gee will be installed as the American Association of School Administrators President and begin his term on July 1. He will be officially sworn in on July 27 at an installation ceremony prior to the AASA Governing Board meeting in Vancouver, Canada.

David is an assistant professor at the State University of New York in New Paltz, N.Y.

David served as the superintendent of the Western Suffolk BOCES from 1998 until his retirement in 2004. Previously, Gee was the superintendent of the Queensbury UFSD. He has been a member of

the New York State Council of School Superintendents since 1976 and served as president from 1999-2000.

Eugene White, superintendent of schools for the Metropolitan School District of Washington Township in Indianapolis, Indiana, was voted president-elect of AASA. White vied for the leadership position

with fellow AASA member, Kent Hjelmstad, superintendent in Mandan, N.D.

White has served as the superintendent of the Metropolitan School District of Washington Township since 1994. Previously, he was deputy superintendent of the Indianapolis Public Schools.

White has been an AASA member for 11 years and has held a variety of leadership positions within the association. He also has been a member of the Indiana Association of Public School Superintendents for 11 years.

As president-elect, White will work to enhance the connection of AASA's national voice with the needs of local educational leaders and continue AASA's Stand Up for Public Education™ initiative.

White and the new executive committee members will join David at the installation ceremony.



David Gee



Eugene White

Superintendencies

<p>BELLMORE-MERRICK CSD 5,500 Min. of \$200,000 Charles Fowler School Leadership, LLC PO Box 638 Port Jefferson, NY 11777 Leadschools@aol.com Reply By: 4/22/05</p>	<p>FRIENDSHIP CSD 400 \$85 - \$95,000 Robert D. Olczak, District Superintendent Cattaraugus-Allegany BOCES 1825 Windfall Road Olean, NY 14760 susan_potter@caboces.org Reply By: 5/13/05</p>
<p>BRIGHTON CSD 3,700 \$145-165,000 C. Tod Eagle Brighton Search Consultant P.O. Box 45 Brockport, NY 14420 teagle1@rochester.rr.com Reply By: 4/29/05</p>	<p>GOSHEN CSD 2,800 Up to \$130,000. Don McKenzie (McKenzie Management Group, Inc.) Rosemary Pereira Superintendent Search 227 Main St. Goshen, NY 10924 mckenzi1@optonline.net Reply By: 4/29/05</p>
<p>CARLE PLACE UFSD 1,508 \$Competitive Charles Fowler School Leadership, LLC PO Box 638 Port Jefferson, NY 11777 Leadschools@aol.com Reply By: 4/22/05</p>	<p>HEUVELTON CSD 650 \$90,000+ Linda R. Gush, Ph.D., District Superintendent St. Lawrence-Lewis BOCES PO Box 231, 139 State Street Road Canton, NY 13617 kmorgan@sllboces.org Reply By: 4/29/05</p>
<p>14 ELMONT UFSD 4,000 \$Competitive Ronald Smith c/o Consultants, Inc. 172 Willow Street Roslyn Heights, NY 11577 or Elmont UFSD 135 Elmont Road Elmont, NY 11003 Attn: Superintendent Search Reply By: ASAP</p>	<p>MASSAPEQUA 8,363 Min. \$200,000 Charles Fowler School Leadership, LLC PO Box 638 Port Jefferson, New York 11777 Leadschools@aol.com Reply By: 4/22/05</p>
<p>FAYETTEVILLE-MANLIUS CSD 4,500 \$Negotiable Hazard, Young, Attea & Associates www.hyasupersearches.com office@hyasearch.com Reply By: ASAP</p>	<p>MOHONASEN CSD 3,400 \$Competitive Robert Bonaker 2072 Curry Road Schenectady 12303 Reply By: 4/29/05</p>
<p>FLORAL PARK-BELLEROSE UFSD 1,500 \$Negotiable Hazard, Young, Attea & Associates, Ltd. www.hyasupersearches.com office@hyasearch.com Reply By: ASAP</p>	<p>TULLY CSD 1,235 \$105-125,000 Jessica Cohen, District Superintendent Onondaga Cortland Madison BOCES P.O. Box 4754 Syracuse, NY 13221 jcohen@ocmboces.org Reply By: 5/16/05</p>
<p>FRANKLIN CSD 325 \$90-99,000 Alan Pole, District Superintendent DCMO BOCES 6678 County Road 32 Norwich, NY 13815 polea@dcmoboces.com Reply By: 4/29/05</p>	

Vacancies/Transitions

Other NYS Administrative Positions

(Contact District For Further Information)

Assistant Superintendent: Clinton-Essex-Warren-Washington BOCES. 1,075. Reply By: ASAP. \$85-98,000. rrissetto@cves.org

Consultant: Docufide, Inc. Reply By: ASAP. jeffh@docufide.com

Assistant Superintendent for Instruction: East Irondequoit CSD. 3,700. Reply By: 5/2/05. \$115-125,000. phil_oberst@eastiron.monroe.edu

School Business Official: East Moriches UFSD. 1,015. Reply By: ASAP

Director of General Studies: Hebrew Academy of the Capital District. 155. Reply By: 5/4/05. \$Negotiable. hadsearch@aol.com

Associate Principal: Grades 5-6. Hudson City SD. 2,215. Reply By: 5/2/05

Associate Principal: Grades 7-8. Hudson City SD. 2,215. Reply By: 5/2/05

Business Official: Lake George CSD. 1,100. Reply By: 5/6/05. \$75-87,000. blevin@lkgeorge.org

Coordinator of Literacy: (Grades K-8). Middletown City SD. 7,000. Reply By: 4/29/05. \$Competitive. ekaplan@ecsdm.org

Director of Elementary Education: (Grades K-5) Middletown City SD. 7,000. Reply By: 4/29/05. \$ Competitive. ekaplan@ecsdm.org

High School Principal: Middletown City SD. 7,000. Reply By: 4/29/05. \$Competitive. ekaplan@ecsdm.org

High School Principal: Mohawk CSD. Reply By: 5/13/05. \$75-82,000. jcaputo@mohawkcsd.org

High School Principal: Newark Valley CSD. 1,393. Reply By: 5/4/05. \$75-82,000. jfox@nvcs.stier.org

Secondary Principal: Northville CSD. 550. Reply By: ASAP. \$70-80,000. lagroff@northvillecsd.k12.ny.us

Middle School Principal: Norwich City SD. 2,280. Reply By: 5/13/05. \$70-80,000. kperez@norwich.stier.org

Business Manager/School Business Official: Poland CSD. 800. Reply By: 5/7/05. \$Negotiable. stewart@ntcnet.com

Elementary Principal: Schodack CSD. 370. Reply By: 4/29/05. \$85,000

High School Principal: Schodack CSD. 380. Reply By: 4/29/05. Up to \$95,000

Principal: Sodus CSD. 1,350. Reply By: 4/22/05. \$Competitive. ledelmann@soduscsd.org

High School Principal: Union-Endicott CSD. 4,650. Reply By: 5/1/05. \$80,000-95,000. personnel@uegw.stier.org

Out-of-State Opportunities

Superintendent: Guilford (CT). 3,800. Reply By: 5/5/06. \$135-155,000. lesparo@comcast.net

Superintendent: Haddonfield (PA). Reply By: 7/1/05. Competitive. pennsearch@gse.upenn.edu

Superintendent: Somers Public Schools (CT). 1,750. Reply By: 5/5/05. \$115-\$130,000. search@nesdec.org

Superintendent: Westerly Public Schools (RI). search@nesdec.org

Chief School Officer Appointments

Thomas Brown *Interim Supt in Residence, 5/1/05 Was Superintendent of South Colonie*

Raymond Bryant *Elmira City, 4/04/05 Was Associate Superintendent in Washington DC*

Thomas Burns *Parishville-Hopkinton, 8/01/05 Currently high school principal at Parishville-Hopkinton*

Kenneth Cringle *Saranac, 7/01/05 Currently high school principal at Saranac*

Cheryl Dudley *Greenville, 3/01/05 Was Superintendent at Cincinnatus.*

Briggs McAndrews *I., Scotia-Glenville, 5/1/05 Was Superintendent in Residence, NYSCOSS*

Donald Trombley *I., Cincinnatus, 2/22/05*

I., Interim

Retirements

Thomas Caramore *Bellmore, 7/31/05*

Sharon Colpoys *Dolgeville, 7/01/05*

Gerald Crowell *Beaver River, 10/05/05*

Keith Eddinger *Marcus Whitman, 6/30/05*

Walter J. Sullivan *Skaneateles, 9/01/05*

CALENDAR

2005

Superintendents Academy Programs

Aspiring Superintendents' Program

April 28 & 29, May 6 Four Sites

Dimensions of Leadership (Human Resource)

May 6 & 13 Four Sites

New Superintendents Seminar

June 3 Albany

Summer Institute at Harvard

July 17-20 Cambridge, MA

NYSCOSS Events Calendar

Spring House of Delegates

May 19 Albany

Commissioner's Advisory Council

May 20 Albany

Summer Retreat for NYSCOSS Leadership

July 6-8 The Arden Center, Harriman

2005 Fall Conference

September 25-27 Saratoga Springs