

# COUNCILGRAM

THE NEWSLETTER OF THE NEW YORK STATE COUNCIL OF SCHOOL SUPERINTENDENTS

## No Cut to School Aid Proposed

### *Governor's Budget Reflects Somber Mood of Times*

The Executive released his 2002-03 Executive Budget proposal with little of the fanfare that normally accompanies such an event in an election year. Where normally such budgets are used as the platform from which to run for reelection and are therefore chock full of fun goodies to announce to an enthusiastic public, this year's Executive budget proposal reflected the somber mood of dire fiscal times.

Claiming that the state budget was to end the current year some \$1.1 billion in the red, and noting that next year's budget had a structural shortfall of another \$5.7

billion, the Governor announced that he would be cutting General Fund spending by \$1.3 billion — about 3%.

Still, there was a great effort to spare politically important constituencies in the election year. The only overwhelmingly bright spot — the \$1.8 billion increase in salaries for health care workers — was openly engineered with the help of the politically powerful hospital workers union. While education was not treated as generously, it nevertheless avoided the cuts that other General Fund programs took, ostensibly protecting the important teacher and taxpayer constituencies. Three hundred million dollars in scheduled tax cuts will also go forward to appease the Governor's conservative business base.

School aid itself is essentially flat. In previous years, this might have been seen as the base for negotiation, but after last year's bifurcated process, even before September 11<sup>th</sup>, the Legislature proved

capable of defying all prediction. Computerized aids would increase by some \$79 million overall, but are offset by about \$73 million in various cuts, leaving a net increase of only \$6 million.

To bridge this revenue-poor election year, most, if not all, of the reserve funds the state has been accumulating were expended. At first blush, it appears true to the Governor's State of the State promise

to avoid "fiscal gimmicks", but there is some creative financing. The Big 5 cities may apply to have an advance of up to \$214 million against the prior year aid owed them

funded by bonds sold by the Municipal Bond Bank. For NYC, this could mean an immediate infusion of \$204 million in cash which, while not recurring school aid, could nevertheless be used to help close languishing teacher contract negotiations. While this glue may help the state and city survive this fiscal year, both will be left with precious little cushion for next year.

With a ruling on the CFE lawsuit appeal likely before the close of budget negotiations, aid to New York City has come under greater scrutiny. Altogether, the Executive's staff claim that 38% of the \$14.6 billion in school aid goes to NYC, which has 37% of the state's pupils.

What is yet unclear is how the Legislature will react to the Executive proposal. The formatting issues that have plagued negotiations for the past several years were again employed by the Executive who, bolstered by a recent court decision in his favor, will seek to consolidate his expan-

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EDUCATIONAL LEADERSHIP**



**JANUARY 2002  
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## Inside

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## NEW YORK STATE COUNCIL OF SCHOOL SUPERINTENDENTS

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WWW.NYSCOSS.ORG

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**Kelly O. Masline, Associate Director**  
**Kristen M. Epifanio, Assistant Director**  
**Tina Hogle, Assistant Director**



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sion of control of the budget process. Two conventional schools of thought currently exist. Early budget rumors speculate that if the revenue numbers begin to deteriorate as they become clearer, the Legislature will likely act quickly, both to lock in more spending, but also to keep the bad news as far from the election as possible. The alternative view is that the Democratic Assembly might delay budget passage in order to give Pataki's opponents an election year issue.

Finally, one must never underestimate the impact of having this budget negotiated simultaneously with the redrawing of district lines to ensure the majority parties' political longevity.

## Education Highlights *Of Proposals in the Executive Budget*

### • Flex Aid —

Would consolidate 13 aids into a single formula. Unfortunately BOCES and Excess Cost aid are included. Not included are pre-K and Class Size Reduction, as thoughtfully proposed by the Regents.

### • Building Aid Reforms —

Hard dollar costs wouldn't be reimbursed immediately but would also be subject to assumed amortization just as financed costs are. This would save about \$130 million, so it will be difficult to reject. Also proposed is the prospective elimination of the building aid ratio save-harmless. No savings are associated with this measure. The Governor will again propose Wicks reform, and access to the Dormitory Authority for construction management.

### • PYA Bonding —

The Governor is proposing to bond out much of the outstanding prior year aid claims for the Big 5. This will free up some \$204 million for NYC, and another \$5 million each for Rochester and Buffalo (\$4.7 million). Presumably, this is intended to go a long way toward closing the teachers' contracts in those cities.

### • Early Retirement —

Discussions are under way, but the product will likely differ little from that of previous years. Rumors that the incentive will be more generous than in previous years or will build upon the Article 19 enhancement appear unfounded. Nothing more generous than the familiar incentive would be affordable in this fiscal crisis.

### • Bilingual/Small Cities Spared —

No cuts were proposed to these programs.

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• **STAR COLA** —

Would add a cost of living adjustment (COLA) for senior citizen income limits under the STAR property tax reduction plan.

• **Teacher Cuts** —

Proposes elimination of Teacher Centers (\$20 million) and Teacher Support Aid (\$52 million).

• **Paperwork Reduction** —

The Commissioner is directed to identify duplicative and unnecessary reporting requirements to be eliminated.

• **School-wide Performance Incentive** —

\$7.5 million is proposed for recognizing school improvement in the Big 5 city school districts.

## Attendance Forums Scheduled

### *Education Department to Provide Guidance to Districts*

The State Education Department has announced they will be conducting regional forums on the recently adopted attendance regulations. The technical workshops are intended to provide guidance to school districts on the new requirements, specifically: the taking and recording of period by period attendance, the determination of excused vs. unexcused absences, and the development of comprehensive attendance policies.

Due to the limited availability of space, the Department is permitting only 3 participants from

each district to attend the forums. The three representatives may include: the district or building administrator, the attendance director and the teacher association representative. The forums begin on February 5<sup>th</sup> for the for Big 5 schools and conclude on March 14<sup>th</sup> with a workshop in the North Country.

Additional information on the specific times and locations may be obtained from the State Education website at [www.emsc.nysed.gov/rscs/chaps/chapshome.htm](http://www.emsc.nysed.gov/rscs/chaps/chapshome.htm).

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## Court Decision on Baseline Budget

### *Preliminary Finding Favors Governor Over Legislature*

The first round in the battle for power over the budget-making process was decided last week when the State Supreme Court found the actions taken by the Legislature that produced the baseline budget unconstitutional. Citing the interest of preserving the balance of power between the branches of government, the Legislature indicated they would be filing an appeal.

Last August, the Governor sued the Legislature claiming the way they amended the Executive's appropriation bills was unconstitutional. In defense, the Legislature argued the alterations were made to policy changes that should have been submitted as separate bills.

While the court found in favor of the Governor on

the issue of how the bills are structured, the judge appears to have deferred to the Court of Appeals on whether the Legislature may strike out language they find extraneous.

Although the implications of this decision will not be fully known until the higher court rules, the political ramifications may be seen during upcoming budget negotiations. The power the Governor believes he wields over the construction of the budget provides little incentive for negotiating with the Legislature over its content. For their part, the Legislature is not likely to take any action that would be perceived to relinquish their control. As a result, the protracted budget process that has haunted school districts for many years may continue.

# "Don't Laugh at Me" Teaches Respect *Tolerance Program Available Via Internet at No Charge*

Those in attendance at the opening session of the Mid-Winter Conference on January 13 were treated to the music and words of Peter Yarrow, the founder of and guiding force behind "Don't Laugh At Me."

*Operation Respect: Don't Laugh at Me* is working to transform schools into more compassionate, safe and respectful environments for children.

*Don't Laugh at Me* has developed three curricula, one for grades 2-5, another for grades 6-8 and a third for summer camps and after school programs. All utilize inspiring music and video as



well as materials based on the well-tested, highly regarded conflict resolution curricula developed by the Resolving Conflict Creatively Program (RCCP) of Educators for Social Responsibility. *Don't Laugh at Me* is a gateway program; it is designed to provide professionals with an entry point for year-round social and emotional learning and character education programs, as well as to interface with and enlarge other efforts of this kind.

This program is available to school districts at no charge by visiting the *Don't Laugh at Me* web site at: [www.dontlaugh.org](http://www.dontlaugh.org).

## Teachers Sought for Vietnam Project

### *New Program Will Provide Training to State Ambassadors*

The Vietnam Veterans Memorial Fund is launching a new program entitled the Teach Vietnam Teachers' Network. The program is now recruiting teachers for the Teachers' Network and is seeking help in identifying two leading educators in each state.

Once selected, the teachers will serve as "ambassadors" of the Memorial Fund in their home states. They will receive an all-expense paid trip to Washington, D.C. for a four-day conference. Teachers will learn

creative ways to teach students about the most divisive period in our nation's recent history. When they return to their home states, members will be prepared to help promote these educational initiatives to fellow teachers.

For more information about the Teach Vietnam Teachers' Network, contact:

The Memorial Fund, 1023 Fifteenth Street NW,  
Second Floor, Washington, D.C. 20005-  
2602 phone: (202) 393-0090,  
e-mail: [tedwards@vvmf.org](mailto:tedwards@vvmf.org).



## Fulbright Superintendent Seminar Offered *Administrator Exchange Program to Visit Germany*

The Fulbright Teacher and Administrator Exchange has announced the 2002 Superintendent Seminar in Germany. This opportunity is extended to Superintendents and Assistant/Associate Superintendents. Approximately fifteen participants will be selected to spend two weeks in Germany in fall 2002.

The focus of this seminar is to highlight the German educational system in the broadest sense. The program takes place September 29-October 12,

2002. German language fluency is not required as the seminar will be conducted in English.

For an application/information please contact:  
Fulbright Teacher and Administrator Exchange  
600 Maryland Avenue SE, Suite 320  
Washington, D.C. 20024  
phone: (202) 314-3527  
e-mail: [fulbright@grad.usda.gov](mailto:fulbright@grad.usda.gov)  
web site: [www.fulbrightexchanges.org](http://www.fulbrightexchanges.org)  
Application deadline: March 15, 2002

## Good News from our Members...

### Rochester City School District Participates in National Project

Clifford Janey, Superintendent of the Rochester City School District, is one of 11 superintendents who has agreed to participate in *The Urban Superintendency: Understanding the Work, Sharing the Knowledge*, a national project to collect, articulate and disseminate the knowledge of school leaders who have made progress toward improving outcomes for disadvantaged urban students.

AASA has received a three-year \$1.2 million grant from the Wallace-Reader's Digest Funds to support the effort to help elevate quality education leadership as a core element of school reform. In 2000, the Funds launched a five-year national initiative, called "LEADERS Count." *The Urban Superintendency Project* will contribute to this effort by developing a knowledge base about effective school leadership.

A status report on preliminary findings will be presented at the AASA 2002 National Conference on Education on February 16th in San Diego and at the spring 2002 annual conferences of the National School Boards Association (NSBA) and the Association for Supervision and Curriculum Development (ASCD). Articles will be written for AASA publications and made available on its web site. When the research is completed, regional discussion groups will be held and the study will be available to the public.

To find out more about "LEADERS Count," visit the Funds' web site at [www.wallacefunds.org](http://www.wallacefunds.org).

### Rockland County Legislature Endorses \$12 Million Appropriation

The Rockland County Legislature has endorsed the proposal of the North Rockland Central School District to have the United States Government appropriate approximately \$12 million to the district for the redevelopment of the Letchworth Center in Haverstraw and Stony Point, for the continued expansion of educational and early childhood facilities.

The resolution was passed with an overwhelming majority, noting the cost effective method of expanding school facilities developed under the leadership of superintendent Dodge R. Watkins and the Board of Education. The comprehensive plan, which has been developed to retrofit and rebuild a former state institution into new and expanded educational and early childhood facilities, is described as a model for the nation.

### Peekskill Receives AASA Mini-Grant

Children and families with urgent academic, health and social service needs in 14 school districts nationwide will benefit from grants awarded by the American Association of School Administrators. AASA's Urgent Need Mini-Grant program helps school districts provide basic necessities such as temporary shelter, vision and dental care, and utilities to disadvantaged public school children and their families.

Peekskill City School District, under the direction of Superintendent Judith Johnson, has been awarded \$4,000 to be used for academic enrichment activities for alternative education, application fees/camp awards, and medical expenses for students and parents.

### Chief School Officer Appointments

**Mary Jane Brooke** ..... LeRoy CSD, 1/2/02  
*Assistant Superintendent of Instruction at Livonia CSD*

**Robert DeFilippo** ..... Depew UFSD, 1/17/02  
*Interim/Assistant Superintendent at Depew UFSD*

**Donald Gooley** ..... I., Candor CSD, 1/1/02

**Robert J. Hanna** ..... Orange Ulster BOCES, 4/1/02  
*Superintendent of Sauquoit Valley CSD*

**J.D. Pabis** ..... Ass't., Auburn City, 1/1/02  
*formerly Superintendent of Candor CSD*

**William Whitehill** ..... I., Whitesboro CSD 2/1/02

**John Zeis** ..... I., Queensbury, 1/14/02

A. = Acting I. = Interim

### Retirements

**George Amedore** ..... Plattsburg, 7/15/02

**Sherman Parker** ..... Lake George, 12/31/02

**Daniel Porter** ..... Chittenango, 8/31/02

**Edward J. Reid** ..... Owego Apalachin, 7/1/02

**Donald Rothman** ..... Arlington, 6/30/02

**Robert L. Scofield** ..... Hammond, 7/1/02

# Mid-Winter Conference a Success

## *Speakers, Concurrent Sessions, Exhibits Have Much to Offer*

In the tradition of past years, the 2002 Mid-Winter Conference was an opportunity for professional development, networking with colleagues, and sharing information and ideas. The conference, which ran from January 13-15 at the Desmond in Albany, featured first-rate speakers, educational exhibits and an atmosphere of collegial support.

The conference began with a poignant and entertaining program with **Peter Yarrow**, who focused on teaching tolerance

and respect (see page 4). **Dr. Thomas Sergiovanni**, noted author and scholar, spoke about leadership issues specifically related to the current emphasis on standards. Assemblyman **Steven Sanders** spoke about the difficult year that lies ahead, discussed current legislative initiatives and responded to questions. Education Commissioner **Richard Mills** addressed the group and welcomed comments and dialogue about issues of concern to the audience.

Chancellor **Richard King** offered his commitment to strengthening the linkages between K-12 schools and higher education.

Concurrent session topics covered safety, character education, special education, grant writing, technology, issues relating to the standards, attendance policy, and much more. Combined with information shared by exhibitors about programs and services for educators, the conference was a resounding success.

## In Memoriam

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**D**r. Frank Eckelt, former Superintendent of Lakeland School District and Chair of the Educational Administration Department at SUNY New Paltz, passed away November 18, 2001. Dr. Eckelt was respected for his significant contribution to the Annual NYS School Law Conference and in establishing the Mid-Hudson School Study Council. A gentle Hungarian giant, he will be truly missed by his wife, Gertrude, his companion of over 50 years, and his colleagues.

### **Correction**

Sincerest apologies for the error in the obituary for Richard C. Bonen as it appeared in the December *Councilgram*. The following article contains the corrected information regarding Dr. Bonen's surviving family.

**R**ichard C. Bonen, of Middletown, NY, died on November 14, 2001 at Westchester County Medical Center, Valhalla. He was 60. He began his administrative career on Long Island and later was appointed the first principal of Warwick Valley Middle School. In addition, he served in Middletown School District as Assistant Superintendent and later as Superintendent of Schools on Long Island. He was gifted in his skill with technology, enjoyed collecting classic cars and had a good sense of humor. Above all, he pursued his goals and dreams, and inspired others to do the same.

Survivors include his wife, Mary, at home; and two sons, Matthew and his wife Catherine of Frederick, Maryland, and Michael and his wife, Kelly-Jo of Boston, Massachusetts and several nephews and a niece.

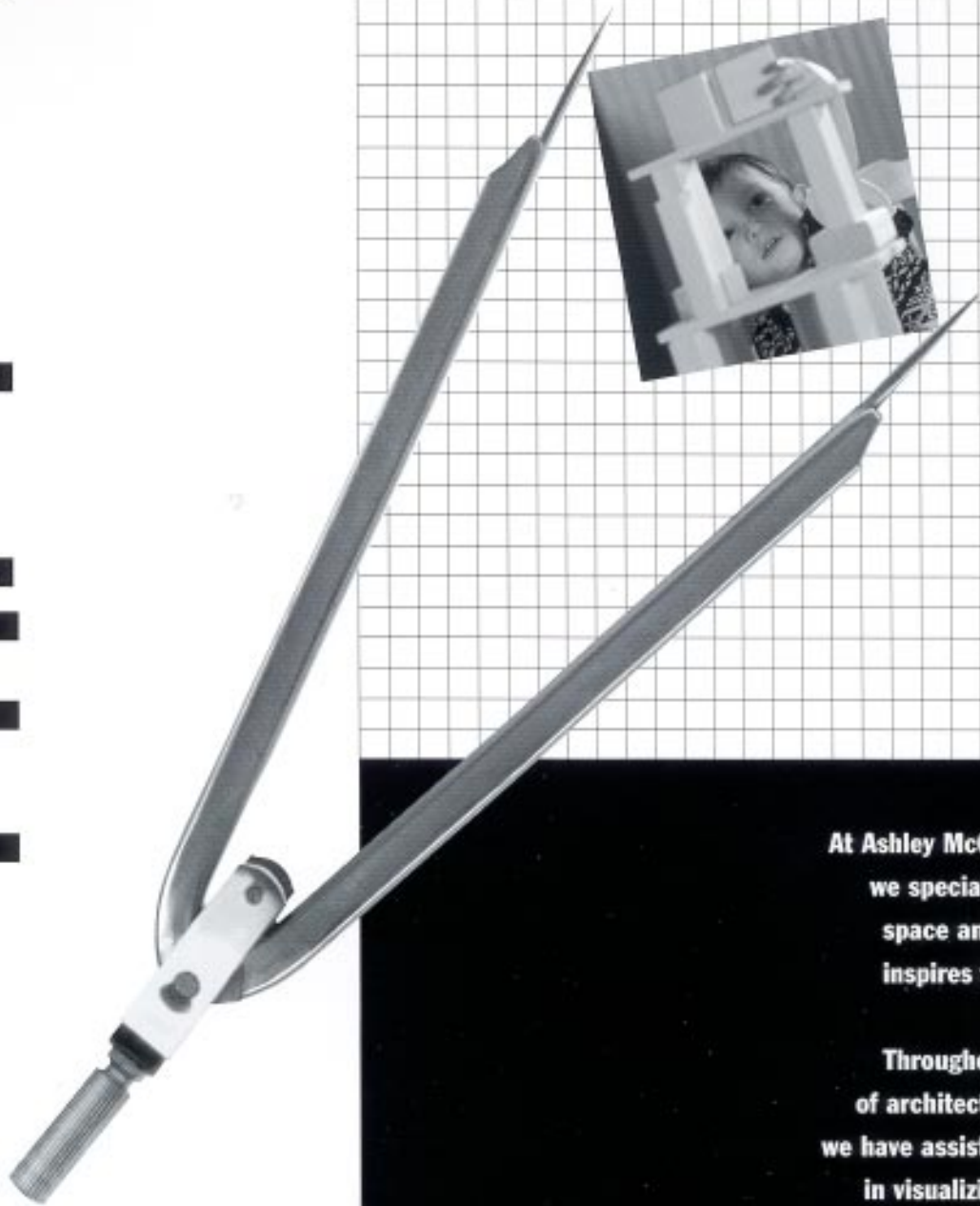
**D**onald Salvatore Lomanto, 51, of Queensbury, died Thursday, December 20, 2001 following a long illness.

Don began his career as a math and science teacher and went on to become a principal and administrator. He was superintendent of the Queensbury UFSD and former superintendent of Gloversville Enlarged School District.

Throughout his life, Dr. Lomanto's decisions were always made with children in mind. Don's pride in community and respect and regard for the education of children was evidenced in his involvement in many community organizations.

Don was the devoted son of Salvatore and Betty Lomanto. He was a loving husband and father to wife, Ann, and their four children, Don, Beth, Lynn and Dan.

# Room to think.



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# Vacancies

## Superintendencies

### ARLINGTON CSD

Doug Johnson \$Competitive  
Deputy Director of Search Services Enr: 9,860  
New York State School Boards Association Reply by:  
24 Century Hill Drive 3/15/02  
Latham, NY 12110-2125

### BALLSTON SPA CSD

Gerald Carozza \$Competitive  
District Superintendent Enr: 4,423  
Wash.-Saratoga-Warren-Hamilton-Essex BOCES Reply by:  
10 LaCrosse Street 2/1/02  
Hudson Falls, NY 12839-1415

### BLOOMFIELD CSD

Richard Castallo \$120,000-\$130,000  
Castallo & Silky Consultants Enr: 1,200  
P.O. Box 100 Reply by:  
Syracuse, NY 13215 2/22/02

### CHITTENANGO CSD

Richard Castallo \$115,000-\$135,000  
Castallo & Silky Consultants Enr: 2,700  
P.O. Box 100 Reply by:  
Syracuse, NY 13215 3/15/02

### DANVILLE CSD

Beverly L. Ouderkirk \$95,000-\$115,000  
District Superintendent Enr: 1,890  
Genesee-Livingston-Stauben-Wyoming BOCES Reply by:  
80 Munson Street 3/8/02  
LeRoy, NY 14482

### GOWANDA CSD

Richard Timbs \$90,000-\$95,000  
Erie 2-Chatauqua BOCES Enr: 1450  
8685 Erie Road Reply by:  
Angola, NY 14063 3/8/02

### HAMMOND CSD

Linda R. Gush, District Superintendent Mid-\$80,000's  
St. Lawrence-Lewis Counties Enr: 360  
P.O. Box 231, 139 State Street Road Reply by:  
Canton, NY 13617 3/20/02

### HANCOCK CSD

Alan Pole, District Superintendent \$95,000  
Del.-Chen.-Mad.-Otsego BOCES Enr: 650  
6678 County Rd. 32 Reply by:  
Norwich, NY 13815-3554 2/22/02

### HOLLAND PATENT CSD

William Silky/Suzanne Gilmour \$95,000-\$120,000  
Castallo & Silky Consultants Enr: 1,900  
P.O. Box 100 Reply by:  
Syracuse, NY 13215 5/24/02

### HUDSON CITY SCHOOL DISTRICT

Ann P. Myers \$100,000-\$120,000  
c/o Office of the District Superintendent Enr: 2,380  
10 Empire State Boulevard Reply by:  
Castleton, NY 12033 3/1/02  
1/25/02

### LAKE GEORGE CSD

Gerald Carozza \$110,000-\$120,000  
District Superintendent Enr: 1,088  
Wash.-Saratoga-Warren-Ham.-Essex BOCES Reply by:  
10 LaCrosse Street 3/1/02  
Hudson Falls, NY 12839-1415

### LANSING CSD

William Whitehill & Lucy Martin \$110,000-\$120,000  
University Search Associates Enr: 1,300  
Office of Professional Development Reply by:  
250 Huntington Hall 2/18/02  
Syracuse University  
Syracuse, NY 13244-2340

### MIDDLEBURGH CSD

Doug Johnson \$88,000-\$98,000  
Deputy Director of Search Services Enr: 1,073  
New York State School Boards Association Reply by:  
24 Century Hill Drive 3/8/02  
Latham, NY 12110-2125

### OWEGO APALACHIN CSD

Doug Johnson \$115,000-\$130,000  
Deputy Director of Search Services Enr: 2,400  
New York State School Boards Association Reply by:  
24 Century Hill Drive 3/1/02  
Latham, NY 12110-2125

### PLATTSBURGH CITY SCHOOL DISTRICT

Craig King, District Superintendent \$115,000-\$125,000  
Clinton-Essex-Warren-Wash. BOCES Enr: 2,106  
P.O. Box 455, Rt. #3 Reply by:  
Plattsburgh, NY 12901-0455 3/8/02

### QUEENSBURY UFSD

Gerald Carozza \$120,000-\$130,000  
District Superintendent Enr: 3,802  
10 LaCrosse Street Reply by:  
Hudson Falls, NY 12839-1415 3/1/02

### ROME CITY SCHOOL DISTRICT

Edward A. Shafer \$125,000-\$140,000  
District Superintendent Enr: 6,000  
Madison-Oneida BOCES Reply by:  
P.O. Box 168, 4937 Spring Road 3/28/02  
Verona, NY 13478-0168

*continued on following page*

## Superintendencies

### SAUQUOIT VALLEY CSD

Steven J. Kalies, Dist. Superintendent \$95,000-\$110,000  
 Oneida-Herkimer-Madison BOCES Enr: 1,370  
 PO Box 70- 4747 Middle Settlement Rd. Reply by:  
 New Hartford, NY 13413-0070 4/2/02

### WHITE PLAINS CITY SCHOOL DISTRICT

Hazard, Young, Attea & Associates, Ltd. \$Competitive  
 1151 Waukegan Road Enr: 6,700  
 Glenview, IL 60025 Reply by:  
 3/1/02

### WHITESBORO CSD

Steven J. Kalies, Dist. Superintendent \$120,000-\$135,000  
 Oneida-Herkimer-Madison BOCES Enr: 4,000  
 PO Box 70- 4747 Middle Settlement Rd. Reply by:  
 New Hartford, NY 13413-0070 3/5/02

### Out-of-State Opportunities

(Contact NYSCOSS For Further Information)

**Superintendent:** Milford School District, Milford, MA.  
 Enr: 4,287. By: 2/15/02. \$Competitive.

**Superintendent:** Union Township School District,  
 Hunterdon County, NJ. Enr: 625. By: 2/11/02.  
 \$Competitive

**Superintendent:** Petersburg City School District, Peters-  
 burg, AK. Enr: 653. By: 2/20/02. \$83,000-\$90,000.

**Superintendent:** Peoria Public School District #150,  
 Peoria, IL. Enr: 16,000. By: 3/12/02. \$150,000.

**Superintendent:** Little Egg Harbor Township SD, Ocean  
 County, NJ. Enr: 1,700. By: 2/1/02. \$Competitive.

**Superintendent:** Ridgewood SD, Bergen County, IL.  
 Enr: 5,200. By: 7/1/02. \$Highly competitive.

### Other NYS Administrative Positions

(Contact District For Further Information)

**Assistant Director for Governmental Relations:**  
 NYSCOSS. By 2/15/02. \$BOE.

**House Principal Grades 9-12:** Byron Bergen Central  
 Schools. Enr: 1250 (dist.). By: 5/1/02. \$Competitive  
 BOE.

**House Principal Grades 5-8:** Byron Bergen Central  
 Schools. Enr: 1250 (dist.). By: 5/1/02. \$Competitive BOE.

**Elementary Principal:** Byron Bergen Central Schools.  
 Enr: 1250 (dist.). By: 4/1/02. \$Competitive BOE.

**Principal, Technical Education and Career Program:**  
 Schuyler-Chemung-Tioga BOCES. Enr: 750. By: 3/22/02.  
 \$66,500.

**Assistant Superintendent for Curriculum and Instruc-  
 tion:** Batavia City School District. Enr: 2,701.  
 By: 2/15/02. \$Competitive BOE.

**Executive Director, Division of Business and Manage-  
 ment Services:** Oswego County BOCES. Enr: N/A.  
 By: 2/8/02. Up to \$75,000 BOE.

**Middle School Principal:** Middle Country CSD.  
 Enr: 1,300. By: ASAP. \$Competitive.

**High School Principal:** Bethlehem CSD. Enr: 1,600.  
 By: 2/20/02. \$90,000-\$105,000.

**Principal for Technical and Career Education Center:**  
 Wayne-Finger Lakes BOCES. Enr: 44,000. By: 4/5/02.  
 \$68,000-\$85,000 BOE.

**Director of Communications:** Erie I BOCES. Enr: N/A.  
 By: 1/31/02. \$70,000-\$80,000 BOE.

**Probationary K-5 Principal (2):** Hyde Park CSD.  
 Enr: 4,700 (dist.). By: 1/31/02. Mid to Upper \$80,000's.

**Interim CSE Chairperson:** Hyde Park CSD. Enr: 4,700  
 By: 1/31/02. \$Competitive.

**Interim K-5 Principal:** Hyde Park CSD. Enr: 4,700  
 (dist.). By: 1/31/02. \$Competitive.

**Business Administrator:** Delhi CSD. Enr: 1,160.  
 By: 2/1/02. \$75,000-\$80,000.

**Assistant Superintendent for Student Services:**  
 Penfield CSD. Enr: N/A. By: 2/1/02. \$Competitive BOE.

**Elementary Principal:** Tonawanda City School District.  
 Enr: N/A. By: 2/1/02. \$65,000-\$75,000.

**High School Principal:** Tonawanda City School District.  
 Enr: N/A. By: 2/1/02. \$85,000-\$95,000.

### Vacancy Postings

NYSCOSS will post vacancies on the Web site and in the *Councilgram* at no cost to our members. Information must be received by the second Friday of the month for inclusion in that month's publication. Please mail to the Council offices or e-mail [tina@nyscoss.org](mailto:tina@nyscoss.org).

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## Pathways to Leadership Scholarship

### *Awards Presented to Two Dedicated Educators*

**F**our members of the Pathways to Leadership Committee met in early January to select two individuals, from a field of over 70 applicants, to receive the Pathways to Leadership Scholarship for Women and Minorities.

**Necia Emerson Marchetti** is a rare individual who has shown understanding, humor, innovation and energy in her roles as a teacher and department chairperson in the Geneva City School District and, currently, as assistant principal in the Canandaigua City School District.

Necia is currently enrolled in the University of Rochester Doctoral Program in Educational Administration, where her intelligence and confidence has earned the respect of her classmates. She plans to continue to make use of her many talents to create circumstances that provide the best learning opportunities for children.

**Tracie Preston** is respected by peers, parents, students and administrators alike in her roles as department coordinator, reading intervention teacher and administrative intern in the

Genesee Valley CSD. Her love of education fuels her commitment to pursue her calling to be an administrator. Tracie is enrolled in the Educational Administration program at St. Bonaventure University where she has exhibited the qualities which are necessary to be an outstanding educational leader.

The Pathways to Leadership scholarships were presented at the Mid-Winter conference on January 14, 2002 at the Desmond. The two \$2,500 scholarships are funded by NYSCOSS and Welliver McGuire, Inc.

## NYSCOSS Awards Presented at Conference

### *Friend of the Council/Appreciation Award Recipients Honored*

**N**YSCOSS awards were presented by David Gee, Chair of the Distinguished Service Committee, in a ceremony at the Mid-Winter Conference on January 14, 2002 at the Desmond.

The **Friend of the Council Award**, which recognizes non-members' service to the Council, went to George A. Perry and Robert L. DeLuca.

**George A. Perry** has been the Executive Director for the New York State Association of School Business Officials since 1992. In addition to being a true friend of the Council and a wonderful neighbor, he is an experienced former superintendent with 34 years in public school work.

**Robert L. DeLuca**, Director of Member Relations for the New York State Teachers' Retirement

System, is responsible for all member and employer-related activities. He has worked exclusively on member benefits throughout his 33 years with the Retirement System, and is appreciated for his willingness to give guidance to the superintendents of New York State.

The NYSCOSS **Appreciation Award** recognizes a member's contributions to Council initiatives. Three outstanding members were selected this year to receive the award.

**Susanne Fulmer**, Superintendent of Greenwich CSD and former Superintendent of Putnam CSD, has been the chair of the Pathways to Leadership for Women and Minorities Committee since its inception in 1994. Under Sue's leadership, the

committee's work has encouraged aspiring leaders to pursue their professional goals.

**Geoffrey Davis**, District Superintendent of Schools and Chief Executive Officer of the Hamilton-Fulton-Montgomery BOCES in Johnstown, currently chairs the Membership Committee and the *Snapshot of the Superintendency* research series for NYSCOSS. The *Snapshot* has provided data valued by educators and policy makers about the status of the superintendency in NY State.

**Frederick D. Volp**, Superintendent of Cold Spring Harbor CSD, has served on the Membership Committee and has been instrumental in producing the past several issues of the *Snapshot of the Superintendency* documents.

## Wellness & Leadership

John Gratto, Superintendent  
Brittonkill Central Schools

### WELLNESS TIPS FOR BUSY SCHOOL ADMINISTRATORS

If your day is like that of most busy school administrators, you are working straight out from early morning until late at night. One consequence is that we typically place our own well-being low on our list of priorities because we simply can't or don't make the time to pay enough attention to our own wellness. Here then, are some practical ideas for achieving wellness in the Physical, Mental, Financial, and Spiritual realms. Remember though, that the definition of insanity is doing the same thing that you've always done and expecting different results. Reading this article won't get you where you want to be. You must **take consistent action** to reach your desired level of wellness.

#### PHYSICAL

**Get a physical examination.** Make sure that your doctor gives you the green light to undertake a fitness program

**Stop smoking and reduce drinking.** Cigarettes result in lung cancer and emphysema. Excessive alcohol impairs your health and good judgment, two fundamental requirements for the important position you hold.

**Practice healthy eating and get your weight under control.** As we get older our need for calories decreases at a time that our daily physical activities also decrease. If we keep eating as much as we did when we were younger, that's a prescription for weight gain, which can lead to diabetes and heart disease (the second leading cause of death for people age 40-65). Check out [www.shapeup.org](http://www.shapeup.org) for tips on healthy eating and weight control.

**Develop a routine for fitness-related activities.** Everyone knows that proper diet and exercise are the formula for weight control and physical fitness, yet we often do them in inconsistent spurts. The objective is to make fitness activities something that you do as a natural part of your life, not something that you add onto it. If you don't like what you are doing, you won't continue for long. If you like what you are doing, it will be enjoyable and you will make it a habit. See [Walkingabout.com](http://Walkingabout.com), [Runnersworld.com](http://Runnersworld.com), and [AdventureCycling.org](http://AdventureCycling.org) for some neat ideas.

#### MENTAL

I have never heard of a school administrator, whose dying words were, "I wish I had spent more time at my work." Invariably, people wish that they had spent more time with their families. **PLAN to spend more time with your family** and anything else that promotes your mental health.

[Mentalhelp.net](http://Mentalhelp.net) has an abundance of information about mental health issues. Make sure to take your vacations and do something with them that reduces stress for you. [AdventurousTraveler.com](http://AdventurousTraveler.com) can give you lots of ideas about active vacations.

You may also need to eliminate some activities from your life to achieve maximum mental wellness. A psychiatrist friend of mine tells me that he asks clients, "Why do you continue to do that which does not bring you pleasure or which causes you distress"? Examining those questions may lead to greater mental health.

#### FINANCIAL

It will be hard to devote yourself fully to your daily responsibilities and achieve maximum mental health if you are not financially fit. Take the time to **set financial goals**. If you need help in establishing a financial plan, a financial planner may help. The U.S. Securities and Exchange website, [www.sec.gov/investor/pubs/roadmap.htm](http://www.sec.gov/investor/pubs/roadmap.htm) can guide you in making a roadmap to saving and investing.

#### SPIRITUAL

Spiritual wellness may be the most difficult to define but the most important. Spirituality, a relationship with a higher power, gives understanding and meaning to life. If you have been neglecting the spiritual dimensions of your life, you may want to bolster your sense of inner strength by searching for purpose and direction from a higher power. A trip to your place of worship might be a fruitful place to start. Doing a web search for spiritual wellness will also yield many sites of interest.

You can achieve optimum physical, mental, financial, and spiritual health and the vitality and strength you need to continue to carry out your important responsibilities. I hope that these tips help you in the journey!

# National Conference on Education

## *Program Areas Outlined - Focus On Leadership Issues*

**A**t the upcoming National Conference on Education, sessions will be based on program areas that reflect the important issues faced by administrators throughout the year and each and every day. Program areas will be listed for each session in the conference program book.

### **Preparing and Enhancing School Leaders**

- **Job Central** gives those seeking a position in school leadership a competitive edge.

- **Bringing Balance** highlights the tips and skills related to handling the pressures of school leadership that often affect administrators.

- **Nurturing Leaders/Developing Skills** focuses on ways school leaders can work toward their visions of the future, and build consensus among all parts of the academic community.

- **Leadership for Students** focuses on the skills needed to be a leader of student learning and the programs that make it happen.

### **Leadership for Children and the Community**

Leaders of education must look beyond the walls of the school and see their work as a nurturing connection and collaboration. This can lead to effective child advocacy and community building.

- **Improving the Condition of Children and Youth** focuses on how school leaders can ameliorate some of the conditions that keep children from reaching their fullest potential, including the factors that may endanger children's learning.

- **Connecting Schools, School Systems, and Communities** showcases proven strategies for school/

community partnerships, and it demonstrates how parents can be involved in the teaching process, and how school leaders can seek common ground when disagreements arise.

### **Leading Schools and School Systems into the Future**

School leaders must be transformers. Their job is not merely to create incremental improvement, but to act so the institutions they lead are transformed.

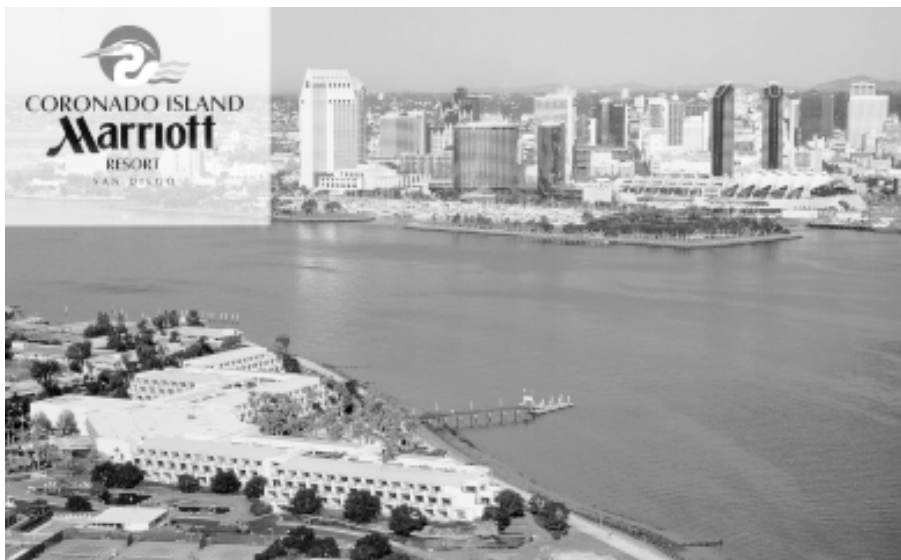
- **Leading Schools and School Systems into the Future** includes issues related to technology, curriculum, scheduling, charter schools, and home schooling, school reform, school safety and facilities, and other elements of the current and future education landscape.

For more information, visit [www.aasa.org/nce/](http://www.aasa.org/nce/).

## New York State Reception Planned

**T**he beautiful Coronado Island Marriot Resort will be the location of the New York State Reception on Friday, February 15, from 6:00-7:30 p.m.

Unlimited boat taxi service to the convention center has been arranged throughout the conference for members and guests who will be staying at the Coronado Island Marriot in the New York housing block. In addition, NYSCOSS has chartered a large boat to provide transportation for two hours in the morning and evening, during prime hours.



## Highlights - "No Child Left Behind" Act

### *Key Elements of the Elementary and Secondary Education Act*

The No Child Left Behind Act, the legislation to reauthorize the ESEA, was signed into law this month. For New York State, the increased funding will mean some \$400 million more this year. IDEA funds will increase 17%, or approximately \$79 million.

Highlights of the legislation, taken from the January 9, 2002 issue of *Education Today*, are summarized below:

- Annual Testing

By 2005-06, states must begin administering annual, statewide assessments in reading and math for grades 3-8; by 2007-08, states must implement science assessments to be administered once during each of the three levels of K-12. The federal government will pay all costs of the required NAEP testing and help with the costs of developing and implementing annual assessments.

- Academic Improvement

States must attain academic proficiency for all students within 12 years. Each state must raise the level of proficiency gradually, but in equal increments over time, leading to 100 percent proficiency.

- Report Cards

States must provide data broken down by subgroup and include information on the performance of school districts in making adequate yearly progress. Districts must also provide report cards, including districtwide and school-by-school data.

- Teacher and Paraprofessional Qualifications

By the end of the 2005-2006 school year, every public school teacher must be "highly qualified." Within 3 years, all paraprofessionals hired with Title I money must have completed at least two years of college, obtained an associate's or higher degree, or meet a standard established at the local level.

- Title I Formulas

Remain largely unchanged, but approximately \$182 million will be available for New York State and \$142 million available for New York City.

- Reading First

New program provides help to states and districts in setting up "scientific, research-based" reading programs for K-3. Priority will be given to high poverty areas.

- Early Reading First

New competitive grant program, aimed at 3-5 year olds, seeks to enhance reading readiness in high poverty areas and areas where a high number of students are not reading at grade level.

- Teacher and Principal Quality

Consolidates the Eisenhower professional development and class-size-reduction programs into a single, flexible program.

- Mathematics and Science Partnerships

New program encourages states, districts and schools to form partnerships to improve performance in math and science.

- Liability Protection for Educators

Designed to protect educators for undertaking "reasonable actions" to maintain order and discipline in the classroom.

- Technology

Consolidates several existing technology programs into a flexible technology-grant program.

- Bilingual Education

Students must be tested in reading and ELA after they have attended school in the U.S. for 3 consecutive years.

- Safe and Drug-Free Schools and Communities

Activities financed under this program must meet a set of "principles of effectiveness."

- 21st Century Community Learning Centers

Provides money for before and after school initiatives. For the first time, will allow grants to community-based organizations.

- Innovative Education Program Strategies

Block grant which requires that states send at least 85% to districts.

- Transferability

Funds may be transferred into, but not out of, Title I. States may transfer up to 50% of state activity funds between several major ESEA programs.

- Flexibility Demonstration Projects

Up to 150 districts may enter into agreements with the federal Dept. of Education under which they could consolidate aid, excluding Title I.

- Public Charter Schools

Provides aid to help states and localities support charter schools.

*Continued on following page*

## Highlights - continued

- Fund for the Improvement of Education

Authorizes dollars for the secretary of education to support nationally significant programs and projects to improve education.

- Rural Education

Provides flexible grants to small, rural districts and allows them added freedom in spending money under a few major ESEA programs.

- School Prayer

The Education Department must provide guidance to states, districts and the public, to be revised every two years, on constitutionally protected prayer in public schools.

- Military Recruitment

Schools that receive ESEA funding must provide military recruiters access to students similar to that provided to college and job recruiters, including access to basic student-contact information upon request.

- Boy Scouts

No school or district can deny the Boy Scouts, or any other group listed as a “patriotic society” under the U.S. Code, access to schools for after-school meetings if other outside groups are allowed to use the facilities.

## NYSCOSS Releases Sup’t Salary Study

### *Tightening Market Drives Disparity Among Districts, BOCES*

Responding to a tightening labor market for educational leaders, superintendent salaries continue to rise quickly. Driven by both supply (fewer applicants for leadership positions) and demand (increasing pace of retirements) considerations, salaries appear to be outpacing inflation.

What is also apparent from the study is that well-resourced districts are prepared to make even greater salaries available to attract the largest

possible pool of candidates, or to ensure the longevity of their present superintendent. As a result, the disparity between the low and high ends of the salary scale is widening, resulting in less stability for lower paying districts trying to retain experienced leaders, and diminishing candidate pools for those filling vacancies. The figures also underscore the inequity of the district superintendent salary cap, as 193 school superintendents now make more than \$128,675.”

#### Superintendent Salaries in NYS -- 5 Year Study

	1997-98	1998-99	1999-00	2000-01
<b>Average Salary</b>	\$ 97,425	\$ 100,692	\$ 104,591	\$ 108,481
<b>Standard Deviation</b>	\$ 21,942	\$ 22,959	\$ 24,481	\$ 25,998
<b>Benefits</b>	\$ 16,588	\$ 15,303	\$ 15,949	\$ 16,600
<b>Median Income</b>	\$ 61,000	\$ 63,200	\$ 65,000	\$ 66,800
<b>Median Salary</b>	\$ 171,200	\$ 180,000	\$ 195,000	\$ 200,000
<b>State Superintendent</b>	\$ 125,223	\$ 130,648	\$ 136,190	\$ 141,732
<b>Best State</b>	\$ 88,389	\$ 90,320	\$ 93,965	\$ 97,600

\*Nassau, Suffolk, Westchester, Rockland

# CALENDAR

## 2002

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Executive Committee Meeting  
Jan. 31 ..... Albany

Commissioner's Advisory Council  
Feb. 1 ..... Albany

AASA National Conference on Education  
Feb. 15-17 ..... San Diego, CA

Executive Committee Meeting  
March 7 ..... Albany

Commissioner's Advisory Council  
March 8 ..... Albany

Creating Safe Learning Spaces  
April 11 ..... Albany

Instructional Leadership  
April 26 ..... Seven Sites

Executive Committee Meeting  
May 9 ..... Albany

Commissioner's Advisory Council  
May 10 ..... Albany

New Superintendents' Leadership Program  
May 31 ..... Three Sites

Superintendents' Academy  
June 7 ..... Seven Sites

Harvard Academy  
July 21-24 ..... Cambridge, MA



NEW YORK STATE COUNCIL OF  
SCHOOL SUPERINTENDENTS

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