

COUNCILGRAM

Thank You!

Team Effort Leads to Historic Success at Polls

A tumultuous budget process came to a successful and stunning conclusion for the vast majority of school districts across New York State on June 3rd. The State Education Department reported that 93.84 percent of proposed school district budgets passed — the highest passage rate in the 35 years for which the Department has compiled results.



The success was a team effort. School district leaders have many partners to thank, starting with the voters. There were many reasons, largely beyond the influence of districts, that might have led voters to reject budgets:

- ◆ Confusion arising from the two-week postponement of the vote;
- ◆ An accumulation of tax increases from other levels of government, including an increase in the state sales tax which took effect just two days before the vote;
- ◆ Increases in district spending and taxes driven above the inflation rate partly by increases in pensions, health insurance, and energy on the one hand, and reductions in state aid on the other.

Still, voters seemed to sift the facts and give schools both the benefit of the doubt and a huge vote of confidence.

Several superintendents reported higher than typical turnout. Despite — or perhaps because of — state budget controversies, it appears many voters concluded it was especially important that this year they vote on their school budget. And they voted “yes.”

We know what did happen on June 3rd. We can never know what might have happened, had events leading up to the

vote taken a different course. But it is impossible to envision so positive an outcome without the extraordinary actions taken by the State Legislature in restoring

over \$1 billion to education aid and raising state taxes then overriding Governor’s vetoes to make it possible.

Without the Legislature’s support, the budgets presented to voters by school districts would have been far different, proposing even higher taxes and deeper program reductions — asking voters to agree to pay more for less. That choice was still necessary in some communities, but not to so great an extent as it would have been under the Governor’s budget. The Legislature is owed profound thanks.

Reasons why voters could have voted “no” may be more immediately apparent than the reasons why they did vote “yes.” But one reason for the success was simply a lot of hard work by a lot of people at the local level.

The Council’s informal survey produced reports that administrators and boards had worked to give the clearest



**OVER 100 YEARS OF
EDUCATIONAL LEADERSHIP**

1

**JUNE, 2003
VOLUME V; ISSUE 10**

Inside

State Budget
Council News
AASA News
Member News
Openings

Continued on page 2

State News

Continued from page 1

NEW YORK STATE COUNCIL OF SCHOOL SUPERINTENDENTS

7 ELK STREET, THIRD FLOOR
ALBANY, NEW YORK 12207
518/449-1063
FAX 518/426-2229
WWW.NYSCOSS.ORG

Thomas L. Rogers, *Executive Director*
Robert N. Lowry, *Associate Director*
Kelly O. Masline, *Associate Director*
Douglas E. Gerhardt, *Assistant Director
and Legislative Counsel*
Tina Hogle, *Assistant Director*



PRESIDENT

David A. Paciencia, *President*
Taconic Hills

OFFICERS

James N. Mills, *President-Elect*
Newfane

William J. Brosnan, *Vice President*
Northport-E. Northport

Marilyn O. Pirkle, *Treasurer*
Rondout Valley

William H. Johnson, *Past President*
Rockville Centre

EXECUTIVE COMMITTEE

Ann Fuqua
Williamsville
Angelo Gimondo
NYC District #30
Henry L. Grishman
Jericho
Leslie G. Loomis
Bethlehem
Josephine N. Moffett
Greenburgh Seven
Diane E. Reed
Honeoye Falls-Lima
Robert J. Service
Lansing
Ronald Smalls
Westchester 2 BOCES
Stephen J. Uebbing
Canandaigua

and most complete picture of their district's finances to the district workforce, the media, and the community. This was followed by an unprecedented level of effort in some communities by school unions and parent groups to turn out school supporters for the budget votes.

We believe that the results also reflect a high level of confidence in the work being done by public schools. What led voters to approve school budgets at a record rate probably also led Legislators to support a record add to the Governor's budget for education. Opinion polls showed continued public opposition to balancing the state budget through education cuts, and sustained support for the general course adopted by the Legislature — state tax increases to preserve education funding and avert greater reliance on property taxes.

A look at history might also be instructive. The headline of the September 2002 *Councilgram* was "Echoes of 1990" and the state news that month noted many similarities between last fall and 12 years before: a Governor seeking a third-term ... a struggling economy ... a state budget seen as at-risk of requiring mid-year cuts to restore balance and threatened with a towering deficit in the year to follow ... even a President named Bush and a prospect of war with Iraq.

But in 1990, 77 percent of school district budgets won voter approval, compared to 89 percent last year; and in 1991 — the last time school aid was cut — only 71 percent of budgets were approved by voters, compared to the nearly 94 percent approved this

year. What has changed? More information is now available about the academic performance and financial operations of schools and districts. It is harder now for anyone to say, as was claimed before, "We don't know how the schools are doing. We don't know where the money is going." Also, schools can point to real gains in performance. One especially striking fact: the percentage of graduates earning Regents diplomas (passing eight Regents exams) has gone from 42 percent in 1997, to 55 percent in 2002.

Voters probably don't know the specifics, but do have a sense that schools are working hard to help more students to learn more. That has to help at the polls. The past three years — years of economic uncertainty, late state budgets, and weak school aid packages — have nonetheless seen school budgets pass at a higher rate than in any three-year period going back to 1969.

Sadly, not all districts shared in the success. In the aftermath of defeat, 42 districts now face hard choices between accommodating costs that cannot be controlled and preserving programs for children. Even some districts which enjoyed success at the polls will be operating under budgets that exact painful reductions in staffing and services.

The Council's preliminary examination of school district property tax report card data indicates that the gap in spending between poor and wealthy districts is likely to widen next year. At the same time, the tax burden borne by residents in those poorer communities is growing at a

Continued on page 9

Commissioner's Decisions Support Sup'ts

Rulings Clarify Important Due Process Issues

Two recent Commissioner's decisions were important for school superintendents. *Appeal of Riccobono* (No. 14878) is particularly noteworthy. Interpreting Education Law section 2590-f and 2590-h and pertinent caselaw, the Commissioner held that *any* school superintendent who is employed under a contract has a protected property interest in his/her position. This means superintendents are protected from arbitrary board action and forces a thoughtful process before termination may ensue.

Riccobono involved the termination of a community school superintendent in New York City. The superintendent was let go without being afforded a hearing. He appealed to the Commissioner claiming that superintendents must be afforded due process before termination. NYSCOSS filed an amicus curie (friend of the court) brief in support of this proposition. We argued that state and common law provides every superintendent employed under a contract with a protected property interest that may not be taken away without formal charges and a due process hearing.

The Commissioner agreed. He ruled that superintendents with contracts have a protected property interest in their positions. The Commissioner cites several cases (including some from the United States Supreme Court) to reach this conclusion. He notes that "a contract gives rise to a legally founded expectation of continued employment, and hence creates a property right..." The Commissioner concedes that the 1996 amendments to the New York City governance law were made to enhance the Chancellor's authority. However, he rules that nothing in this new law (which has since been abolished) was "intended to override or abolish the procedural rights established by the United States Supreme Court and other courts with respect to protected property interests." On this basis, the Commissioner found the termination inappropriate.

A second decision addresses due process for *Atenured* employees. There the Commissioner ruled that "when a probationary employee requests a statement of reasons why he or she is not being granted tenure, the reasons supplied must be suffi-

ciently specific to afford the employee an opportunity to make an intelligent and meaningful response to the stated reasons." The Commissioner found that a generic statement given to an educator does not meet this standard.

In Decision 14,882, that a board of education denied two educators tenure even after the superintendent recommended them. The educators challenged the board action on three grounds: (1) the board lacked the legal authority to reverse the superintendent's recommendation for tenure; (2) votes were not properly cast; and (3) reasons given for the denial of tenure were not sufficiently specific. On the last point, "... the Board of Education voted to deny [the educators] tenure ... because of concerns that [they] have failed to function effectively..." The educators claimed that this was an insufficient reason for a tenure denial.

The Commissioner dismissed the first two grounds of the challenge, however, he agreed with the educators and sustained the third. This decision clarifies that boards, as well as superintendents, must provide clear reasons for a tenure denial.

Leadership Regulations Move Forward

At its meeting on June 16 and 17th, the Board of Regents discussed the final leadership regulations to be contained in Commissioner's regulations Part 52. The regulations, which will be finalized in July, set forth requirements for educational leadership programs and establish base criteria for those seeking to enter these programs.

NYSCOSS' comments, which the Regents will review before finally adopting the regulations, address:

- whether the regulations adequately provide for alternatives to a 15-week experiential requirement to earn initial certification; and
- soundness of alternative certification requirements.

Amendments to Part 52 are the first of two sets of new regulations addressing school leadership. The next set will focus on continued professional development for school leaders and permanent certification requirements. The process for taking up these regulations will begin this summer.

Corporate Support

Many Thanks to the Following Companies for their Support during the 2002-2003 Year!

Diamond Support

- ADT Security Services •
 - AIG/ VALIC •
 - Ameresco, Inc. •
 - Apple Computer •
- ARAMARK ServiceMaster Facility Services •
- Ashley McGraw Architects, PC •
- Beardsley Design Associates •
- Bovis Lend Lease LMB, Inc. •
- The Cambridge Group •
- Christa Construction, Inc. •
- Einhorn Yaffee Prescott, Architecture & Engineering, PC •
- Evans Newton, Inc. •
- Hunt Engineers, Architects & Land Surveyors, PC •
- LeapFrog SchoolHouse •
- Lightspan, Inc. •
- Mutual, Inc. •
- NCS Learn •
- New York Schools Insurance Reciprocal •
 - Pearson Education Technologies (formerly NCS Learn) •
 - Pearson Digital Learning (formerly Electronic Education) •
- The Pike Company •
- Pupil Benefits Plan, Inc. •
- Scientific Learning •
- Siemens Building Technologies, Inc. •
 - TestU •
- The Thomas Group •
- Turner Construction Company •
- Utica National Insurance Group •
- Welliver Mc Guire, Inc. •
- William Taylor Architects, PLLC •

4

Platinum Support

- A+ Technology Solutions •
 - Aon Consulting •
- Atlantic Energy Services, Inc. •
 - Barney Skanska, Inc. •
- BBL Construction Services •
 - Cannon Design •
- Custom Computer Specialists •
- Dodge Chamberlin Luzine Weber •
 - Associates, Architects •
- Hawkins, Delafield and Wood •
 - Hewlett Packard •
 - IBM Corporation •
 - Johnson Controls •
 - JMOA Engineering, PC •
- LifeTrack Services, Inc. •
- MBIA New York CLASS •
- The Princeton Review •
- The Sear-Brown Group •
- SWBR Architects & Engineers, PC •
 - TIAA-CREF •

Gold Support

- Clark Patterson Associates •
 - CompassLearning •
- Educational Technology Resources •
- LeChase Construction Services, LLC •
- NORESKO •
- Renaissance Learning •

Silver Support

- BCS •
- Bernard P. Donegan, Inc. •
 - Cardiac Science •
 - Cimple Systems •
- FACTS Presentation Services, Inc. •
- The Greenwood Corporation •
- GREYHAWK North America, LLC •
 - LaBella Associates, PC •
 - LearningExpress •
- NYS Safety Group 491/Professional Underwriters •
- Open Systems Technologies, LLC •
 - Philips Medical Systems •
 - Scantron •
- Thomas Management Services •
- Value Management Consultants •

2003 NYSAWA Awards Presented

Champions of Equity, Mentoring, Leadership Honored

The New York State Association for Women in Administration (NYSAWA) held its 13th Annual Conference May 4-5, 2003 in Albany.

Robert Loretan, Brenda Myers and Patricia Richards received the Ann Myers Award which recognizes individuals for their commitment and expertise in mentoring educational leaders, and for generously sharing time and wisdom with prospective administrators.

Dr. Loretan served as the Executive Director of NYSCOSS from 1996 until this year, and as District Superintendent of Erie I Board of Cooperative Educational Services (BOCES) from 1986-1996. He was Superintendent of Cattaraugus-Allegheny-Erie-Wyoming BOCES from 1981-1986, and as Superintendent of Schools in Onedia, NY and North Adams, MA.

Dr. Myers is the Deputy Superintendent of Broome-Tioga BOCES and Dr. Richards currently serves as Assistant Superintendent for Instructional Support Services for OCM BOCES.

The Maxine Giacobbe Award recognizes those who demonstrate exceptional work with children to

reduce gender inequities and promote outstanding achievement for children of color. This year's award went to **Richard Organisciak**, Superintendent of New York City Alternate, Adult and Continuing Education Schools & Programs.

Gregory J. Vogt, Superintendent of Monroe #1 BOCES, received the Amy Bull Crist Award which recognizes an individual who supports leadership development of women and girls and models the NYSAWA mission of marshaling a collective voice for those with a vision of an educational system where leadership is gender-balanced and where schools are a beacon of gender equality for our diverse society.

The Pathfinder Award is presented to individual who have made significant contributions within their own specific field, support the advancement of women in educational leadership and who continue to champion the NYSAWA mission. **Mary Ellen Freely**, Superintendent of Glen Cove City Schools and **Harold Rowe**, Superintendent of Onteora Central School District received this year's Pathfinder Award.

Wellness

& Leadership

By Oliver N. Blaise, Jr., Chair, NYSCOSS Wellness Committee

It's not uncommon for someone to declare to me, "I've done it! I'm into wellness! Now, does it matter what I wear on my feet?"

I'm sure that the person asking this question knows that it matters, but does not understand differences in foot apparel. For example, a common mistake is to buy running shoes for walking. If you are going to make walking your wellness activity, then buy walking shoes. The reason for this concern is that the foot-strike when walking is different than in running. The shoes are built to conform to the needs of the activity. In running, both feet actually leave the ground at the same time. You may not notice this when you are running, but if you are a race walker you know the rule is that one foot must always be on the ground or you are disqualified.

If you are just beginning an activity, the type of

shoe that you wear will not be a major issue, but if you stick with it, your risk of injury goes up considerably if you do not invest in the right kind of shoe.

Remember that tennis shoes are really made for playing tennis. They are made for lateral movement, and do not have the mid-sole cushioning of a running or even a walking shoe. This type of specialty is true for all athletic shoes. Don't wear your bowling shoes for a run!

I hope that I have been able to serve as a useful resource to my colleagues over the years. Keep wellness in your practice as a leadership issue, and model this for your staff and kids. Use the NYSCOSS Wellness Committee as a source of information, guidance and leadership. I'm looking forward to retirement and running many more races! - Oliver

2003 Fall

Keynote Speakers

Christian Moore



Mr. Christian Moore shares his experiences overcoming life's obstacles, including the challenge of being an individual with severe learning disabilities. He is a Licensed Clinical Social Worker, with an M.S.W. from Brigham Young University where he was the recipient of the Joseph N. Symons Family Social Worker of Promise Award. He cur-

rently works with at-risk adolescents with conduct disorder and learning disabilities. Mr. Moore's leadership with the *WhyTry* organization has led to the development of an innovative program for at-risk youth. His message is one of hope combined with a formula for achieving opportunity in life.

Sunday, 5:00 p.m.

Mel Levine



Dr. Mel Levine is a professor of pediatrics at the University of North Carolina Medical School and director of the University's Clinical Center for the Study of Development and Learning. Dr. Levine's major research interests are focused on learning processes and the things that impede the education of many children and adolescents. Throughout his career Dr. Levine has

been actively involved in the design and validation of new diagnostic instruments and training programs that integrate neurological, behavioral, developmental, and health findings in children with learning difficulties. He is the cofounder and co-chair of *All Kinds of Minds*, a nonprofit institute that helps parents, teachers, clinicians, and children address differences in learning.

Monday, 9:00 a.m.

Heidi Goodrich Andrade



Dr. Andrade joined the faculty of the Division of Educational Psychology and Methodology at the University at Albany in the Fall of 2002 after three years at Ohio University. Prior to taking a position at OU, she spent eleven years at Harvard University, where she earned her masters and doc-

toral degrees and worked on a variety of teaching, research, and development initiatives at Harvard Project Zero. Dr. Andrade's work focuses on the relationships between thinking, learning, and assessment, with an emphasis on student self-assessment.

Tuesday, 9:00 a.m.

Paula Tallal



Paula Tallal has won substantial acclaim for her ground breaking work on the neurobiology of speech, language and reading in normal and disordered development. Her innovative research has led to the development of computerized programs, now in wide use, that have helped thousands of

people overcome speech and learning disorders. Dr. Tallal's many honors include being named Board of Governors Professor of Neuroscience. She is co-director of Rutgers-Newark's Center for Molecular and Behavioral Neuroscience.

Tuesday, 9:00 a.m.

Conference

Pre-Conference Workshops

Registration information for the NYSCOSS 2003 Fall Conference has been mailed to all members. Please reconsider joining us in Saratoga Springs for three exciting days of workshops, nationally known speakers and exciting exhibits. The following Pre-conference workshops will be offered on Sunday, September 21.

Meeting Standards & Raising Test Scores - when you don't have much time or money!

What: This program is a follow-up to the general session presentation by Ruby Payne at the 2002 Fall Conference in Rochester. Meeting Standards is designed to use existing teacher expertise to raise student achievement. The processes are simple, easy to implement and get results fast!

Who: Superintendents, Assistant Superintendents for Curriculum and Instruction

When: 9:00 a.m. - 3:30 p.m.

Cost: \$75

Pre-registration is required! See conference registration packet or visit the website at www.nyscoss.org.

Dimensions of Leadership Academy: Human Resource Leadership

What: Part of the Superintendents' Academy, this program will focus on Human Resource Leadership. A copy of Lee Bolman and Terrance Deal's book, *Reframing Organizations*, will be provided along with inserts for Academy notebooks.

Who: Superintendents, Assistant Superintendents

When: 9:00 a.m. - 3:00 p.m.

Cost: \$145

Pre-registration is required! See conference registration packet or visit the website at www.nyscoss.org.

New Superintendents' Development Workshop

What: Practical information about labor and personnel, pressional developments, evaluations, curriculum, and instruction will be discussed with veteran superintendents.

Who: First, Second and Third-Year Superintendents

When: 1:00 p.m. - 4:00 p.m.

Cost: \$35

Pre-registration is required! See registration packet or visit www.nyscoss.org.

Retirement Planning

What: NYSCOSS attorney Kristine Lanchantin, TRS expert Robert DeLuca and Warwick Valley Superintendent Joe Natale will present information essential to retirement planning.

Who: Superintendents

When: 3:00 p.m. - 4:00 p.m.

Cost: No charge



Summer Retreat Planned for July 10-11

Focus will be on Shaping the Future of the Council

Recent developments like the standards movement, increased Federal involvement, and new communications technology have transformed the landscape and the work of the Council. These dramatic trend changes require deep reflection to ensure that the Council is well positioned to perform its work not just next year, but in the foreseeable future.

To take on this responsibility for envisioning the future and the shape of the Council to come, we have invited the NYSCOSS House of Delegates to join the Officers, Executive Committee, Committee Chairs at this year's Retreat.

Harold Williams, President of the Rensselaerville Institute, will facilitate our discussions. The Institute is internationally known for offering professional development to organizations interested in setting and reaching targets for dramatically improved performance. Hal is in tremendous demand for his skills working to improve high-performing organizations across the state and country.

The location at the "New" Nevele Grande allows us to inspect the renovations of the past few years. Please join us on July 10-11, 2003 as we reflect deeply on future challenges and opportunities.

Still Time to Register for Harvard

8

Limited Openings for Premiere Professional Development Program

The Summer Institute at Harvard, taking place July 21-23, still has a few openings for those interested in spending some time in thoughtful discussion in Cambridge on the Harvard Campus. The program features a combination of presentations from Harvard's Graduate School of Education and other higher education institutions along with offerings from your colleagues in New York State. The format is structured to provide substantial time for dialogue among Institute participants.

Featured presenters include: Tom Hehir, Lois Hetland, Susan Moore Johnson, Ellie Drago-



Severson, Lee Teitel and Janice Jackson. All are from Harvard's Graduate School of Education with the exception of Janice Jackson who is employed by Boston College. Stephen Uebbing, Superintendent of Canandaigua, and former colleagues Kevin McGuire, Director of the NYS Center for School Leadership, and Marya Levenson of Brandise College will also offer sessions.

Enrollment in the Institute is limited to thirty superintendents on a first-come, first served basis. For registration information contact Lorraine Gitchel at NYSCOSS at 518/449-1063.

Leadership Workshop Draws Over Eighty

Aspiring Leaders Learn About the Superintendency from Veterans

One of the Council's top priorities is to attract highly qualified educators to the superintendency and other leadership positions. On May 29 and 30, NYSCOSS offered sessions targeted to aspiring superintendents in four locations across the state. Over eighty school administra-

tors participated in the programs which focus on the superintendent's role, as well as strategies for obtaining a superintendency. The sessions are offered by veteran superintendents. We would like to thank the presenters who not only shared their expertise, but their valuable time.

Superintendent of the Year Award

Recognition for All-Around Outstanding Leadership

Established in 1988 and co-sponsored by ARAMARK ServiceMaster Facility Services, this award is given to a superintendent who has demonstrated all-around outstanding leadership.

Fifty state finalists as well as the four national finalists and the National Superintendent of the Year are recognized during the first general session at the National Conference on Education. All four national finalists receive cash awards and medallions. In addition, the National Superintendent of the Year personally presents a \$10,000 scholarship to a deserving student from his or her high school

alma mater. The program is open to all U.S. superintendents.

In the spring a nomination form is mailed to local school board presidents requesting nominations. About a month later, **application packets** are mailed to all public school superintendents. Completed applications must be postmarked by September 30.

More information is available from Darlene Pierce, AASA, 801 N. Quincy St., Suite 700, Arlington, VA 22203-1730, 703-875-0736 or dpierce@aasa.org.

2004 AASA Annual Conference

Online Registration Available in July

The AASA Annual Conference and Exposition will take place February 12-22, 2004 in San Francisco, CA. This year, the NYSCOSS housing block will be conveniently located in the host hotel.

The theme of this conference is: A Legacy of Pride, A Future of Responsibility. Online registration

and housing reservations will begin on July 1, 2003. For more information visit www.aasa.org.



9

State News - continued from page 2

steeper rate than in better-off areas.

The outlook for the future continues to be unsettling. The unbudgeted infusion of over \$2 billion in new federal aid to the state from the economic stimulus package recently enacted in Washington will help close the \$900 gap in the Legislature's budget claimed by Governor Pataki. Barring a truly drastic downturn in the state's fortunes, this will help to avert any need for the Legislature to return to Albany and enact mid-year budget cuts.

The outlook for next year is more troubling. The Governor's Budget Division foresees a structural deficit of \$6.5 billion for 2004-05. On the one

hand, this sum is much less than the gaps the state confronted at the start of the just completed 2003-04 budget process. On the other hand, the options for relief grow narrower — the same job cannot be eliminated a second time and it is improbable that the Legislature would again increase broad-based state taxes, especially in a year when all its members face elections.

Whatever the future may hold, however, the education community can face it with the confidence drawn from a series of remarkable triumphs over the past six months.

Superintendencies

AVON CSD

Office of the District Supt. \$100,000-\$115,000
 Attn: Ms. Diana Gurak Enr: 1,156
 Genesee Valley BOCES Reply by:
 80 Munsen Street 8/22/03
 LeRoy, NY 14482

GENESEE VALLEY CSD

Robert D. Olczak, District Supt. \$95,000-\$105,000 range
 Cattaraugus-Allegany BOCES Enr: 824 Pre-K-12
 1825 Windfall Road Reply by:
 Olean, NY 14760 8/8/03

ILION CSD

Office of the District Supt. \$100,000-\$115,000
 Attn: Shawn Maxon Enr: 1,900
 Herkimer-Fulton-Hamilton-Otsego BOCES Reply by:
 352 Gros Boulevard 7/14/03
 Herkimer, NY 13350

LYNNCOURT UFSD

Jessica F. Cohen, District Supt. \$85,000-\$95,000
 OCM BOCES Enr: 480
 P.O. Box 4754 Reply by:
 Syracuse, NY 13221 7/15/03

PERRY CSD (SEARCH EXTENDED)

Office of the District Supt. \$100,000-\$115,000
 Attn: Ms. Diana Gurak Enr: 1,175
 Genesee Valley BOCES Reply by:
 80 Munsen Street 8/15/03
 LeRoy, NY 14482

PIONEER CSD

William Silky/Lucy Martin \$115,000-\$130,000
 Castallo & Silky Enr: 3,100
 P.O. Box 15100 Reply by:
 Syracuse, NY 13215 6/27/03

SARANAC LAKE CSD

David J. DeSantis, District Supt. \$Competitive
 Franklin-Essex-Hamilton BOCES Enr: 1,750
 P.O. Box 28 Reply by:
 Malone, NY 12953 8/1/03

SEAFORD CSD

Leonard Adler \$Competitive
 c/o SCOPE Enr: 2,700
 100 Lawrence Avenue Reply by:
 Smithtown, NY 11787 7/7/03

SILVER CREEK CSD (REOPENED)

Richard G. Timbs, District Supt. \$107,000-\$125,000
 Erie 2-Chautauqua-Cattaraugus BOCES Enr: 2,300
 8685 Erie Road Reply by:
 Angola, NY 14006 7/21/03

SPRINGVILLE-GRIFFITH INSTITUTE CSD

Richard G. Timbs, District Supt. \$115,000-\$130,000
 Erie 2-Chautauqua-Cattaraugus BOCES Enr: 2,388
 8685 Erie Road Reply by:
 Angola, NY 14006 8/15/03

Other NYS Administrative Positions (Contact District For Further Information)

Director of Instructional Services: Depew UFSD.
 Enr: N/A. By: 7/3/03. \$Per Administrator's contract & BOE.

High School Principal: Mexico CSD. Enr: 2,800.
 By: 7/11/03. \$72,000-\$80,000.

High School Principal: West Irondequoit CSD.
 Enr: 4,000. By: 7/7/03. \$Competitive.

High School Principal: Dobbs Ferry UFSD. Enr: 349.
 By: ASAP. \$Competitive.

Out-of-State Opportunities (Contact NYSCOSS For Further Information)

Superintendent: Bethlehem Township, Hunterdon
 County, NJ. Enr: 600 (K-8). By: 6/30/03. \$Competitive.

Superintendent: Cheshire, CT. Enr: 5,000. By: 10/1/03.
 \$127,000-\$147,000.

Chief School Officer Appointments

John Bernhardt Andes CSD, 7/1/03
Principal at Hunter-Tannersville CSD

Gordon Bruno Yorktown CSD, 7/1/03
Associate Professor at Hartford College of Education

Laura Chabe Westfield CSD, 8/1/03
Elementary Principal at Westfield CSD

Joseph DeCerbo Bolivar-Richburg, 7/1/03
Assistant Superintendent at Bolivar-Richburg

Robert DeLilli Wheelerville UFSD, 7/15/03
Teacher and Administrative Intern at Wheelerville

Steven Hubbard Weedsport CSD, 7/1/03

Debra Lynker Livingston Manor CSD, 7/1/03
High School Principal at Livingston Manor

Maureen A. McNolty Worcester CSD, 7/1/03
Director of Pupil Services/Mid. School Principal at Galway

Neil Rochelle Iroquois CSD, 8/5/03
Superintendent at Keshequa CSD

Daniel Starr North Rose-Wolcott CSD, 7/1/03

Garry Stone Holland CSD, 7/1/03
Elementary Principal at Alexander CSD

Gary A. Tutty Putnam Valley CSD, 7/1/03
Superintendent at Ilion CSD

I., Interim A., Acting Ass't, Assistant Superintendent

Retirements

Dwayne R. Adsitt
Mattituck-Cutchogue UFSD, 6/30/03

Charles H. Bohlen, Jr. Jefferson-Lewis-
Hamilton-Herkimer-Oneida BOCES, 6/30/03

John Burkhardt Andes CSD, 7/03

Marilyn Lubell Worcester CSD, 7/03

Margaret Sauer Westfield CSD, 8/03

Pamela H. Whittet
Ass't Supt., St. Lawrence BOCES, 6/30/03

Directory Changes

Please make the following
change to the NYSCOSS 2002-
2003 Directory

Unadilla CSD

address: Route 8
New Berlin, NY 13411



One of Your Principals Could Be the Next PRINCIPAL OF THE YEAR!

The School Administrators Association of New York State (SAANYS) is accepting nominations for the 2003 SAANYS Awards Program. As the state affiliate for both the National Association of Elementary School Principals and the National Association of Secondary School Principals, SAANYS includes in its award program selections for the national principals of the year.

Please consider nominating administrators who deserve to be recognized for their accomplishments. Contact Marie Leonardo at 518-782-0600 or mleonardo@saanys.org for more information or a nomination packet. You can also view the SAANYS web site at www.saanys.org for details and information.

Administrators who have received these awards are always honored to be recognized for their accomplishments and dedication. The SAANYS Awards Program is a meaningful way to publicly accentuate the positive contributions of school leaders across New York State.

CALENDAR

2003

Harvard Institute

July 20-23 ----- Cambridge, MA

Fall Conference 2003

September 21-23 ----- Saratoga

**BRAIN RESEARCH:
NEW APPROACHES
TO LEARNING**



Mid-Winter Conference 2004

January 11-13 ----- Albany

Fall Conference 2004

September 19-21 ----- Saratoga

**SEPTEMBER 21-23
SARATOGA SPRINGS**