

# CATO-MERIDIAN CENTRAL SCHOOL DISTRICT



# AN INVITATION TO APPLY FOR THE POSITION OF SUPERINTENDENT

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# CATO-MERIDIAN CENTRAL SCHOOL DISTRICT

2851 State Rt. 370  
Cato, NY 13033  
315-626-3439  
[www.catomeridian.org](http://www.catomeridian.org)

# Letter to the Candidate

The Board of Education is seeking a leader with a proven record of success as a school administrator. The new superintendent must be a team builder and a passionate student advocate, willing to engage our school community in the educational and fiscal decisions facing the district.

The Board is offering a competitive salary, ranging from \$120,000 to \$145,000 with an attractive benefit package based on professional qualifications and record of accomplishment. Residency preferred.

On behalf of the Cato-Meridian Central School District Board of Education, I encourage you to consider this exciting career opportunity. For more information, please visit our district's website at [www.catomeridian.org](http://www.catomeridian.org). Thank you for your interest.

Michael Lees  
Board of Education President  
& the Cato-Meridian CSD Board of Education

## Cato-Meridian Board of Education

### Michael Lees, President

Kathleen Bratt  
Paul Byrne  
Scott Ford  
Carol Hunter  
Todd Kacur  
Monica Waite

# Selection Process

Applicant must submit the following by postal mail no later than September 8, 2017

- Letter of Interest
- Application (available online at [www.caybooces.org](http://www.caybooces.org))
- Resume
- 3 Letters of Recommendation
- NYS Certification (copies)
- Official Transcripts (copies)

It is anticipated that the selected candidate will assume their new role on or about January 2018. Starting date will be flexible.

### All application materials should be submitted to:

William S. Speck, Search Facilitator  
Cayuga-Onondaga BOCES  
1879 West Genesee Street Road  
Auburn, NY 13021  
315-730-9944

A committee composed of staff members, school administrators and community residents will take an active role in the screening process. The Board of Education will make the final decision as to the successful candidate.

Cato-Meridian Central School District is an  
Equal Opportunity Employer

# Facts and Figures

Number of Students:	958
District Size:	97 Square Miles
Total Budget for 2017-2018:	\$20,817,405
Number of Employees:	216

# The Community

The Cato-Meridian Central School District is closely connected to the community it proudly serves. The high quality academic and extracurricular programs that are housed in excellent facilities, provides evidence of the level of commitment residents have for their school district. A Community Recreational Center is attached to the elementary school which houses a pool, gymnasium, fitness and conditioning center, track and locker/shower room for use by school and community members. A community based governing board coordinates the operations, budget, and staffing of this facility.

While retaining its rural tradition, Cato-Meridian is within easy commuting distance of metropolitan Central New York including Syracuse, Auburn, Oswego, and Rochester. The school district is the largest employer in the area with most residents commuting to nearby cities for employment and services.

Cato-Meridian is in close proximity to many educational and cultural resources including the Everson Museum of Art, Lemoyne College, Syracuse University and a wide range of excellent restaurants in nearby areas. Recreational opportunities abound with Lake Ontario, the Finger Lakes region and the Adirondacks providing a breadth of seasonal outdoor adventures.

# Candidate Profile

The Cato-Meridian Board of Education is seeking a community-oriented leader with a wide range of experiences, skills and competencies to fill the position of Superintendent of Schools effective on or about January 2018. The candidate should:

- Have a thorough understanding, and experience in educational administration, including public school finance and education law.
- Have a proven track record of implementing positive organizational management and instructional leadership.
- Demonstrate the ability to communicate complex information that engages the community in proactive dialogue.
- Hold or be eligible for a New York State School District Administrator's Certificate.
- Be committed to a philosophy of high personal expectations that transmits to administration, faculty, staff, and all students.
- Possess strong communication skills, particularly with the school staff, community and Board of Education.
- Demonstrate critical problem-solving skills based on a foundation of integrity.
- Have the ability to coalesce and build consensus from disparate points of views.
- Be energetic, a positive thinker and possess a good sense of humor.
- Demonstrate an affection for rural communities and be willing to engage in a long-term commitment to the school district.
- Demonstrate strong participation in school and community activities.
- Remain focused on our main purpose: to educate children.
- Residency is preferred.

# Accomplishments and Innovative Practices

- The district has a strong commitment to a Universal Pre-Kindergarten program as well as a 3-year-old Head Start Program
- The district elementary school has been identified as a school boosting the achievement of economically disadvantaged students
- The school district has a very active Odyssey of the Mind program including several trips to the world competitions and World Championship in 2010
- The district is proud of its outstanding community support and parent partnership
- CMHS graduation rate has increased by 30% over the past seven years, achieving a recent average of over 90% of students graduating
- The district supports highly competitive academic opportunities; Master Minds, MOST Science Fair, NYS Science Olympiad, and Feats of Clay
- The district has been designated one of America's Best High Schools in 2016 (Bronze Level) by U.S. News and World Report
- CMHS suspension rate has decreased by 77% over the past four years
- The district supports low class sizes throughout K-12 program
- The school district has developed prescriptive instruction based on student data/benchmarking
- Building a positive school climate and culture that supports strong family/community inclusion has been a priority of the school district
- The district has supported a multitude of extracurricular opportunities for students – 21 clubs/activities in addition to modified sports at the middle school level
- The school district is making Science, Technology, Engineering, Arts, and Math (STEAM) a focus area K-12

# The School District

The Cato-Meridian School District includes one elementary school (pre-K-4), one middle school (grades 5-8) and one high school (grades 9-12), all situated on an extended campus located on NYS Route 370E. The district services approximately 958 students with a 2017-2018 budget of \$20,817,405. A zero % tax increase resulted for the 2017-2018 school year due to careful financial management practices. The current instructional program meets all NYSED testing standards with a strong district-wide commitment to continuous improvement. Special program highlights include participation in college dual credit opportunities. The school district is committed to prescriptive instruction based on student data and benchmarking. Availability of online courses via the BOCES is a growing opportunity for students within the district. Active parental involvement in building level decision-making is highly encouraged.

The total staff of more than 216 full-and part-time employees includes three principals, a Director of Pupil Personnel Services, a School Business Official, a K-8 Assistant Principal, and an Assistant Principal/Athletic Director.



## Mission Statement

Our mission is to encourage growth of individual talent, confidence, and pride in an environment where each person can develop skills and attitudes to become a responsible, understanding, and productive member of a changing society.

