



October 20, 2017

PROFESSIONAL STAFF TENURE

One of the most important decisions made by the Board of Education is the decision to award tenure. Under New York State Education Law enacted in the spring of 2015, teachers and administrators who complete a probationary period of four years (three years for teachers previously appointed to tenure in New York State) shall, if they are to continue in employment, be appointed to tenure in their positions. A teacher who has received tenure has earned the right to keep his or her job; in other words, to be free from discipline or dismissal, except for just cause to be proven by school officials in a due process hearing under the Education Law.

The Superintendent of Schools makes a recommendation for appointment to tenure and the Board of Education responds by approving or rejecting the recommendation. To provide accurate assessment for these recommendations, the Principals maintain a program of yearly evaluation of all teachers. The program sets forth criteria for successful performance, goal setting and supervisory conferences, and formal and informal classroom observations. Each year, the Board reviews the status of probationary teachers and administrators with the Superintendent. The Superintendent will present tenure recommendations at the April 17, 2018 meeting of the Board of Education.

We strive to sustain a positive, trusting relationship among students, teachers, and parents. To that end we welcome comments and suggestions about school programs and services from all members of the school community. We want our schools to provide a safe, comfortable environment for raising questions or concerns.

Students and parents with questions about school procedures or classroom practice should feel free to speak directly with teachers, counselors, or principals. Such informal interaction is a daily, constructive occurrence at each school, and everyone benefits from an atmosphere of open, civil communication. Informal communication is often the most useful form of feedback.

Each fall the District invites formal feedback about personnel decisions, and while such feedback is only one part of a comprehensive process, all students and parents are welcome to participate. Parents, students or other community members may share their perceptions through a signed letter addressed to the Principal, in the case of faculty, or to the Superintendent, in the case of administrators. Such letters will be acknowledged in writing by the supervisor, and shared with the individual teacher or administrator, and with the Superintendent and the Board of Education. In light of the timetable calling for tenure recommendations, any such letters should be received not later than March 1st of the teacher's or administrator's tenure year. Input **even earlier** in the tenure process, **including years prior to the tenure year**, allows more time for professional growth or recognition. Again, such letters are only one aspect of an assessment of staff performance that encompasses preparation and planning, classroom management, instruction, and professional responsibilities.

Tenure Candidates in 2017-2018

Teachers

Administrators

Isidoro Fattore (3rd Yr.)*
Library Media Specialist, Elementary School

Jennifer Forsberg (3rd Yr.)**
Director of Technology

Laura Laffer Povill (3rd Yr)
Kindergarten, Elementary School
(tenure effective 5/21/18)

Dr. Michelle Merriweather (3rd Yr.)
Mathematics, High Schools

***Previously tenured in former district serving three year probationary term**

****Administrative Tenure Candidate**

OTHER PROBATIONARY STAFF 2017-2018

Brittany Braia (2nd Yr.)*
Mathematics, Middle School

Jiyeon Kim (1st Yr.)
Biology/Chemistry, High School

Rosemarie Butti (1st Yr.)
Speech/Language Pathologist, K-12

Aaron Kind (2nd Yr.)*
Guidance Counselor, High School

Jennifer Campo (2nd Yr. begins 11/9/17)
Spanish/French, Middle School

Laura Matthews (1st Yr.)
Grade 2, Elementary School

Benjamin Cornish (2nd Yr.)*
Science, High School

Jeannine Scaramuzzino (1st Yr.)*
Special Education, Elementary School

Robert Cross (2nd Yr.)
English, High School

Linita Shih (3rd Yr.)
Spanish/French, High School

Caroleann Del Giudice (1st Yr.)
Instructional Technology, Elementary School

Rachel Sugarman (2nd Yr.)*
Mathematics, Middle School
(on leave 9/11-12/22/17)

Derrick DiRienzo (1st Yr.)
Grade 4, Elementary School

Alexandrina Vafeades (2nd Yr.)
Special Education, Elementary School

Alyssa Dioguardi (2nd Yr.)
English, Middle School

Anthony Vaglica (2nd Yr.)
PE, Elementary School

Eva-Marie Gambino (1st Yr.)
Social Studies, Middle School

Jessica Wood (2nd Yr.)
Special Education, Elementary School

Meghan Hand (1st Yr.)
Grade 3, Elementary School

Fred Yannantuono (1st Yr.)
English, High School

Claire Hollocou (1st Yr.)
Grade 3, Elementary School

Vincent Iannelli (2nd Yr.)
Band, Middle/High School

Teacher Assistants (Probationary)

Brian Crowley (3rd Yr.)
Yamila Salazar (2nd Yr, hired 1/4/16)

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****Administrative Tenure Candidate**