

Bethlehem Central School District

Superintendent

School District Profile

The Superintendent of Schools is the Chief Executive Officer of the Bethlehem Central School District. Ms. Jody Monroe has served the district for one (1) year as the Superintendent of Schools, contracted through June 30, 2023. The scope of the district's operations can be described as follows:

➤ Total budget of district (2022-2023)	\$102,698,000
➤ Total number of employees	802
➤ Total number of enrolled students	4,068
➤ Number of buildings/facilities	9

Superintendent's Qualifications

Pursuant to Education Law §3003, Superintendents must hold a certificate from the Commissioner certifying their qualifications including at least 60 credit hours of post-graduate work and three years of experience in a New York State certificated area. Ms. Monroe's qualifications are as follows:

Education

• Master of Science in Education	M.S. College of Saint Rose	May 1994
• Bachelor of Arts; Psychology B.A.	Russell Sage College	December 1992

Previous Experience

• Interim Superintendent	Bethlehem Central School District
• Assistant Superintendent	Bethlehem Central School District
• Principal	Bethlehem Central Middle School
• Principal	Stillwater Middle/High School
• Assistant Principal	Stillwater Middle/High School
• Principal, District Summer School	Veeder Elementary School
• CSE Sub-Committee Chairperson	Colonie High School
• Special Education Teacher	Colonie High School

Superintendent's Statutory Responsibilities

The Education Law Section 1711 charges the Superintendent with the following duties:
Appointment of Superintendent of Schools. Subdivision 5:

- a) "To be the chief executive officer of the school district and the educational system, and to have the right to speak on all matters before the board, but not to vote.
- b) To enforce all provisions of law and all rules and regulations relating to the management of the school and other educational, social and recreational activities under the direction of the board of education.
- c) To prepare the content of each course of study authorized by the board of education.
- d) To recommend suitable lists of textbooks to be used in the schools.
- e) To have supervision and direction of associate assistant superintendents, directors, supervisors, principals, teachers, lecturers, medical inspectors, nurses, auditors, attendance officers, janitors and other persons employed in the management of the schools or the other educational activities of the district authorized by (Education Law) and under the direction and management of the board of education:
 - i. to transfer teachers from one school to another or from one grade of the course of study to another grade of such course.
 - ii. to report to such board violations and regulations and cases of insubordination, and to suspend an associate assistant or other superintendent, director, supervisor, expert, principal, teacher or other employee until the next regular meeting of such board.

- f) To have supervision and direction over the enforcement and observance of the courses of study, the examination and promotion of pupils and over all other matters pertaining to playgrounds, medical inspection, recreation, and social center work, libraries, lectures, and all other education activities under the management direction and control of the board of education.”

Other Responsibilities

The superintendent is ultimately responsible for every aspect of the school district’s operation. The superintendency does not fit the traditional work week. The superintendent represents the school district at school and community events. A work week in excess of 60 hours is not unusual.

Compensation

The superintendent’s compensation is broken into three parts: salary, benefits and other considerations.

Annual Salary\$214,700

The 2023-2024 salary is the amount reported as wages consistent with applicable provisions of the Internal Revenue Code.

Annualized Cost of Benefits\$51,878

The superintendent enjoys the same ancillary benefits provided to all employees. Many of these benefits, such as employer contribution to social security and Medicare are required by law. Other benefits include health insurance and retirement contribution.

Mandatory TRS Contribution	\$20,955
District Contribution to Health/Dental plan.....	\$16,223
Required Federal Social Security and Medicare Contribution.....	\$13,046
Other benefits afforded to the superintendent include:	
District share of whole life policy.....	\$1,061
Disability policy	\$0

Other Compensation Longevity payment in 403(b)\$2,500

Chief Business and Financial Officer

Annual Salary (2023-2024)\$168,480

Annualized Cost of Benefits.....\$57,813

Other Compensation \$0

Deputy Superintendent for Educational Programs & Instruction

Annual Salary (2023-24)\$185,750

Annualized Cost of Benefits.....\$32,988

Other Compensation \$0

Other Administrators above \$162,000

Titles and salaries of administrators making in excess of \$162,000 for 2023-24:

Elementary School Principal.....	\$164,086
Elementary School Principal.....	\$167,868
Elementary School Principal.....	\$173,888
Middle School Principal.....	\$168,289