

# 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, 2024. The scope of the district's operations can be described as follows:

- Total budget of district (2023-2024)      \$106,391,303
- Total number of employees                      798
- Total number of enrolled students          4,057
- 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 .....\$222,219**

The 2024-2025 salary is the amount reported as wages consistent with applicable provisions of the Internal Revenue Code.

**Annualized Cost of Benefits .....\$54,963**

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 .....	\$22,266
District Contribution to Health/Dental plan.....	\$17,961
Required Federal Social Security and Medicare Contribution.....	\$13,675
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 (2024-2025) .....\$175,219**  
**Annualized Cost of Benefits .....\$65,443**  
**Other Compensation ..... \$0**

**Deputy Superintendent for Educational Programs & Instruction**

**Annual Salary (2024-25) .....\$193,030**  
**Annualized Cost of Benefits .....\$34,304**  
**Other Compensation ..... \$0**

**Other Administrators above \$169,000**

**Titles and salaries of administrators making in excess of \$169,000 for 2024-25:**

Elementary School Principal.....	\$179,000
Elementary School Principal.....	\$172,799
Middle School Principal.....	\$175,255