

The ER Advantage

East Rochester Union Free School District offers the benefits of a small, close-knit school community where students are truly known and supported, while still providing a wide range of opportunities typically found in much larger districts. As a compact, walkable district in the Town and Village of East Rochester, the district's size supports strong relationships among students, families, and staff. Small class sizes allow educators to build strong relationships with students, personalize instruction, and ensure that every learner is challenged, supported, and encouraged to grow.

Despite its size, the district offers robust academic, athletic, and arts programming that allows students to explore their interests and reach their full potential. Students have access to Advanced Placement courses, dual-enrollment opportunities, and comprehensive music and athletic offerings, along with a wide range of extracurricular and service opportunities. By providing unique programs, we enrich the student experience and create a learning environment where depth of opportunity, personal attention, and community pride come together to support student success.

Discover our Guiding Principles

Our Discover (2022-27) strategic plan outlines clear, measurable goals built around four guiding principles that keep our work aligned with our mission and focused on improving student outcomes. The plan serves as a shared roadmap for the district, staff, families, and community, helping everyone work together toward common goals. As student needs change over time, we will regularly review and adjust our targets to make sure we continue moving in the right direction.

The four guiding principles are:

Targeted Academic Success

We will provide age-appropriate, inclusive, and student-focused instruction, using assessments to understand how students are doing and how best to support their learning.

Social and Emotional Stability

We are committed to the whole child. Strong social and emotional well-being is essential for learning, problem-solving, and healthy communication.

Engagement in Education

Students succeed when families, staff, and the community are involved. We will strengthen partnerships that give families a voice, support student growth, and encourage community involvement in learning.

Alignment of Systems

We will streamline communication, processes, and planning so that curriculum, technology, budgeting, and facilities all work together to support students and staff.



Facts & Figures

Total District Population	6,139
Total 2025-26 Enrollment	1,021
2025-26 District Budget.....	32,537,765
2025-26 Cost/Pupil	\$27,527
2025-26 True Tax Rate	\$28.90
Total Professional Staff	121
Total Support Staff	81
Average Elementary Class Size.....	15
Average Teacher Experience	17 years
High School Graduation Rate.....	84%

Selection Timeline

- **March 6, 2026** – Deadline for submission of application and all supporting materials
- **Week of April 6, 2026** – Final interviews
- **May 2026** – Board of Education announces new superintendent
- **July 1, 2026** – Anticipated start date

School Board Members

Patrick Flanagan, President
 Vincent Antonicelli, Vice President
 Jenalee Herb
 Matt Hogan
 Jeffrey Ugine



The East Rochester Union Free School District is committed to a policy of non-discrimination and to the provision of equity in its educational programs, services and activities for all students and employees.

The East Rochester Union Free does not discriminate in employment or in its educational programs and activities against qualified individuals on the basis of race, color, national origin, religion, ethnic group, sex, gender identity, sexual orientation, political affiliation, pregnancy, age, military status, veteran status, marital status, or disability, weight or any other basis prohibited by New York State and/or federal nondiscrimination laws in its programs and activities.



Invitation to apply

Superintendent of Schools East Rochester Union Free School District

Application deadline: March 6, 2026 | Anticipated start date: July 1, 2026



www.erschools.org

We Are...ER

East Rochester Union Free School District serves a residential, easily-accessible village of about 6,100, plus about 650 residents in parts of Pittsford and Perinton. Perhaps more notably, East Rochester is the only district in Monroe County to house grades UPK-12 in one comprehensive, state-of-the-art building. Because of ER's small size, parents truly get to know the teachers, staff members and each other. East Rochester proudly offers a variety of programs and activities for students, parents and community members.

The current capital project is underway with several improvements that address the areas of student health and programs, accessibility, safety and security, electrical/mechanical system improvements, and overall site improvements.

At East Rochester Union Free School District, we are committed to preparing every student to be college and career ready through a high-quality education delivered in a safe, supportive environment. Our instructional approach recognizes and nurtures each student's unique strengths, talents, and potential while building the skills, attitudes, and values needed for responsible and productive citizenship. Guided by this shared mission and vision, we strive to create a learning community where all students are challenged, supported, and empowered to succeed in school and beyond.

What does Union Free mean?

We get questions about why "Union Free" is part of our district's official name. This is understandable, especially since **our teachers, staff and administrators are proudly represented by unions.**

To clear things up: "Union Free" is a historic legal term used in New York State to describe a type of school district structure, dating back to the 1800s. The term simply means the district was originally formed by combining smaller school districts to offer a broader education.

Rest assured: our employees are unionized and have strong representation. The name is merely a reflection of how the district was originally organized.



Candidate Profile

The East Rochester Union Free School District is seeking an educational leader with a record of administrative accomplishments.

The ideal candidate will be one who will:

- Build and sustain strong teams, bringing out the best in staff and fostering trust, collaboration, and shared ownership.
- Communicate clearly, frequently, and transparently, ensuring stakeholders feel informed, heard, and respected.
- Be approachable, visible, and accessible, maintaining a consistent presence in schools and the broader community.
- Demonstrate honesty, integrity, and sound judgment, particularly in decision-making and district leadership.
- Lead with a child-centered philosophy, grounding decisions in what is best for students academically, socially, and emotionally.
- Exhibit cultural competence and a commitment to diversity, equity, and inclusion, ensuring all students feel valued and supported.
- Remain open-minded and flexible, adapting leadership approaches to meet evolving district needs.

Residency preferred. A salary of up to \$195,000 is negotiable based on the selected candidate's professional background and educational experience.



Application Process

The Monroe One BOCES District Superintendent is assisting the East Rochester Board of Education with the superintendent search process, which is designed to recruit highly qualified candidates. The search process will involve key East Rochester stakeholders.

Qualified candidates are invited to submit a letter of interest that clearly states their specific qualifications for the job. In addition, applicants must provide a current resume, university credentials, a copy of a current New York State School District Administrator or School District Leader Certificate and letters of recommendation.



Applications can be found at:
www.monroe.edu/ERsupersearch

All inquiries and correspondence must be sent to:

Cathy Hauber, Ed.D.
District Superintendent
Monroe One Educational Services
41 O'Connor Road
Fairport, New York 14450
(585) 383-2200

Cathleen_Hauber@boces.monroe.edu

Applications and materials from candidates may be sent to the above address or found at the above webpage.