

# LEADERSHIP SEARCH REOPENED

March 2026



*A leadership opportunity to inspire, innovate,  
and make a lasting impact!*

## Sullivan BOCES

### District Superintendent & Chief Executive Officer



**SUPPORTING**  
students, educators  
and families



**INNOVATING**  
programs and services  
for the future



**COLLABORATING**  
with our districts and  
community partners



**BUILDING**  
stronger schools and  
communities

Liberty, New York 12754

[www.scbores.org](http://www.scbores.org)

## Announcement of Vacancy

### ~ Search Reopened ~

The Board of Education of the Sullivan Board of Cooperative Educational Services (BOCES) has reopened the confidential leadership search for the position of District Superintendent & CEO.

**The position is anticipated to begin on or before February 2027**

The Sullivan BOCES is seeking an exceptional leader to strategically build trust, create efficiencies, and drive innovation across the region. The next District Superintendent will have the support of a dedicated Board of Education and leadership team committed to working collaboratively to strengthen the school community, develop innovative approaches, and expand programs and services. This individual will work closely with component school districts, staff, regional partners, community organizations, and the New York State Education Department to enhance programs, strengthen regional alignment, and expand opportunities for students. Insights from the recent organizational study and operational analysis will be incorporated in the search process as the Board looks to position BOCES for long-term sustainability.

[Link to June 2026 Organizational Study](#)

**All inquiries must be directed to:** Dr. Rebecca Stone, District Superintendent, Broome-Tioga BOCES, 435 Glenwood Road, Binghamton, NY 13905; or call (607) 766-3802; or email [rstone@btboces.org](mailto:rstone@btboces.org).

**Applicants should not contact members of the Sullivan BOCES Board of Education.**

## Terms of Employment & Salary

The Board of Education is prepared to offer a three-year contract with a competitive salary and enhanced benefits package, including a salary up to \$208,250 based on experience and qualifications. **The position is anticipated to begin on or before February 2027.**

Residency within the Sullivan County region is preferred. The Board values a leader who is committed to becoming an active and engaged member of the regional community.

## About the Position

The District Superintendent serves as the liaison between the New York State Education Department and the seven component school districts within the Sullivan BOCES region. In this role, the District Superintendent supports the implementation of New York State Education Law, Board of Regents policies, and the Commissioner's regulations while providing regional leadership and guidance to component school districts.

As Chief Executive Officer of Sullivan BOCES, the District Superintendent provides leadership for regional programs, services, and initiatives developed in partnership with component districts and community stakeholders. Responsibilities include, but are not limited to, supporting component districts through educational consulting, superintendent searches, regional planning, and collaboration with the State Education Department on a variety of educational and operational initiatives.

The next District Superintendent, along with support from the Board of Education, will lead the BOCES and the region through several important strategic priorities:

- Establish and communicate a compelling regional vision for Sullivan BOCES and its future role in serving component districts.
- Strengthen trust, communication, and collaboration across school districts and regional partners.
- Expand and modernize opportunities in Career and Technical Education (CTE) and workforce preparation.
- Lead a comprehensive review and strategic evolution of special education services and program capacity.
- Develop long-term approaches to facilities planning and program sustainability.
- Balance innovation, responsiveness, and fiscal stewardship while maintaining value for districts.
- Position Sullivan BOCES as both a service provider and a regional convener.





## Desired Leadership Attributes

The successful candidate will demonstrate:

### Visionary Regional Leadership:

- Foster shared ownership across stakeholders.
- Create alignment among diverse organizations.
- Champion collaborative regional problem-solving.

### Strategic and Systems Thinking:

- Successfully lead organizational change.
- Transform strategy into measurable action.
- Integrate instructional, operational, and financial planning.

### Relationship Building and Communication:

- Communicate with clarity and purpose.
- Earn trust across educational and community partners.
- Model visible, approachable, and transparent leadership.

### Instructional and Student-Centered Leadership:

- Understand educational systems and student outcomes.
- Bring expertise in CTE, workforce development, and instructional innovation.
- Expand high-quality opportunities for students with the most complex needs.

### Operational and Fiscal Leadership:

- Lead sound fiscal and operational management across budgets, service delivery models, organizational structures, and shared services.
- Align costs with value while maintaining strong district participation.
- Navigate educational finance and regional service models.

### Innovation and Future Readiness:

- Explore new approaches to program delivery and regional partnerships.
- Lead through demographic, workforce, and educational shifts.

## Preferred Qualifications

- New York State certification and qualifications required to serve as District Superintendent.
- Successful senior leadership experience in public education.
- Experience working across multiple districts, regional systems, or large educational organizations preferred.
- Demonstrated success leading strategic initiatives and organizational improvement.
- Strong knowledge of the BOCES of NYS and NYS educational system, policy, and educational service models.

## Applications Requirements

Qualified candidates should send one email containing all of the following attachments by 4 p.m. on **Oct. 30, 2026**.

**This is a confidential Search.**

- A letter of interest,
- A current resumé or CV,
- A completed application form:  
[www.scbores.org/ds-search](http://www.scbores.org/ds-search)
- A copy of certification (SDA or SDL), and
- Three letters of recommendation.

Materials should be emailed to:

Dr. Rebecca Stone, District Superintendent  
c/o Wendy O'Neil  
Broome-Tioga BOCES

435 Glenwood Road, Binghamton, NY 13905  
(607)766-3802 | [woneil@btbores.org](mailto:woneil@btbores.org)

# Our Mission

Sullivan BOCES is an innovative, county-wide educational service agency, providing leadership, cooperative services, and collaborative opportunities for students, school districts, and community organizations. We promote student success, equity, and inclusion for all, while meeting the diverse needs of our students and rural communities.

## About BOCES

Sullivan BOCES partners with its component school districts to provide high-quality educational programs and shared services that expand student opportunities, increase efficiencies, and reduce costs. Services include Career and Technical Education (CTE), Special Education, Alternative Education, Instructional Support Services, and a wide range of cooperative management and operational services.

Sullivan BOCES consists of:

- 1,073 square miles
- 9,163 student base
- \$43.7 million 2026-2027 budget
- 350 dedicated full & part-time staff

Sullivan BOCES serves seven component school districts: Eldred, Fallsburg, Liberty, Monticello, Rockland, Sullivan West, and Tri-Valley. Through cross-contract agreements, Sullivan BOCES also provides educational and shared services to school districts throughout New York State.

Sullivan BOCES operates from four locations, all within 15 minutes of Liberty:

- Rubin Pollack Education Center (main campus)
- Two satellite locations with classrooms at Garnet Health Catskills and SUNY Sullivan
- Administrative Offices

The District Superintendent is supported by a senior leadership team and a full cabinet that provides specialized expertise across all service areas.

Sullivan BOCES is located in the southern Catskill region of New York State, just 100 miles from New York City. Known for its natural beauty, outdoor recreation, and open spaces, Sullivan County offers an ideal setting for both cultural and economic growth.

## Board of Education

Nine members of the Sullivan BOCES Board are elected to three-year terms by the boards of its component districts.

|                 |                                     |
|-----------------|-------------------------------------|
| President:      | Linda Berkowicz, Fallsburg          |
| Vice President: | Keith Stryker, Tri-Valley           |
| Members:        | Maureen Crescitelli, Liberty        |
|                 | Tammi Chaboty, At-Large: Tri-Valley |
|                 | Linda Fisk, Rockland                |
|                 | Lori Orestano-James, Monticello     |
|                 | Amador Laput, Eldred                |
|                 | Jackie Rutledge, Sullivan West      |
|                 | Allyson Smith, At-Large: Rockland   |



# APPLICATION FOR DISTRICT SUPERINTENDENT

## DIRECTIONS

1. Please complete application form and forward it, along with other required materials, to the person listed on the back of this form.
2. You are invited to add or attach any additional information which will assist us in our evaluation.
3. Applicants are asked not to contact members of the Board of Education except as they may be requested to do so.
4. Applications may be downloaded for completion and signature, go to [www.scboces.org/ds-search](http://www.scboces.org/ds-search)

## BACKGROUND INFORMATION *(Please Print or Type)*

|                         |                      |               |
|-------------------------|----------------------|---------------|
| _____                   | _____                | _____         |
| <i>Last Name</i>        | <i>First</i>         | <i>Middle</i> |
| Current Position: _____ | Email: _____         |               |
| Business Phone: _____   | Contact Phone: _____ |               |
| Business Address: _____ | Home Address: _____  |               |
| _____                   | _____                |               |
| _____                   | _____                |               |
| _____                   | _____                |               |

No. People Reporting to You: \_\_\_\_\_ Size of District (*No. of students*) \_\_\_\_\_ Annual Budget: \_\_\_\_\_

Certificates Held: \_\_\_\_\_

*For the following, please note If you answered yes, you will not necessarily be disqualified as an applicant for employment.*

|                             |                              |                                                                                                                                                     |
|-----------------------------|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> No | <input type="checkbox"/> Yes | Have you ever had a professional certificate or license denied, revoked, or suspended by any governmental agency? <i>If yes, please explain:</i>    |
|                             |                              | _____                                                                                                                                               |
| <input type="checkbox"/> No | <input type="checkbox"/> Yes | Are you legally eligible for employment in the United States?                                                                                       |
|                             |                              | Do you have relatives and/or friends employed in this school district? <i>If yes, who:</i>                                                          |
| <input type="checkbox"/> No | <input type="checkbox"/> Yes | _____                                                                                                                                               |
| <input type="checkbox"/> No | <input type="checkbox"/> Yes | Have you ever been convicted of a crime (misdemeanor/felony, excluding minor traffic offenses)? <i>If yes, please explain:</i>                      |
|                             |                              | _____                                                                                                                                               |
| <input type="checkbox"/> No | <input type="checkbox"/> Yes | Are any criminal charges or proceedings pending against you? <i>If yes, please explain:</i>                                                         |
|                             |                              | _____                                                                                                                                               |
| <input type="checkbox"/> No | <input type="checkbox"/> Yes | Have you ever been found guilty of and/or pleaded guilty to charges pursuant to New York State Education Law 3020-a? <i>If yes, please explain:</i> |
|                             |                              | _____                                                                                                                                               |

## PROFESSIONAL EDUCATION

### UNDERGRADUATE

|              |        |         |
|--------------|--------|---------|
| Institution: | Major: | Degree: |
|--------------|--------|---------|

### GRADUATE

|              |        |         |
|--------------|--------|---------|
| Institution: | Major: | Degree: |
|--------------|--------|---------|

### GRADUATE

|              |        |         |
|--------------|--------|---------|
| Institution: | Major: | Degree: |
|--------------|--------|---------|

## EMPLOYMENT RECORD

Please supply a complete list of full-time experience. List most recent experience first.

### POSITION:

|               |       |             |           |
|---------------|-------|-------------|-----------|
| Organization: | Size: | Start Date: | End Date: |
|---------------|-------|-------------|-----------|

### POSITION:

|               |       |             |           |
|---------------|-------|-------------|-----------|
| Organization: | Size: | Start Date: | End Date: |
|---------------|-------|-------------|-----------|

### POSITION:

|               |       |             |           |
|---------------|-------|-------------|-----------|
| Organization: | Size: | Start Date: | End Date: |
|---------------|-------|-------------|-----------|

### POSITION:

|               |       |             |           |
|---------------|-------|-------------|-----------|
| Organization: | Size: | Start Date: | End Date: |
|---------------|-------|-------------|-----------|

### POSITION:

|               |       |             |           |
|---------------|-------|-------------|-----------|
| Organization: | Size: | Start Date: | End Date: |
|---------------|-------|-------------|-----------|

### POSITION:

|               |       |             |           |
|---------------|-------|-------------|-----------|
| Organization: | Size: | Start Date: | End Date: |
|---------------|-------|-------------|-----------|

### POSITION:

|               |       |             |           |
|---------------|-------|-------------|-----------|
| Organization: | Size: | Start Date: | End Date: |
|---------------|-------|-------------|-----------|

---

## PERSONAL STATEMENT

What in your professional background and competencies will you bring to Sullivan BOCES to move the district forward?

---

## PERSONAL STATEMENT

What challenges is the BOCES currently facing, and how would you address them from a management perspective?

**DECLARATION FOR APPLICATION**

I hereby certify that the facts set forth in the above employment application are true and complete to the best of my knowledge. I give the Employer the right to investigate all references and to secure additional information about me, if job related. I hereby release from liability the Employer and/or Search Consultant and its representatives for seeking such information and all other persons, corporations or organizations for furnishing such information.

---

*Signature*

---

*Date*

**MAILING INSTRUCTIONS**

**Completed application forms and all supporting materials should be emailed to:**

Dr. Rebecca Stone, District Superintendent  
c/o Wendy O'Neil  
Broome-Tioga BOCES  
435 Glenwood Road, Binghamton, NY 13905

**Phone:** (607)766-3802

**Email:** [woneil@btboces.org](mailto:woneil@btboces.org)

**NON DISCRIMINATION DISCLAIMER:** Sullivan BOCES does not discriminate on the basis of an individual's actual or perceived race, color, creed, religion, religious practice, national origin, ethnic group, sex (including sexual harassment and sexual violence), gender, gender identity, sexual orientation (the term "sexual orientation" means heterosexuality, homosexuality, bisexuality, or asexuality), political affiliation, age, marital status, military status, veteran status, disability, weight, domestic violence victim status, arrest or conviction record, genetic information or any other basis prohibited by New York State and/or federal non-discrimination laws in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.