November 5, 2026

PROFESSIONAL STAFF TENURE

One of the most important decisions made by the Board of Education is the decision to award tenure. Under current New York State Education Law, teachers and administrators who complete a probationary period of four years (three years for teachers or administrators 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. This year, the **Superintendent will present tenure recommendations at the April 20, 2027 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 2026-2027

Faculty

Ibrahim Dincer (4th Yr.) Physics, High School Sally Dion (3rd Yr.) * Earth Science, High School Anna Dowd (4th Yr.) Chemistry, High School Hannah Geiling (3rd Yr.) * Chorus, Middle/High School Music Julianna Gilary (3rd Yr.)* General Education, Kindergarten	Lauren Keschner (4th Yr.) School Psychologist, High School Zandra Llanos (3rd Yr.)* English, Middle School Ann Meyer (3rd Yr.)*/** Asst. Supt. For Curriculum & Instruction Danielle Santariello (4th Yr.)*** School Psychologist, K-12 (9/14/27) Cassie Sullivan (Caplan) (3rd Yr.) */*** Technology, Middle School (9/26/27) Anthony Vaglica (4th Yr.)**/*** Director of PE/Health/Athletics (1/4/27) +

***Previously tenured in former district serving three-year probationary term (or credited for time in another tenure area served in the district or as full-year leave replacement)**
**** Administrator**
*****Tenure Appointment Considered off cycle due to late start date in assignment or leave of absence**

OTHER PROBATIONARY STAFF 2026-2027

Melody (Naccarato) Almonte (1st Yr.) General Education, Grade 4	Patrick Henderson (3rd Yr.) Social Studies, High School
Lexi Arborn (1st Yr.) Physical Education, Elementary School	Alexa Krawec (2nd Yr.) General Education, Grade 1
Kristen Bizenza (2nd Yr.)* Biology, High School	Sabrina Lopez (1st Yr.) General Education, Kindergarten
Mary Bruschi (1st Yr.) General Education, Grade 2	Dr. Raymond Loverso (3rd Yr.)** High School Principal
Seamus Coons (3rd Yr.) Mathematics, High School	Samantha Mazo (3rd Yr.) School Counselor, Middle School
Craig Cropsey (2nd Yr.) Science, Middle School	Caitlin McCue (2.5 Yr.) *** General Education, Grade 4
Victoria (Miniaci) Crowley (1st Yr.) General Education, Kindergarten	Leigh Merin (3rd Yr.)*** Art, Elementary School
Rebecca Dai (2nd Yr.) Physics, High School	Connor Mitchell (1st Yr.)** MS/HS Assistant Principal
Lara Dearman (3rd Yr.) English, High School	James Mitchell (3rd Yr.) Technology, Elementary
Margaret DeRaffele (1st Yr.) General Education, Grade 2	Emma Noonan (3rd Yr.) General Education, Grade 3
Molley Foley (1st Yr.) General Education, Grade 1	Eric Preiss (2nd Yr.) General Education, Grade 3
Marina Ford (3rd Yr.) School Counselor, Grades 5 & 9	Andrea (Catalano) Rogers (1st Yr.) General Education, Grade 5
Rebecca Galgano (1st Yr.)* General Education, Grade 4	Diandra Salmeri (3rd Yr.) ▲ General Education, Grade 3
Meghan Golden (3rd Yr.) Special Education, Elementary	Michelle Tween (2nd Yr.)*/** Assistant Principal, Elementary School
James Goldmann (1st Yr.)* English, Middle/High School	Rachel Vining (1st Yr.)* Art, High Schol
Marykate Gorham (1st Yr.) General Education, Grade 1	Kayla Yankowski (1st Yr.) Special Education, Elementary School

OTHER STAFF: Megan Donovan (3rd Yr.) Teacher Assistant, MS/HS Special Class	

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**** Administrator**

*****Tenure Appointment Considered off cycle due to late start date in assignment or leave of absence**

▲Served in the district full time as leave replacement therefore time served applied toward the four-year probationary period.