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Allen D. Buyck.
District Superintendent

TO: Chenango Valley Board of Education
FROM: Al Buyck
DATE: November 4, 2008
RE: Notes from November 3, 2008 Superintendent's Search Meeting

Board Members Present: James Penwell, Everett Vail, Gerald Abbey, Jr., Jack Cashman, Gerard Cooney, Jr., James DeGennaro, Stuart Elliott, Lynn Kaufman, Steven Randall

Also Present: Al Buyck

1. Reviewed the results of the survey. After discussion, it was agreed that the survey suggested the following priorities for consideration of candidates:
 1. Budgeting and Finance
 2. Instructional Program/Curriculum
 3. Human Relations / Leadership
 4. Personnel Management
2. Provided an updated schedule. The end date still remains 3/31. The board has requested a draft of a brochure to review at their scheduled board meeting on November 19th.
3. The board agreed to offer a salary range of \$120,000 to \$140,000, with an anticipated starting date of July 1, 2009. Residency in the district is preferred; however, residency within the BOCES region could be acceptable.
4. We reviewed the list of "desired characteristics" for candidates. The following represent the ones that were discussed as most important to consider and include in the brochure:
 - Exhibits good judgment, is patient in dealing with others, and has shown evidence of stability and integrity under pressure
 - Has demonstrated success as a building principal, central office administrator, or school superintendent
 - Active and visible in the community
 - Knowledgeable and able to provide direction in the areas of education finance and education law
 - A visionary, motivational and resourceful leader who can look into the future and help set the right direction for the school system
 - Hold certification as a New York State District Administrator
 - A leadership style that is built upon trust, integrity, enthusiasm, compassion, courtesy, common sense, attention to detail, and strong moral and ethical values
 - The ability to assess and evaluate all levels of the organization and make appropriate instructional and fiscal recommendations and decisions
 - A positive approach to public relations and public information, effectively communicating the district's high standards