



Join Us in
Shaping Excellence:
Superintendent Search
NOW OPEN

Home of the Spartans.





Application Deadline: September 25, 2026

**Competitive salary
commensurate with
experience. Salary range
starting at \$170,000 with
an excellent benefits package.**

District Data:
District Population: 10,744
Students: 1,900
Professional Staff: 350
*A component of
Jefferson-Lewis-Hamilton-
Herkimer-Oneida BOCES*

Financial Data:
2025-26 Budget: \$44,006,306
State Aid Ratios:
Foundation Aid Sharing: 40%
Transportation Aid: 90%
BOCES Aid: 76%
True Tax Rate: \$12.8
Local Tax Levy: \$8,813,320
Amount of State Aid:
\$32,130,281



Announcement of Vacancy: Superintendent of Schools

The South Jefferson Central School District invites applications from highly qualified, experienced educational leaders for the position of superintendent of schools. The board seeks a visionary, collaborative leader who is committed to academic excellence, fiscal responsibility, and strong community engagement. The successful candidate will assume the position effective January 2027.

This search will be conducted on a confidential basis. All applicant materials and identities will remain confidential from the receipt of applications through the appointment of the superintendent.

Screening & Selection:

The Board of Education is being assisted in this search by Jefferson-Lewis-Hamilton-Herkimer-Oneida BOCES District Superintendent Christopher DiFulvio, who will work closely with the board to screen applications and provide recommendations regarding qualified candidates. The Board of Education retains full authority for all decisions related to the selection process, evaluation of candidates and final appointment of the superintendent of schools.

To ensure the integrity of the process, members of the Board of Education should not be contacted directly by applicants or their representatives.

Search Timeline:

- Application deadline: All application materials must be received no later than September 25, 2026
- Screening and selection: September 2026
- Board of Education interviews: October 2026
- The superintendent will begin employment in January 2027

Application Procedure:

Interested and qualified candidates should submit the following materials no later than September 25, 2026. Only complete application packets will be considered.

- A completed employment application, including all required references, available online at www.boces.com/superintendentsearch or www.spartanpride.org/superintendentsearch.
- A formal letter of interest.
- A complete résumé.
- Copies of all applicable New York State certifications including administrative certification.

Materials and other inquiries should be sent via email to:

Christopher DiFulvio: cdifulvio@boces.com



The District:

The South Jefferson Central School District is one of the North Country's largest geographical schools, encompassing over 225 square miles which include ten towns, two villages and portions of three counties. South Jefferson is home to approximately 1,900 students and includes two pre-kindergarten through fifth grade elementary schools, a sixth through eighth grade middle school and a ninth through twelfth grade high school.



The district is committed to providing a rigorous, meaningful and consistent curriculum that meets the diverse learning needs of all students while expanding opportunities in an increasingly global society. Instruction across the district is measurable, research-based and designed to support student growth through engagement, differentiation and explicit feedback.

A collaborative culture defines the mission of South Jefferson. We work in partnership with staff, families, and community members to maintain a safe, positive, and trusting learning environment. The Spartan Pride pillars

- *safe and welcoming environment, respectful citizens, staff and community partnerships, authentic learning opportunities, and comprehensive student supports* guide leadership and daily practice.

The Region:

The South Jefferson Central School District is located in the heart of southern Jefferson County, offering the advantages of a welcoming rural community with convenient access to the City of Watertown, Fort Drum, and the Thousand Islands region. The district serves the communities of Adams, Adams Center, Ellisburg, Rodman, Mannsville, Lorraine, and surrounding areas, where strong agricultural traditions, family-owned businesses, and a growing residential base contribute to an exceptional quality of life.



Residents enjoy year-round outdoor recreation, with Lake Ontario, Sandy Pond, the Salmon River, and the Tug Hill Region all within a short drive. Boating, fishing, hiking, camping, snowmobiling, skiing, and hunting are popular throughout the region, while local parks, youth sports organizations, community events, and nearby state forests provide abundant opportunities for recreation and family activities.

The district benefits from its strategic location along Interstate 81 and U.S. Route 11, providing convenient access to Syracuse, Watertown, and the Canadian border. Fort Drum, one of the region's largest employers, is located approximately 20 minutes north, supporting a strong regional economy and a diverse population. The surrounding area also offers access to healthcare, retail, dining, arts, and entertainment, while maintaining the character and affordability of a rural community.

South Jefferson is also well positioned within a region rich in educational opportunities. Jefferson Community College, SUNY Oswego, SUNY Canton, SUNY Potsdam, and several colleges and universities throughout Central and Northern New York provide accessible pathways for higher education. Through its partnership with Jefferson-Lewis BOCES, students have access to Career & Technical Education programs, workforce development opportunities, New Vision programs, and industry-recognized credentials that prepare graduates for both college and high-demand careers.

Board of Education:

Justin VanCoughnet, President
Erin Gaffney, Vice President
Joseph Eberle II, Anthony Harrison,
Carrie Mangino, Ellen Moculski,
Libby Reed

District Highlights:

- **Students have access to robust college and career pathways**, including Advanced Placement and dual-credit opportunities, Career & Technical Education programs through Jefferson-Lewis BOCES, and work-based learning experiences that prepare graduates for college, careers, military service, and skilled trades.
- **The district emphasizes authentic learning opportunities**, providing students with hands-on experiences, leadership development, and opportunities to apply classroom learning in meaningful ways.
- **A comprehensive arts, music, and athletics program** encourages student participation through band, chorus, theater, visual arts, and a wide variety of interscholastic athletic programs.
- **Strong community partnerships** with local businesses, higher education institutions, Fort Drum, Jefferson-Lewis BOCES, and regional organizations expand educational opportunities and strengthen workforce connections.
- **Students have access to Jefferson-Lewis BOCES Career & Technical Education programs**, allowing them to earn industry-recognized credentials, college credit, and hands-on experience in high-demand career fields while still in high school.
- **The district's vision centers on Respectful Citizens, Authentic Learning Opportunities, Staff & Community Partnerships, and Comprehensive Student Supports**, reflecting a commitment to preparing students for success in an ever-changing world.

Mission:

The South Jefferson Central School District is committed to providing a safe, positive learning environment that engages, nurtures, and challenges each student as they grow academically, socially, and emotionally.



The Superintendent Position:

South Jefferson seeks a visible, approachable, and student-centered educational leader who builds trust through timely, transparent, and two-way communication. The successful candidate will listen genuinely to students, staff, families, the Board of Education, and community members; clearly explain the reasoning behind decisions; and follow through consistently. The next superintendent will lead with integrity, fairness, courage, and humility; demonstrate strong instructional, fiscal, operational, and strategic leadership; value the expertise of employees; and unite the district around a clear vision that honors South Jefferson's traditions while preparing students for the future.

Residency within the district is valued but not required. The superintendent is expected to be a visible, engaged presence at school and community events; actively building strong relationships throughout the South Jefferson school community and regional educational community partners.

Qualifications:

Our next superintendent will possess:

- Demonstrated skills as a visible, approachable leader who builds trust through authentic relationships with students, staff, families, the Board of Education and the community; New York State school district leadership required.
- Skills to communicate openly, honestly, and transparently. Keeping stakeholders informed through consistent, timely and respectful communication. Demonstrating strong listening skills and valuing community input when making decisions.
- The ability to prioritize student success and the well-being of the foundation in every decision, while maintaining high expectations for academic achievement.
- Skills to lead with integrity, humility, fairness and professionalism. The ability to build confidence through ethical decision-making, accountability, and consistency.
- The capacity to be an active and engaging presence in the South Jefferson community; being visible in classrooms, school activities, athletic events, and community organizations throughout the district.
- Demonstrated experience managing all aspects of school operations including budget development, contract negotiation, capital projects, transportation, facilities and human resources.

