ANNOUNCEMENT OF VACANCY
SUPERINTENDENT OF SCHOOLS
Panama Central School District
Panama, New York
County of Chautauqua
“Where we learn and grow together through shared effort and support.”
pancent.org

Candidate Profile

The Panama Central School Board of Education seeks a visionary leader who is deeply committed to the success of all students. This outstanding educator will have had clear success bringing together a school community in a shared vision of excellence. They will be an exceptional communicator and advocate for students. The Board seeks a visible and skilled leader who will be dedicated to the Panama School District, focused on the pursuit of excellence and innovation. The candidate’s authentic and personal engagement with our school community will elevate the District’s climate and culture. Candidates with an outstanding career record engaging faculty, staff, and community are encouraged to apply.

Depending upon a candidate’s background and experience, the Board is prepared to offer an initial three (3) year contract with a salary of up to $155,000, and a commensurate benefit package.

All applicants must possess or be eligible for NYS School District Administrator (SDA) or NYS School District Leader (SDL) certification.

Board of Education

Panama Central School District has a dedicated and committed Board of Education that is made up of seven members elected at large:

- Gregory Hudson, President
- Carrie Munsee, Vice President
- Dawn Brink
- Gregory Bullaro
- Robert Delahoy
- Steven Morgan
- Kyle Rhoades

District Financial Information

2021-22 Approved Budget: $12,933,775
Full Value Assessment: $218,062,194
Tax Rate on True Value Per $1,000:
- Busti $17.049217, Harmony $16.691040,
- North Harmony $18.369792, Sherman $16.050376
State Aid: $8,551,540
Total District Debt: $3,625,281

Applicant Information

The Board of Education has selected Dr. David O’Rourke to assist in the search process. Interested individuals are invited to submit a letter of application, professional placement file, resume and academic transcript by Monday, May 9, 2022, to:

David O’Rourke, Ph.D., District Superintendent
Erie 2-Chautauqua-Cattaragus BOCES
8685 Erie Road
Angola, NY 14006

Applicants should not contact members of the Panama Board of Education or school district personnel. All inquiries must be directed to Dr. O’Rourke at dorourke@e2ccb.org or (716) 549-4454, ext. 4029.

Time Frame for Consideration

- Application deadline: Monday, May 9, 2022
- Board begins review of files: Thursday, May 19, 2022
- Preliminary interviews: Tuesday, May 31, Wednesday, June 1, and Thursday, June 2, 2022
- Final interviews: Monday, June 13, Tuesday, June 14, and Thursday, June 16, 2022
- Appointment: Prior to the end of June 2022
- Assume duties: October 1, 2022

An Affirmative Action Equal Opportunity Employer
The Board of Education seeks a passionate and creative administrator to assume the helm of Superintendent of Schools for the Panama Central School District and replace retiring Superintendent Bert Lictus.

The role of the Superintendent is crucial to the success of our school district. As the leader of an excellent and dedicated staff, the Superintendent fosters enthusiasm for learning and individual responsibility. As the District's spokesperson, the Superintendent communicates the priorities and goals of the Board of Education to the community. As the Chief Executive Officer, the Superintendent works intimately with the Board to guide decisions, implement policies, and outline goals, opportunities, and long-term plans.

The focal point for the Superintendent is to provide outstanding leadership to maintain the strongest educational program within the financial capabilities of the community.

The Position

Panama Central School District offers the following athletic programs, both locally and shared with the Clymer and Sherman central school districts:

**Varsity/JV**
- Girls Volleyball
- Swimming
- Cross Country
- Track
- Basketball
- Softball
- Boys Football
- Cross Country
- Basketball
- Wrestling
- Swimming
- Baseball
- Tennis
- Golf

**Modified**
- Girls Basketball
- Cross Country
- Track
- Softball
- Boys Basketball
- Cross Country
- Track
- Baseball
- Football

The School District

Panama’s 450 UPK-12 students are served by 50 teachers and six administrators, with an excellent 9:1 student-to-teacher ratio. The faculty provides rich instruction to learners at all grade levels with a robust curriculum and 1:1 technology initiative. The elementary school had the honor of being named a Recognition School by Buffalo Business First. This standard of excellence continues at the secondary level, where students can earn college credits through 15 available Jamestown Community College classes.

Panama is proud of its exceptional graduation rate. Ongoing, high-quality professional development is offered for all positions, further supporting the education of the District’s students.

Students from all grade levels learn in one modern, up-to-date facility. The District recently completed a building maintenance project which included all-new secondary science labs. A distance learning lab and portable distance learning equipment provide additional educational opportunities and experiences. Panama’s modern athletic complex allows it to host competitions for numerous sporting events, including swim meets in the District’s recently updated pool and tennis matches at the new courts.

The District receives a high level of community support for its academic, athletic, and artistic programs. In addition to its award-winning music department, Panama recently earned state championship titles in football (Clymer / Sherman / Panama team) and girls volleyball, as well as state competition wins by individual track athletes. The community also supports an established purchasing department for shared services. Panama is a component district of Erie 2 Chautauqua-Cattaraugus BOCES, and students attend Career & Technical Education, Special Education, and Alternative Education programs.

The Community

The village of Panama is 14 miles west of Jamestown, 80 miles southwest of Buffalo, 50 miles east of Erie, and six miles south of Interstate 86. This rural community has agriculture as its main industry along with a variety of trades. The village is named after Panama Rocks, a large rock formation formed by glaciers that is one of the top tourist attractions in the county.

Chautauqua County offers many cultural and educational opportunities to residents. The world-famous Chautauqua Institution – a center for theater, dance, and concerts – is located less than 10 miles away on the beautiful shores of Chautauqua Lake. The National Comedy Center in Jamestown brings in famous entertainers from around the country. Other theatrical and environmental exhibits are just a short drive away. Additionally, the Panama community is within easy driving distance of Erie, Buffalo, Pittsburgh, and Cleveland for sports, cultural activities, and shopping.

Year-round recreation abounds throughout the region. The popular golf and ski resort of Peek’n Peak and the beautiful resort area of Findley Lake are a short drive away. The area also offers excellent state parks, snowmobiling, hiking, and horseback riding. Hunting and fishing are favorite pastimes for many Panama residents. A variety of local fairs and festivals celebrate the area’s history and varied heritage, including the Tulip Festival, Rusti Apple Festival, Harmony Annual Fall Harvest Festival, Scandinavian Folk Festival, Memorial Day commemoration, and the Chautauqua County Fair.

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