

The Board of Education invites
you to apply for the position of

Superintendent of Schools

Home of the Spartans
SEPTEMBER 2026



UNATEGO CENTRAL SCHOOL DISTRICT

2641 State Highway 7, Otego, NY 13825 | 607-988-5000

www.unatego.org

Unatego Central School District is an Equal Opportunity Employer.



High School



Middle School



Elementary School



UNATEGO

CENTRAL SCHOOL DISTRICT

ANNOUNCEMENT OF VACANCY

The Board of Education of the Unatego Central School District announces a vacancy for the position of Superintendent of Schools with an anticipated start date of **January 15, 2027**.

Mr. Michael Rullo, District Superintendent of the Sole Supervisory District of Delaware-Chenango-Madison-Otsego Counties, will assist the Unatego CSD Board of Education in the selection process. The search for candidates will be closed and kept confidential. The Board of Education will make the final decision as to the successful candidate. Applicants are not to contact members of the Board of Education.

All inquiries must be directed to: Mr. Michael Rullo, District Superintendent, DCMO BOCES, 6678 County Road 32, Norwich, New York 13815-3554; or call (607) 335-1233; or email MRullo@dcmoboces.com.

The deadline for the receipt of applications is **October 2, 2026**. The Board anticipates completing first round interviews in **October**, with final interviews in **November**, and appointing the successful candidate in **December**. The new Superintendent is expected to begin employment on **January 15, 2027**, or a mutually acceptable date.

APPLICATION REQUIREMENTS

Qualified applicants must submit the following in order to complete the application process:

- A letter of application
- A current resumé
- A completed application form: www.dcmoboces.com/supersearch
- Three letters of recommendation
- Proof of required certification (SDA or SDL).

TERMS OF EMPLOYMENT & SALARY

The Board plans to offer an initial three-year contract with a salary range of \$170,000 to \$185,000, depending on the qualifications and experience of the successful candidate. Residency is not required but regular attendance at school events is expected. The Unatego Board of Education does not discriminate on the basis of race, color, nationality, age, gender, sexual preference or physical handicap.

SUPERINTENDENT PROFILE

The Board of Education is seeking an educational leader of the highest professional and personal integrity who will put students at the center of decision-making while building upon Unatego's strong foundation.

We are looking for a superintendent who is:

- **Student-centered**, consistently placing the needs and success of students at the forefront of decisions.
- A **confident, humble, and principled leader** who leads with integrity and places the needs of students, staff, and the district above personal interests.
- An **exceptional communicator and listener** who is visible, approachable, transparent, and able to build trusting relationships with students, staff, families, the Board, and community.
- **Proactive and solutions-oriented**, with the foresight and common sense to anticipate challenges, address issues early, and keep the district moving forward.
- **Fiscally responsible and goal-oriented**, balancing educational excellence with responsible stewardship of community resources.
- **Versatile and adaptable**, capable of leading effectively through change while respecting Unatego's culture, traditions, and strengths.
- **Patient, kind, respectful, and collaborative**, with the ability to bring people together around shared goals.
- A **strong organizational and instructional leader** who supports, develops, and empowers staff while maintaining high expectations and accountability.

OUR MISSION STATEMENT

It is our mission to provide opportunities for students to achieve their personal best, become responsible and productive citizens, and embrace lifelong learning in a safe and positive environment.

We believe all children can learn and excel, and that every child deserves a quality education in which individual needs are met, supported, and challenged.

"Home of the Spartans"

THE DISTRICT

The Unatego Central School District serves approximately **750 students** from the communities of Otego and Unadilla and surrounding areas in Otsego and Delaware Counties. Our students are served through an elementary school in Unadilla and a middle/high school campus in Otego.

Unatego combines the close relationships and individual attention of a small rural district with a broad range of academic, athletic, artistic, and extracurricular opportunities. Supported by an experienced and dedicated staff, engaged families, and communities that take great pride in their schools, Unatego is committed to preparing every student for success in college, career, and life.

ADMINISTRATION & SUPPORT

Unatego Central School District employs **94 certified staff members and 89 support staff members**. District leadership includes:

- Three Building Principals
- Director of Facilities/Transportation
- Director of Instruction
- Technology leadership
- Director of Special Programs
- School Business Official

The district is governed by a seven-member Board of Education, with each member serving a three-year term.

THE OPPORTUNITY

The next Superintendent of the Unatego Central School District will have the opportunity to lead a district with strong community support, dedicated faculty and staff, upgraded facilities, diverse academic and extracurricular opportunities, and a proud tradition of putting students first.

Unatego seeks a leader who will become an active part of our school community, build strong relationships, listen to and engage stakeholders, responsibly steward district resources, and work collaboratively with the Board of Education, staff, families, and community to build upon the district's strengths.

For the right leader, Unatego offers an opportunity to make a meaningful and lasting difference in a community where **students are known, relationships matter, and being a Spartan means something**.

DISTRICT HIGHLIGHTS

Unatego provides a comprehensive PK-12 educational experience focused on academic opportunity, student support, health and wellness, and involvement beyond the classroom.

Highlights include:

- Recently renovated and upgraded facilities through a **\$30 million capital project and Energy Performance Contract**.
- **22 concurrent-enrollment college courses and six Advanced Placement courses**, providing extensive opportunities for students to earn college credit.
- **One-to-one technology** supporting teaching and learning throughout the district.
- **A fully staffed K-8 Multi-Tiered System of Supports (MTSS) program**.
- Award-winning **arts, music, and drama programs**.
- A proud tradition of **competitive and championship interscholastic athletics**.
- Numerous **clubs, organizations, and extracurricular opportunities** that encourage students to connect, lead, and grow.
- A new **School-Based Health Center partnership with Bassett Healthcare Network**, expanding access to student health and wellness services.
- Strong parent and community organizations supporting students academically, athletically, artistically, and socially.
- A dedicated, experienced, and stable staff committed to students and the Unatego community.

COMMUNITY & REGION

Our Location

The Unatego Central School District is located in the scenic Susquehanna River Valley of Central New York.

The district serves the **Towns of Otego and Unadilla; portions of the Towns of Laurens, Butternuts, and Oneonta in Otsego County; and a portion of the Town of Sidney in Delaware County.**

With convenient access to Interstate 88 and Route 7, the district offers the character and comfort of small-town living while remaining approximately 10 miles from Oneonta and within easy driving distance of Cooperstown, Binghamton, Albany, and the greater Capital Region.

The area's central location provides residents access to higher education, healthcare, shopping, dining, cultural attractions, and outdoor recreation while preserving the benefits of a close-knit rural community.

A Strong Sense of Community

Being a Spartan means being part of a community that shows up for its students.

Families, staff, alumni, local organizations, and residents share a strong sense of pride in Unatego and actively support students in the classroom, on athletic fields, on the stage, and throughout the community. Well-established parent and community organizations, including athletic boosters and Dollars for Scholars, are examples of the partnerships that strengthen the student experience.

That connection between school and community is one of Unatego's greatest strengths. In our district, students are known, relationships matter, and the success of our young people is truly a community effort.

An Outstanding Quality of Life

The Unatego community offers the quality of life associated with small-town Central New York: welcoming neighborhoods, beautiful rural surroundings, outdoor recreation, and a pace of life that allows families to become part of their community.

Residents enjoy convenient access to nearby Oneonta and Cooperstown, including restaurants, shopping, healthcare, colleges, cultural attractions, and year-round recreation. The region offers the opportunity to live and lead in a close-knit community while remaining connected to many of the educational, cultural, recreational, and professional resources of Central New York.

2026 GRADUATE PROFILE

Unatego is committed to preparing students for a variety of pathways following graduation.

Graduation Rate	98%
Regents Diplomas	81%
Local Diplomas	17%
Enrolling in four-year colleges/universities	38%
Enrolling in two-year colleges	20%
Entering Military Service	5%
Entering trade school or employment	31%
Undecided post-graduation plans	6%
These outcomes reflect Unatego's commitment to preparing students for college, career, military service, skilled trades, and other pathways to future success.	

2026 FINANCIAL DATA

Unatego is committed to maintaining educational excellence while demonstrating responsible stewardship of community resources.

School Budget	\$26,324,065
Assessed Value	\$333,737,154
Tax Rate per \$1,000	\$23.56
Building Aid Ratio	89.1%
Foundation Aid Ratio	73.2%
Indebtedness as of June 30, 2026	
• Outstanding Bonds	None
• Bond Anticipation Note (BAN) Payable	\$23,927,651

BOARD OF EDUCATION

NAME	POSITION	TERM EXPIRES
James M. Salisbury	President	6/30/2027
Byron McMichael	Vice President	6/30/2029
Brian Davis	Member	6/30/2029
Matthew Downey	Member	6/30/2027
Janette Johnson	Member	6/30/2027
Jilene Nordberg	Member	6/30/2028
Cindy O'Hara	Member	6/30/2029
Jason Ostrander	Student Representative	6/30/2027