

**ALLAN R. BERRY**

39 Allen Street  
Brockport, New York 14420-2263  
585.802.1531  
[aberry@rochester.rr.com](mailto:aberry@rochester.rr.com)

**PROFESSIONAL SUMMARY**

**SCHOOL DISTRICT ADMINISTRATOR**

A school administrator (retired) with broad-based skills and experience in personnel administration and school-community relations. A highly effective communicator and facilitator with a strong record of achievement in developing collaborative partnerships throughout a school district and community.

**EXPERIENCE**

**SCHOOL LEADERSHIP, LLC 2011-Present**

**Consultant** [2011-Present]

Conducted Superintendent searches

**BERRY CONSULTING SERVICES, LLC 2002-Present**

**Consultant** [2002-Present]

Providing consulting services to school districts.

*Accomplishments/Responsibilities:*

- Provided interim leadership for the Office of Human Resources of the Brockport, Fairport, Hilton, Webster and West Irondequoit Central School Districts and the Monroe 2 – Orleans BOCES.
- Conducted research for the law firm of Harter, Secrest and Emery, LLC relating to claims of employment discrimination in the Greece Central School District.
- Provided training for supervisory staff of the Byron-Bergen and Williamsville Central School District relating to staff recruitment, selection and retention.
- Conducted a contract analysis for the Byron-Bergen, Churchville-Chili and the Williamsville Central School Districts.
- Conducted a sexual harassment investigation for the Williamsville Central School District.
- Negotiated employee contracts for the Brockport, Kendall Central School Districts and the Monroe 2 – Orleans BOCES.
- Served as a hearing officer for student disciplinary hearings in the Attica, Brockport, East Aurora, Fairport, Kendall, and West-Irondequoit Central School Districts.

— Provided guidance in the implementation of a “reduction in force” plan for the Kendall Central School District.

— Provided human resource planning and consultation services for the Brockport, Byron-Bergen, Churchville-Chili, Hilton, Kendall, Pittsford and Williamsville Central School Districts.

— Participated in the strategic planning process by conducting a review of the effectiveness of the committee structure of the Pittsford Central School District.

— Provided policy development services to the Brockport and Kendall Central School Districts.

— Analyzed Superintendent/Board communication in the Clyde-Savannah Central School District.

— Served as a hearing officer for an employee grievance hearing for the West Irondequoit and Pittsford Central School Districts.

— Served as a hearing officer for a Section 75 Civil Service hearing for the Gates Chili Central School District

— Conducted a benchmarking study of administrative styling, class size and world languages program for the Williamsville Central School District.

**SUNY BROCKPORT 2003-2005**

**Adjunct Instructor** [2003-2005]

Served as an instructor in the Department of Educational Administration.

**BROCKPORT CENTRAL SCHOOL DISTRICT 1969-2009**

**Acting Superintendent of Schools** [February and March 2004 and August 2009]

**Director of Personnel and School Community Relations** [1986-2002]

Comprehensive responsibility for the direction and day to day administration of the District’s Office of Personnel and School Community Relations. Retired August 1, 2002.

*Accomplishments/Responsibilities:*

— Served as a member of the District negotiations team for contracts with administrator, teacher and non-teacher labor unions.

— Oversaw the administration of negotiated agreements for administrators, teachers, and non-teaching personnel.

— Initiated an Employee Assistance Program.

— Initiated a Flexible Spending Plan.

— Developed a comprehensive Personnel Procedure Manual.

— Served as the District Title IX and sexual harassment compliance officer.

- Conducted sexual harassment training for students and employees.
- Served as the District Civil Service Appointing Officer.
- Chaired the Board of Education Policy Subcommittee.
- Oversaw the complete revision of the Board of Education Policy Manual (1986, 2000, 2004).
- Initiated a New Teacher Training program.
- Initiated (with the assistance of a union colleague) a highly successful Labor Management Committee designed to improve communication between the District and the labor union serving non-teaching personnel.
- Initiated an employee attendance policy.
- Implemented an automated substitute calling/employee attendance system.
- Planned and implemented a successful public relations program to pass numerous bond issues for the purpose of building an elementary school and renovating district buildings, grounds etc.
- Assisted in oversight of a capital project to construct a new elementary school.
- Initiated a vehicle accident policy.
- Conducted student disciplinary hearings.
- Served as a member of the Governance Board of the Urban-Suburban Interdistrict Transfer Program.
- Served as a member of the first Think About Teaching Architect Committee 2001 sponsoring a conference designed to promote careers in education for area minority students.
- Served as the Think About Teaching Architect Committee Chair 2002 sponsoring a conference designed to promote careers in education for area minority students.
- Oversaw the development and implementation of the employee evaluation program for all certificated and non certificated employees.

**Dean of Faculty and Student Services [1983-1986]**

A teacher on special assignment responsible for improving school climate in a grade 9-12 high school through the enhancement of student activities and faculty support.

**Teacher [1969-1983]**

A tenured social studies teacher responsible for planning and implementing a program of social studies instruction in a grades 9-12.

**EDUCATION/CERTIFICATION**

**State University of New York at Brockport 1970-1981**

- Certificate of Advanced Study [1981]
- Master of Science in Education [1979]
- Certification:
  - NYS School District Administrator [1980]
  - NYS Social Studies 7-12 [1969]

**Bloomsburg State College 1965-1969**

- Bachelor of Science in Education [1969]
- Certification:
  - PA Comprehensive Social Studies [1969]

**REFERENCES**

**James C. Fallon**

Retired Superintendent of Schools  
 Brockport Central School District  
 585.637.5459

**Howard S. Smith, Ed.D.**

Retired Superintendent of Schools  
 Williamsville Central School District  
 716.949.2013

**Mary Alice Price**

Superintendent of Schools  
 Pittsford Central School District  
 585.267.1004

**Robert C. Conrad, Ed.D.**

Retired Assistant Superintendent for  
 Instruction and Personnel  
 Brockport Central School District  
 585.352.4737  
 585.402.9261

**Scott Martzloff, Ed.D.**

Superintendent of Schools  
 Williamsville Central School District  
 716.626.8005