

## Allan R. Berry

### Profile

Allan Berry serves as the senior consultant and president of Berry Consulting Services, LLC which he founded in 2003. In addition to his work with Berry Consulting Services he has assisted boards of education and school districts in conducting superintendent searches through School Leadership, LLC.

Mr. Berry retired as the Director of Personnel and School Community Relations from the Brockport Central School District in 2002 after a thirty three year career in the District that included work as a high school social studies teacher and Dean of Faculty and Student Services.

Mr. Berry has been a member of the faculty in the Department of Educational Administration at The College at Brockport. In addition, his consulting work has provided a wide range of services to school districts and boards of education in western New York. His career in education has spanned more than forty years.

### Education

Certificate of Advance Study in Educational Administration,  
State University of New York at Brockport  
Master of Science in Education,  
State University of New York at Brockport  
Bachelor of Science in Education,  
Bloomsburg State College, Pennsylvania

## John P. Schiess

### Profile

John Schiess has served as a consultant with Berry Consulting Services, LLC since 2011.

Mr. Schiess retired as the Assistant Superintendent for Human Resources from the Pittsford Central School District in 2011 (nine years) after serving as Director of Technology (three years). His prior experience includes work as a Teacher of General and Special Education (sixteen years), Training Specialist (six years), and Director of Management Information Systems (two years) for the Rochester City School District.

Mr. Schiess has served as adjunct faculty at the Monroe Community College and the University of Rochester. His career in education has spanned more than thirty-five years.

### Education

Professional in Human Resources,  
Society for Human Resource Management  
Certificate in Labor Relations,  
Cornell Industrial and Labor Relations School  
Master of Science in Education,  
Nazareth College  
Bachelor of Science in Education,  
State University of New York at Geneseo

## Michael J. DeMott

### Profile

Mike DeMott has served as a consultant with Berry Consulting Services, LLC since 2011. He also served as Interim Director of Human Resources for the Wayne Central School District in 2012 and 2013.

Mr. DeMott retired after twelve years as the Director of Human Resources for the Victor Central School District in 2011. His prior experience includes work as Assistant Director of Human Resources for the Rush-Henrietta Central School District (six years), Senior Personnel Technician for the Monroe County Human Resources Department (twelve years), and Social Studies Teacher for the St. Thomas Apostle School (four years).

Mr. DeMott's career in human resources has spanned more than thirty-five years.

### Education

Master of Science in Public Administration,  
State University of New York at Brockport  
Master of Science in Teaching,  
State University of New York at Binghamton  
Bachelor of Science in Political Science and History,  
Siena College

## Robert C. Conrad

### Profile

Bob Conrad has served as a consultant with Berry Consulting Services, LLC since 2007.

Dr. Conrad retired as the Assistant Superintendent for Instruction and Personnel from the Brockport Central School District in 2007. He had previously worked for the Greece Central School District as an elementary teacher (ten years), administrative intern (three years) and elementary principal (seventeen years).

Dr. Conrad has been a member of the faculty in the Department of Educational Administration at The College at Brockport. His career in education has spanned more than forty years.

### Education

Doctor of Education,  
University of Rochester  
Master of Science in Education,  
State University of New York at Brockport  
Bachelor of Science in Education,  
State University of New York at Oswego

## Donald F. Pallozzi

### Profile

Don Pallozzi has served as a consultant with Berry Consulting Services, LLC since 2016.

Mr. Pallozzi retired from Greece Central School District in 2013 as a school counselor (25 years) and as administrative intern (1 year). During his time in Greece he served for 8 years as President of the Greece Teachers Association. He had previously worked for Community Counseling Services, Schenectady New York (three years), St. Joseph's Villa of Rochester (two years) and Genesee Wyoming BOCES (two years). He served in the United States Air Force and was honorably discharged in 1977.

Mr. Pallozzi's work with the Greece Teachers Association involved extensive experience in collective bargaining, arbitration and fair-dismissal proceedings.

Prior to entering public education Mr. Pallozzi worked as Assistant Director of Community Counseling Services, a substance abuse out-patient facility in Schenectady, New York.

### Education

Certificate of Advanced Study, Counselor Education,  
 State University of New York at Brockport  
 Master of Science in Education (school counseling),  
 State University of New York at Brockport  
 Master of Science in Education (school administration),  
 Canisius College  
 Bachelor of Science, Psychology,  
 State University of New York at Oneonta

## Kim A. Kirsch

### Profile

Kim Kirsch began her service as a consultant with Berry Consulting Services, LLC in 2017.

Previously Dr. Kirsch served for ten years as Assistant Superintendent for Human Resources for the Williamsville School District, following ten years at Monroe 2 Orleans BOCES as Director of Human Resources (five years) and Special Education Supervisor (five years). Her prior experience includes work as Day Treatment Principal for the prestigious Falk School in Buffalo (three years), Assistant Superintendent for Personnel in the Auburn City Schools (three years) and Personnel Assistant (three years) for the Liverpool Central School District.

Kim Kirsch is a certified Myers-Briggs Instructor and completed training in Washington, D.C. at the Body Language Institute. In 2017 she served as President of the New York State Association of School Personnel Administrators and has been a member of the Executive Board of that organization since 2013. She has also been a Part 83 Hearing Panelist for the NYS Education Department since 2010.

Dr. Kirsch has served as adjunct faculty at University of Buffalo and Niagara University. Her career in education has spanned 28 years.

### Education

Doctor of Education in Educational Leadership,  
 Syracuse University  
 Certificate of Advanced Studies in Educational Administration,  
 State University of New York at Cortland  
 Master of Science in Human Resource Management & Development,  
 Chapman College  
 Bachelor of Arts,  
 State University of New York at Buffalo