

# Announcement of Vacancy Superintendent of Schools

Cleveland Hill  
Union Free School District

105 Mapleview Road  
Cheektowaga, NY 14225

[www.clevehill.org](http://www.clevehill.org)



## About the District

The Cleveland Hill School District is a small district located in the suburban community of the Town of Cheektowaga, a first-ring suburb of Buffalo, New York. The western border of the district is the City of Buffalo. Nearly all the property in the district is residential with very little commercial and no industrial property.

Cleveland Hill is a single campus district educating 1,365 students with one elementary, one middle and one high school located on a 28-acre site in the center of the district.

Our students are racially and ethnically diverse: 39.8% are White, 32.5% are African-American, 5.5% are Hispanic, 13% are Asian, 8.1% are Multiracial, .6% are American Indian and .14% are Pacific Islander. A small minority of students are recent immigrants. This diverse population presents the district with a rich mix of students.

Cleveland Hill is proud of our investment in technology. We have moved to a 1-to-1 device to student ratio, UPK through grade twelve. This has enabled our students to get the most out of learning both in-person and at home.

The Student Support Department works diligently to meet the social/emotional needs of both the student body and their families. District psychologists, school counselors and social workers meet with parents and students alike, in the school setting, home setting and at the Cleveland Hill Family Resource Center.

Music and athletics have always been areas of high interest for students and the community. Instrumental music lessons begin for students in fourth grade, and there is a band and chorus from fourth to twelfth grade. Our student musicians have received a number of awards for performance and we offer a full complement of competitive interscholastic athletics.



## Our Mission

It is the mission of the Cleveland Hill School District to educate and prepare each student to succeed in a changing world.

## Our Vision

It is the vision of the Cleveland Hill School District to provide the opportunities and challenges for each student to succeed as a lifelong learner in a changing world. The District values and supports a highly trained and committed workforce, continually evaluating and improving their own and student performance. The District recognizes its role as a key contributor to the social, civic and economic foundation of this community. To achieve this vision, we must engage the hearts and minds of our students, their parents, staff, residents and the greater school community. Parental participation and expanded partnerships will remain a top priority.

## The Community

Cleveland Hill is a charming, close-knit community where generations of families have put down roots. This welcoming neighborhood offers a mix of classic post-WWII homes, modern apartments, and a few upscale properties. Originally built to support Cheektowaga’s thriving industries, it remains a vibrant hub for hardworking, middle-class families. The heart of the community lies in its schools, churches, volunteer fire department, and local parks. With a strong sense of tradition and neighborly spirit, Cleveland Hill is more than a place to live – it’s a community where everyone belongs.



## The District Budget

The 2024-2025 budget is \$40,956,637. Local tax base through the tax levy supports 33.3% of the school district budget, with the district receiving \$22,419,096 of its funds from state aid. The tax levy increase has averaged 1.3% over the past five years. The Cleveland Hill community has strongly supported the district’s budget by approving budgets each year over a more than 28-year period of time. The 2024-2025 budget had a passing percentage of 73.7%.

## Board of Education

A five-member Board of Education oversees the operations of the Cleveland Hill Union Free School District. Members of the Board are elected to serve three-year terms of office. The Board of Education meetings are held twice a month. Board members are:

- Robert C. Polino, *President*
- Paul F. Kunkel, *Vice President*
- Julie McNeil, *Trustee*
- Michael Montoro, *Trustee*
- Dr. Bonnie Vest, *Trustee*



## Points of Pride

- **Small but Mighty** – Cleveland Hill’s size allows for a personalized, student-centered approach.
- **Elementary School (Pre-K–5)** – Engaging programs and multi-tiered support foster academic, social, and emotional growth.
- **Middle School (6–8)** – A nurturing environment with hands-on, project-based learning and character development.
- **High School (9–12)** – College-credit courses, career programs, and Freshman Seminar build future-ready skills.
- **Extracurricular Excellence** – Athletics, clubs, and competitions encourage growth beyond the classroom.
- **Inclusive & Supportive Community** – A diverse, welcoming school culture where students “Soar Toward Success.”





## TIMELINE FOR SELECTION

- **Application Deadline**  
March 10, 2025  
*close of business*
- **Initial Interview with Board**  
March 26 & 31, 2025
- **Finalist Interviews**  
April 7-11, 2025
- **BOE Appointment**  
April 23, 2025
- **Expected Start Date**  
July 1, 2025

### Scan to Access Application



[www.e1b.org/clevelandhillsearch](http://www.e1b.org/clevelandhillsearch)

### Connect with the Cleveland Hill School District

[www.clevehill.org](http://www.clevehill.org)



*Cleveland Hill School District is an Equal Opportunity Employer.*

## Application Process

The Board of Education is being assisted in this *hybrid* search by Dr. Michael Capuana, District Superintendent of Erie 1 BOCES. Applicants should not make direct contact with Board of Education members. All communication and applications should be directed to:

Michael Capuana, Ed.D., District Superintendent  
Erie 1 BOCES  
355 Harlem Road, West Seneca, NY 14224-1892  
(716) 821-7002  
E-mail: [mcapuana@e1b.org](mailto:mcapuana@e1b.org)



Qualified and interested applicants should submit the following information by close of business on March 10, 2025:

- letter of interest
- current resume
- completed signed application found on [www.e1b.org](http://www.e1b.org)
- professional credentials/certificates
- placement file containing academic transcripts
- at least (4) current letters of recommendation

## Candidate Profile

The Cleveland Hill Union Free School District (UFSD) is seeking an educational leader with the following experience and attributes:

- Valid NYS certification as a School District Leader (SDL) or School District Administrator (SDA)
- Successful experience as a Teacher, Principal, Central Office Administrator, or Superintendent
- Strong academic leader with expertise in instructional programming for student success
- Experience working with diverse socioeconomic, ethnic, and cultural backgrounds
- Outstanding communicator with an open, honest style
- Engaging and highly visible in schools and the community
- Leadership built on integrity, trust, and strong relationships
- Collaborative decision-maker who values stakeholder input
- Delegates effectively while maintaining vision and accountability
- Experience in collective bargaining negotiations and implementation
- Approachable, transparent, and receptive to feedback
- Committed to the district's long-term growth and success

## Compensation

A three-year contract will be offered with a minimum starting salary of \$200,000 with consideration given for preparation, qualifications, experience, and record of accomplishments. An attractive benefits package will be added.