

Las Cruces Public Schools Online Application

Perez, Carlos - AppNo: 28570

Date Submitted: 7/27/2016

Personal Data

Name: Mr. Carlos R Perez Jr.
 (Title) (First) (Middle Initial) (Last) (Suffix)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: (Title) (First) (Middle Initial) (Last) (Suffix)

Email Address: (Title) (First) (Middle Initial) (Last) (Suffix)

Postal Address

Permanent Address

Number & Street:
 Apt. Number:
 City: Lake Ronkonkoma
 State/Province: NY
 Zip/Postal Code: 11779
 Country: United States of America
 Daytime Phone:
 Home/Cell Phone:

Present Address

Number & Street:
 Apt. Number:
 City:
 State/Province:
 Zip/Postal Code:
 Country:
 Phone Number:

Employment Desired

Closed Vacancy Desired:

JobID: 4878 **Superintendent:** Superintendent at Administration Building

Date Last Submitted
7/27/2016

Experience in Similar Positions
6 years

Experience

Please list ALL WORK experience beginning with the most recent.

Current or Most Recent Position		Employer Contact Information		Supervisor/Reference Contact Information	
Amityville UFSD Assistant Superintendent for Human Resources		Amityville, NY 11779 6315656000		Mary Kelly 6315656000 mkelly@amityvilleufsd.org	
Date From - Date To:	08/2015 - 03/2016	Full or Part Time:	Full		
Reason for Leaving:	Professional decision				
Responsibilities/Accomplishments at this Position	executive Cabinet member with experience in negotiating new collective bargaining agreements Orchestrated daily HR functions supporting over 800 employees and 5 HR staff members Devised all staffing and human resources practices Responsible for the recruitment and hiring of all new staff Maintained appropriate levels of transparency in organizational practices Created strategy for a culture that fosters efficient and effective interactions and decision-making Responsible for the implementation of all federal and local laws, e.g. FMLA, Workers Compensation, ADA Liaison to the Board of Education in all HR related matters Oversee HR issues involving legal and financial risk Advisor to executive cabinet on strategic HR issues as a factor in district decision-making Effectively facilitated staff professional development programs Oversees critical large-scale organizational changes with the support of all stakeholders				

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Date Submitted: 7/27/2016

Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Roslyn UFSD Assistant Superintendent for Human Resources & Administration		Roslyn, NY 11563		Dr. Dan Brenner	
Date From - Date To:	07/2011 - 06/2015	Full or Part Time:	Full		
Reason for Leaving:	Position abolished				
Responsibilities/Accomplishments at this Position	<p>Dedicated executive Human Resources officer for over 800 part-time, full-time, certified and classified employees</p> <p>Leadership executive/partner with C O/Superintendent, CFO, and executive Board members</p> <p>Helped develop internal growth, expand/build people and process capabilities, create/drive a culture of continuous improvement and operational excellence, and strengthen the business alignment of the HR function</p> <p>Identified areas for function centralization and best practices during district restructuring.</p> <p>Slashed payroll/benefits administration costs by 30% by successfully negotiating new collective bargaining agreements that negotiated pricing fees, while ensuring the continuation and enhancement of services.</p> <p>Improved staff attendance by 52% by creating an environment of staff accountability using employee attendance data when dealing with employee attendance concerns.</p> <p>Lowered the cost of paper & ink by 35% by moving the HR setting to a digital environment, digitizing all employee files, correspondence and staff notifications.</p> <p>Developed and implemented new employee orientation week-long program</p> <p>Established communication programs to update employees and management on new programs and changes within the organization</p> <p>Updated and implemented employee handbooks in order to keep them in compliance and current</p> <p>Developed and implemented recruiting program, including Internet recruiting and developing pre-employment/post-offer background searches that helped to assure fit between candidates and jobs.</p>				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Hempstead UFSD Principal		Hempstead, NY 11599		Julius Brown	
Date From - Date To:	08/2010 - 07/2011	Full or Part Time:	Full		
Reason for Leaving:	Accepted Assistant Superintendent Position				
Responsibilities/Accomplishments at this Position	<p>Provided leadership with oversight for five direct reports and 120 employees.</p> <p>Accountable for development and implementation of an annual school budget of \$300,000</p> <p>Recruitment and interviewing of all new staff</p> <p>Supervision and evaluation of all staff</p>				

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Date Submitted: 7/27/2016

Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
William Floyd UFSD Associate Principal		Mastic Beach, NY 11770		Robert Feeney	
Date From - Date To:	12/2007 - 08/2010	Full or Part Time:	Full		
Reason for Leaving:	Accepted Principal position				
Responsibilities/Accomplishments at this Position	Responsible for supervision of 240 teachers/staff members and 850 students. valuation of all staff Recruitment and interviewing of all new staff				

Education

Please tell us about your educational background beginning with the most recent.

High School Attended: Central Islip High School, Central Islip NY
Graduation Status: H.S. Diploma

Colleges, Universities and Technical Schools Attended:

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected
MA - Northeastern University	06/2009 01/9999	Educational Leadership Hrs: 45	Hrs:	Doctor of Education	01/9999
NY - State University of New York, Stony Brook	06/2006 08/2007	School District Administration Hrs:	Hrs:	Certification	08/2007
NY - Hofstra University	02/1999 05/2002	Physical Education Hrs: 36	Hrs:	Masters	05/2002
NY - Long Island University, C.W. Post Campus	09/1993 05/1996	Music Education Hrs: 128	Hrs:	Bachelors	05/1996
Suffolk Community College	09/1990 05/1993	Music Hrs: 68	Hrs:	Associates	05/1993

Overall GPA	Undergraduate	Graduate
Major GPA		
Highest Degree Attained	Number of graduate hours beyond your highest degree:	Grad Program Of Study
Ed.D/Ph.D/etc.		Educational Leadership

List honors, awards or distinctions you have earned:

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Certification

Do you hold National Board for Professional Teaching Standards certification? **No**

Do you hold or anticipate a New Mexico certificate? **No**

* Have you applied for a New Mexico certificate? **No**

* List the date you applied for certification:

* Have you received a deficiency statement? **No**

If pending, date test taken

* Have you passed the Basic Skills Exam? **No**

* Have you passed the Content Area Exam? **No**

Do you hold a current out-of-state certificate? **No**

State	Type	Certificate Number	Expiration Date	Current?
NY	School District Administration	1288529		Yes

List your out-of-state certified teaching/administration fields:

School District Administration, Physical Education, Music Education

Language Skills

Do you know any language other than English? **Yes**

Language(s): Spanish

Oral Level: Fluent

Written Level: Fluent

Referrals

How did you hear about employment with us?

Other: www.topschooljobs.com

Additional Information

List any additional information which will help in determining your professional qualifications for a position.

Upload any additional documents.

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Disclosures

Contract Status

* Are you currently under contract?

No

If Yes, which district?

If Yes, when does it expire?

Professional Status

* Have you ever had a teaching certificate or teaching license revoked or suspended?

No

If Yes, explain:

* Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment?

No

If Yes, explain:

* Are you a relative of any board member, administrator, or supervisor who is currently serving the School District?

No

Name:

Position:

Relationship:

* Can you perform all the essential job function(s) of the position(s) for which you are applying?

Yes

Legal Information

Please note: Applicants are not obligated to disclose sealed or expunged records.

* Can you provide documentation that you can legally work in the United States for the entire school year?

Yes

* Have you ever been convicted of a criminal offense other than a minor traffic violation?

No

If yes, explain, giving dates:

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

* Have you ever had any indicated finding of child abuse filed in your name?

No

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Legal Information continued

If yes, explain, giving dates:

* Does your name appear on any Sex Offender Database in any state or country?

No

Equal Opportunity Employer

Las Cruces Public Schools is an Equal Opportunity Employer. Las Cruces Public Schools ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. Las Cruces Public Schools has a policy of active recruitment of qualified minority teachers and non-certified employees. Any individual needing assistance in making application for any opening should contact the Department of Human Resources.

Applicant's Acknowledgment and Agreement, Authorization, Waiver, and Release

I hereby certify that the information contained in this application is true, accurate and complete, to the best of my knowledge and belief. I understand and agree that any misrepresentation or willful omission of facts shall be sufficient cause for disqualification of my application or for termination of my employment. Failure to provide all or part of the information requested may result in the refusal of the Las Cruces Public Schools District to further consider me for possible employment.

I hereby authorize the Las Cruces Public Schools District and its agents to investigate my work history and education history and to conduct personal inquiries. I understand that the Las Cruces Public Schools District will send a copy this Agreement and Authorization to each individual or entity from whom it is seeking a reference or background information.

I hereby authorize the party receiving a copy of this signed form (including a photocopy or facsimile copy) to provide and release complete information as may be requested, and I hereby waive any claim of confidentiality I might have with regard to such information.

I hereby release any person or entity providing information or records in accordance with this Agreement, Authorization, Waiver, and Release from any and all claims or liability for compliance.

I AM ALSO WAIVING ANY RIGHT OF ACTION, CAUSE OF ACTION OR OTHER MEANS OF REDRESS I MAY HAVE AGAINST ANY PERSON OR ENTITY SUPPLYING EMPLOYMENT-RELATED INFORMATION--INCLUDING BUT NOT LIMITED TO INFORMATION CONCERNING MY BACKGROUND, WORK HISTORY, AND DISCIPLINARY HISTORY--TO THE LAS CRUCES PUBLIC SCHOOLS DISTRICT UNDER A GUARANTEE OF CONFIDENTIALITY.

I understand and agree that if I am considered as a finalist for, or I am actually recommended for employment, I will submit to a criminal background investigation, including mandatory fingerprinting, at my expense, to determine my acceptability for employment. Criminal convictions shall not automatically bar an applicant from obtaining employment with the School District, but pursuant to the Criminal Offender Employment Act of New Mexico (NMSA 1978, 28-2-1, et seq.), such convictions may be the basis for refusing employment. I understand that any employment offer is contingent upon the satisfactory completion of all background checks.

I understand that the information contained in this application and the information submitted by me or obtained pursuant to this agreement and authorization is confidential, for the exclusive use of the Las Cruces Public Schools District and its agents for employment decisions, and will not be transferred to any other entity without my written authorization unless required to be disclosed upon request by either New Mexico or federal law.

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Applicant's Acknowledgment and Agreement, Authorization, Waiver, and Release continued

I, Carlos Perez, agree to all of the terms above.

I agree

University of the
Education



State of New York
Department

Public School Teacher Certificate

This certificate, valid for service in the public schools, is granted to the person named below who has satisfied the requirements prescribed by the State Education Department.

CARLOS R. PEREZ

Certification Area: **School District Administrator**

*Form: **PERMANENT**
(over)

Effective Date: **09/01/2007**

Certificate Number: **1288529**

Control Number: **162755071**

Given under the authority of
the State Education Department

Lahanna Duncan-Pittier
Senior Deputy Commissioner of Education - P-16

R. Howard Miller
Commissioner of Education

University of the
Education



State of New York
Department

Public School Teacher Certificate

This certificate, valid for service in the public schools, is granted to the person named below who has satisfied the requirements prescribed by the State Education Department.

CARLOS R. PEREZ, JR.

Certification area: **PHYSICAL EDUCATION**

*Form: **PERMANENT**
(over)

Certificate number: **088584453**

Effective date: **09/01/02**

Control number: **162988021**

Given under the authority of
the State Education Department

Charles C. Mackey, Jr.
Administrator, Teacher Certification

Richard P. Mills
Commissioner of Education

University of the
Education



State of New York
Department

Public School Teacher Certificate

This certificate, valid for service in the public schools, is granted to the person named below who has satisfied the requirements prescribed by the State Education Department.

CARLOS R. PEREZ JR.

Certification area: **MUSIC**

*Form: **PERMANENT**
(over)

Effective date: **09/01/02**

Certificate number: **088584453**

Control number: **580157051**

Given under the authority of
the State Education Department

Jahanna Duncan-Fisher
Deputy Commissioner

Office of Higher Education and Office of Professions

Richard P. Mills
Commissioner of Education

University of the
Education



State of New York
Department

Public School Teacher Certificate

This certificate, valid for service in the public schools, is granted to the person named below who has satisfied the requirements prescribed by the State Education Department.

CARLOS R. PEREZ

Certification Area: **School Attendance Teacher**

*Form: **PROVISIONAL**
(over)

Certificate Number: **1288529**

Effective Date: **09/01/2007** TO **08/31/2012**

Control Number: **162693071**

Given under the authority of
the State Education Department

Lahanna Aucant-Pitier
Senior Deputy Commissioner of Education - P-16

R. Howard Mills
Commissioner of Education

CARLOS PEREZ, JR.

Dear Esteemed Board of Education Members,

It is with great pleasure that I am applying for your recently posted Human Resources position. My education and experience as a teacher, building administrator and district office administrator make me an excellent candidate for this position. I am enthusiastic and prepared to contribute my knowledge to your district. With experience supervising teachers, staff development and team building, I have begun the process of exceeding faculty goals through effective internal and external communication.

You will find the enclosed résumé covers past accomplishments and imperative skills in detail, but here is a summary of what I have to offer your district;

- **Leadership:** The ability to promote the philosophy of the district; provide team-building, leadership; promote multicultural awareness, gender sensitivity and racial and ethnic appreciation; make informed, objective judgments; create an effective staff development plan; and engage in continuing professional development.
- **Team Management:** I have trained, mentored, and evaluated teams across multiple departments and functions.
- **HR/Administrative Competence:** The talent to maintain a safe, respectful, positive, and effective work and learning environment; evaluate staff performance; monitor financial procedures and record retention.

What the enclosed résumé cannot explain is my uncompromising view that all students can learn, given a positive learning atmosphere that welcomes exploration and enhances student confidence. It is my belief that an educator's mission is to make school enjoyable and exciting. If students look forward to attending school they will learn. This is what I can bring to your school district.

Best regards,

Carlos Pérez, Jr.

Carlos R. Pérez Jr.

Academic Transcript

Carlos Perez
Jun 10, 2015 12:55 pm



Northeastern University

This is not an official transcript. Courses which are in progress may also be included on this transcript.

[Institution Credit](#) [Transcript Totals](#) [Courses in Progress](#)

Transcript Data

STUDENT INFORMATION

Name : Carlos Perez

Curriculum Information

Primary Program

Doctor of Education

College: Coll of Professional Studies

Major and Department: Education, Col of Professional Studies

Major Concentration: Educational Leadership

***Transcript type:Unofficial Web is NOT Official ***

INSTITUTION CREDIT -Top-

Term: Summer 2009 CPS-Quarter

Academic Standing: Good Standing

Subject	Course	Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R	CEU Contact Hours
EDU	7700	GP	Soc/Cultl Analysis of Ed Systs						
EDU	7201	GP	Glbl/Hist Perspectives On Educ						

Term Totals (CPS - Graduate)

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
Current Term:						
Cumulative:						

Official Transcript

Term: Fall 2009 CPS Quarter

Academic Standing: Good Standing

Subject	Course	Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R	CEU Contact Hours
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EDU	7203	GP	Ethical Decision Making for Ed						
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EDU	7221	GP	Negotiatn, Mediatn & Arbitratn						
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Term Totals (CPS - Graduate)

Attempt Hours	Passed Hours	Earned Hours	GPA	Quality Points	GPA
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Current Term:

Cumulative:

Unofficial Transcript

Term: Winter 2010 CPS Quarter

Academic Standing: Good Standing

Subject	Course	Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R	CEU Contact Hours
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EDU	7205	GP	Research Processes						
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EDU	7222	GP	Community Engagement						
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Term Totals (CPS - Graduate)

Attempt Hours	Passed Hours	Earned Hours	GPA	Quality Points	GPA
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Current Term:

Cumulative:

Unofficial Transcript

Term: Spring 2010 CPS Quarter

Academic Standing: Good Standing (CPS)

Subject	Course	Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R	CEU Contact Hours
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EDU	7202	GP	Transforming Ed Systems						
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EDU	7215	GP	Data-Driven Decision Making						
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Term Totals (CPS - Graduate)

Attempt Hours	Passed Hours	Earned Hours	GPA	Quality Points	GPA
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Hours Hours Hours Hours Points

Current Term:

Cumulative:

Unofficial Transcript

Term: Summer 2010 CPS Quarter

Academic Standing: Good Standing

Subject	Course	Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R	CEU Contact Hours
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EDU 7205 GP Research Processes

EDU 7220 GP Creating High-Performance Teams

Term Totals (CPS - Graduate)

Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
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Current Term:

Cumulative:

Unofficial Transcript

Term: Fall 2010 CPS Quarter

Academic Standing: Academic Probation (CPS)

Subject	Course	Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R	CEU Contact Hours
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EDU 7212 GP Financial Decsn Mknng for Ed Ldrs

Term Totals (CPS - Graduate)

Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
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Current Term:

Cumulative:

Unofficial Transcript

Term: Winter 2011 CPS Quarter

Academic Standing: Academic Dismissal Over (CPS)

Subject	Course	Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R	CEU Contact Hours
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EDU 7208 GP Theoretcl Found of Ed

Research

EDU 7223 GP COM Challenges for
Educatn Ldrs

Term Totals (CPS - Graduate)

Attempt Passed Earned GPA Quality GPA
Hours Hours Hours Hours Points

Current Term:

Cumulative:

Unofficial Transcript

Term: Spring 2012 CPS Quarter

Academic Standing: Academic Dismissal Over (CPS)

Subject	Course	Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R	CEU Contact Hours
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EDU	7215	GP	Qual & Quant Research Data						
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Term Totals (CPS - Graduate)

Attempt Passed Earned GPA Quality GPA
Hours Hours Hours Hours Points

Current Term:

Cumulative:

Unofficial Transcript

Term: Summer 2012 CPS Quarter

Academic Standing: Good Standing (CPS)

Subject	Course	Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R	CEU Contact Hours
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EDU	0265	CP	Doctoral Writing Workshop				2012 to Aug 25, 2012		
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EDU	0265	CP	Doctoral Writing Workshop				2012 to Aug 25, 2012		
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EDU	7213	GP	Education Entrepreneurship						
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Term Totals (CPS - Graduate)

Attempt Passed Earned GPA Quality GPA
Hours Hours Hours Hours Points

Current Term:

Cumulative:

Term Totals (Continuing Education)

Attempt Hours	Passed Hours	CEU Hours	GPA Hours	Quality Points	GPA
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Current Term:

Cumulative:

Unofficial Transcript

Term: Fall 2012 CPS Quarter

Academic Standing:

Subject	Course Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R CEU Contact Hours
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EDU	8790	GP	Doctoral Thesis Seminar				
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Term Totals (CPS - Graduate)

Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
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Current Term:

Cumulative:

Unofficial Transcript

Term: Spring 2013 CPS Quarter

Academic Standing:

Subject	Course Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R CEU Contact Hours
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EDU	8791	GP	Doctoral Thesis Continuation				
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Term Totals (CPS - Graduate)

Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
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Current Term:

Cumulative:

Unofficial Transcript

Term: Summer 2013 CPS Quarter

Academic Standing: Good Standing (CPS)

Subject	Course Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R CEU Contact Hours
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FDU	8791	GP	Doctoral Thesis Continuation				
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Term Totals (CPS - Graduate)

Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
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Current Term:

Cumulative:

Unofficial Transcript

Term: Fall 2013 CPS Quarter

Academic Standing:

Subject	Course Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R CEU Contact Hours
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EDU	8791	GP	Doctoral Thesis Continuation				
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Term Totals (CPS - Graduate)

Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
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Current Term:

Cumulative:

Unofficial Transcript

Term: Winter 2014 CPS Quarter

Academic Standing:

Subject	Course Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R CEU Contact Hours
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EDU	8792	GP	Doctoral Thesis Continuation				
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Term Totals (CPS - Graduate)

Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
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Current Term:

Cumulative:

Unofficial Transcript

Academic Standing:

Subject	Course Level	Title	Grade	Credit Hours	Quality Points	Start and End Dates	R	CEU Contact Hours
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DU	8792	GP						Doctoral Thesis Continuation
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Term Totals (CPS - Graduate)

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
Current Term:	0.000	0.000	0.000	0.000	0.000	0.000
Cumulative:						

Unofficial Transcript

TRANSCRIPT TOTALS (CONTINUING EDUCATION) -Top-

	Attempt Hours	Passed Hours	CEU Hours	GPA Hours	Quality Points	GPA
Total Institution:						
Total Transfer:	0.000	0.000	0.000	0.000	0.000	0.000
Overall:						

Unofficial Transcript

TRANSCRIPT TOTALS (CPS - GRADUATE) -Top-

	Attempt Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
Total Institution:						
Total Transfer:	0.000	0.000	0.000	0.000	0.000	0.000
Overall:						

Unofficial Transcript

COURSES IN PROGRESS -Top-

Subject	Course Level	Title	Credit Hours	Start and End Dates
EDU	8792	GP		
			0.000	

RELEASE: 8.4.1

Student No:

Record of: Carlos Raul Perez, JR

Central Islip, NY 11722

Issued To: Cindy Jimenez

McOne Systems Inc

6

New York, NY 10014

Course Level: Graduate

Current Program

Major: Physical Education

Events: Passed Comprehensive Exam
Satisfied Prog. reqd. MYS Ed
Completed Teacher Training
in Substance Abuse

Degree Awarded: Master of Science 31-MAY-2002

Major: Physical Education

SECT NO.

COURSE TITLE

CRED GRD

PLS R

Spring Semester 1999

CCSN 203

INTRC TO COUNSELING

HSPE 104

METHOD-TECH SPC LVL

NSPE 336

TEAM & INDIV SPORTS

GRS:

GPA-HR: QPR:

GRS:

GPA-HR: QPR:

Summer Session II 1999

BIO 002

GENERAL BIOLOGY 2

BIO 022

GENERAL BIOLOGY 2

RES 218

UNDERSTG RES METHOLGY

GRS:

GPA-HR: QPR:

GR:

GPA-HR: QPR:

Fall Semester 1999

***** CONTINUED ON PAGE 2 *****

HOFSTRA UNIVERSITY

126 Hofstra University
Hempstead, New York 11549-1260



O P F - C I A L

Page: 1

This transcript is not official unless it bears the
Hofstra University seal, is signed by the Dean
of Academic Records, and is dated.

Date Issued: 05-MAY-2005

OFFL

SUBJ NO. COURSE TITLE CRED GRD PLS R

INSTITUTION CREDIT:

Spring Semester 1999
CCSN 203 INTRC TO COUNSELING
HSPE 104 METHOD-TECH SPC LVL
NSPE 336 TEAM & INDIV SPORTS
GRS: GPA-HR: QPR:
GRS: GPA-HR: QPR:
Summer Session II 1999
BIO 002 GENERAL BIOLOGY 2
BIO 022 GENERAL BIOLOGY 2
RES 218 UNDERSTG RES METHOLGY
GRS: GPA-HR: QPR:
GR: GPA-HR: QPR:

Fall Semester 1999

***** CONTINUED ON PAGE 2 *****



Gettrude M. Cuccinello
Dean of Academic Records

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Student No:

HOFSTRA UNIVERSITY

126 Hofstra University
Hempstead, New York 11569-1260

Date Issued: 05-MAY-2005
07PL

Page: 2

Record of: Carlos Raul Perez, Jr



SECT NO	COURSE TITLE	CRED	GRD	PTS	R	SUBJ NO	COURSE TITLE	CRED	GRD	PTS	R
Institution information continued:											
BIC 001	GENERAL BIOLOGY I										
CHEM 002A	GEN & INORGANIC CHEM										
CHEM 002B	GENERAL CHEM LAB										
PHYS 001A	ELEMENTARY PHYSICS										
PHYS 001B	ELEM PHYSICS LAB										
GPA: 0.00 GPA-Hrs: 0.00 QPTS: 0.00 GPA: 0.00											
Spring Semester 2000											
MSPE 211	CNTMP TRNDS-BE&SPORT										
MSPE 212	SCIFC TRNDS-PRSSPOR										
MSPE 213	INVTVE STRAT TCH P R										
GPA-Hrs: GPA-Hrs: QPTS: GPA:											
Fall Semester 2000											
MSPE 237F	ADMSTRV PHYS ED										
MSPE 237K	PSY-SOC ASP SPRT										
GPA-Hrs: GPA-Hrs: QPTS: GPA:											
Spring Semester 2002											
MAIR 100	MAINTAIN MNTNRC										
GPA-Hrs: 0.00 GPA-Hrs: 0.00 QPTS: 0.00 GPA: 0.00											
*****CONTINUED ON NEXT COLUMN*****											

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*****CONTINUED ON PAGE 3*****

*****CONTINUED ON NEXT COLUMN*****



Gertrude M. Guccinello
Dean of Academic Records

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Student No: [REDACTED]

Record of: Carlos Raul Perez, CR

HOFSTRA UNIVERSITY
126 Hofstra University
Hempstead, New York 11549-1260



Date Issued: 25-MAY-2005

OPVL

Page: 3

***** TRANSCRIPT TOTALS *****

TOTAL INSTITUTION Earned Hrs GPA Hrs Points GPA

TOTAL TRANSFER 0.00 6.00 0.00

OVERALL ***** HAND OF TRANSCRIPT *****

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Goetz M. Guocchiallo
Dean of Academic Records



Student No:

Record of: Carlos Raul Perez, JR

Central Islip, NY 11722

Mailed To: Cindy Jimenez
McClure Systems Inc

New York, NY 10014

Course Level: Graduate

Current Program
Major: Physical Education

Events: Passed Comprehensive Exam
Satisfied Prog. reqd NYS Ed
Completed Teacher Training
in Substance Abuse

Degree Awarded: Master of Science 31-MAY-2002
Major: Physical Education

HOFSTRA UNIVERSITY

126 Hofstra University
Hempstead, New York 11549-1260



Date Issued: 05-MAY-2005
OFF

O F F I C I A L

This transcript is not official unless it bears the
Hofstra University seal, is signed by the Dean
of Academic Records, and is dated.

Page: 1

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R
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INSTITUTION CREDIT:

Spring Semester 1999
 COOK 203 INTRO TO COUNSELING
 HSPH 104 METHSMNT-TECH SEC LVL
 MESP 236 TEAM & INDIV SPORTS
 Ehrs: GPA-EHS: QPES:

Summer Session II 1999
 BIO 502 GENERAL BIOLOGY 2
 BIO 502 GENERAL BIOLOGY 2
 RES 258 UNDERSTG EHS METHDOLY
 Ehrs: GPA-HRS: QPES:

Fall Semester 1999

***** CONTINUED ON PAGE 2 *****



Gertrude M. Cucchiello
Dean of Academic Records

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Student No: _____
Record of: Carlos Raul Perez, Jr

HOFSTRA UNIVERSITY

126 Hofstra University
Hempstead, New York 11549-1260



Date Issued: 05-MAY-2005
CPFL
Page: 2

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R	SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R
Information continued: SIG 001 GENERAL BIOLOGY I CHEN 203A GEN & INORGANIC CHEM CHEM 203B GEN&INORGAN CHEM LAB PHYS 061A ELEMENTARY PHYSICS PHYS 061B ELEM PHYSICS LAB Ehrs: _____ GPA-Hrs: _____ QPts: _____ GPA: E.00											
Spring Semester 2000 MSE 211 CRIMP TRNDS-PR&SPORT MSPE 212 SCFFC TRNDS-PR&SPORT MSPE 213 INVTB STRAT TCH P 2 Ehrs: _____ GPA-Hrs: _____ QPts: _____ GPA: _____											
Fall Semester 2000 MSPE 210 EDGCL TRNDS-PR&SPORT MSP 134 RLHD PHYS EDUC CNTNT Ehrs: _____ GPA-Hrs: _____ QPts: _____ GPA: _____											
Spring Semester 2001 MSE 237P ADMSTRV PHYS ED MSPE 237K PSY-90C AS2 SPRT Ehrs: _____ GPA-Hrs: _____ QPts: _____ GPA: _____											
Fall Semester 2001 MSE 237P ADMSTRV PHYS ED MSPE 237K PSY-90C AS2 SPRT Ehrs: _____ GPA-Hrs: _____ QPts: _____ GPA: _____											
Spring Semester 2002 MAIN 100 MAINTAIN MATRIC Ehrs: _____ GPA-Hrs: _____ QPts: _____ GPA: _____											

***** CONTINUED ON NEXT COLUMN *****

***** CONTINUED ON PAGE 3 *****

Gertrude M. Cucchiello
Dean of Academic Records

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Student No: [REDACTED]

Record of: Carlos Raul Perez, JR

HOFSTRA UNIVERSITY

126 Hofstra University
Hempstead, New York 11549-1260



Date Issued: 05-MAY-2005

OFTL

Pages: 3

***** TRANSCRIPT TOTALS *****
 Earned Hrs GPA Hrs Points GPA
 TOTAL INSTITUTION [REDACTED] [REDACTED] [REDACTED] [REDACTED]
 TOTAL TRANSFER [REDACTED] [REDACTED] [REDACTED] [REDACTED]
 OVERALL [REDACTED] [REDACTED] [REDACTED] [REDACTED]
 ***** END OF TRANSCRIPT *****



Gertrude M. Cuccinello
Dean of Academic Records

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ROCKY HILL CAMPUS C.W. POST CAMPUS
 WESTCHESTER SOUTHAMPTON
 ROCKLAND BRENTWOOD

NAME: PEREZ
 SOC. SEC. NO.

CARLOS R
 BIRTH DATE: PAGE: 1
 SEX: M

UNDERGRADUATE ACADEMIC RECORD

LAST SCHOOL ATTENDED : C.W. POST CENTER-LIU
 SCHOOL AFFILIATION : EDUCATION
 DATE FIRST ATTENDED : 09/93

ADMISSIONS STATUS: TRANSFER
 MATRIC STATUS: MATRIC 04/24/93

MAJOR1: MUS CURRIC & INSTRUCT
 MAJOR2:
 CONCENTRATION: MUSIC EDUCATION

CERTIFICATE AND/OR
 DEGREE(S) AWARDED
 AND DATE.

BA 05/96

PROF. DIPLOMA:

COURSE	TITLE	CR. HRS.	GRADE	COURSE	TITLE	CR. HRS.	GRADE
UFFOLK COMMUN COLL CODE- DD0134				MUS	5 COLLEGE COMMUN CHORU		
DATES OF ATTENDANCE- 09/90 THRU 05/93				MUS	23 MUS IN WESTERN CIV 3		
ING	1 COMPOSITION I			MUS	18 PIANO FOR TCHNG MUSI		
IUS	48 HIST AMER MUS COMFDY			MUS	58A APPLIED MUSIC VOICE		
IUS	NE MUSIC DICT I			MUS	19B TCHNG STRING INSTRUM		
IUS	90B KEYBOARD HARM I			SEM HA	HE	QP	GPA
IUS	90A SIGHT SING & EAR I			CUMULATIVE DATA - HE GPA			
IUS	2 ELEM MUSICIANSHIP			SPRG 1994 SESSION			
IUS	90 INTRO HARM/COUNTERPT			EDU	16 EDUCATIONAL PSYCHOLO		
IUS	28 HISTORY OF JAZZ			EDU	14 HIS/PHIL/SOCIAL FOUN		
IUS	57B APPLIED MUSIC: PIANO			ITL	2 ELEMENTARY ITALIAN 2		
COLL	101 FRESHMAN SEMINAR			MUS	19A TEACHING BRASS INSTR		
ING	2 COMPOSITION II			MUS	17A ELEM SCHL CLASSRM MU		
IUS	21 MUSIC WESTN CIVIL 1			MUS	17C SEC SCH VOCAL METHOD		
IUS	91 APP HARM & COUNTERPT			MUS	5A CHAMBER SINGERS		
IUS	5 COLL COMMUNITY CHORUS			MUS	5 COLLEGE COMMUN CHORU		
IUS	5 COLL COMMUNITY CHORUS			MUS	59B APPLIED MUSIC VOICE		
HIS	4 AMER CIVIL FROM 1877			SEM HA	HE	QP	GPA
IUS	5 COLL COMMUNITY CHORUS			CUMULATIVE DATA - HE GPA			
BIO	1M MECH LIFE PROCESSES			FALL 1994 SESSION			
PHY	1 INTRO TO THE EARTH			FOU	83 MULTICULTURAL EDUCAT		
PSY	1 GENERAL PSYCHOLOGY 1			MTH	1 INTRO TO COLLEGE MAT		
IUS	92 APP HARM & COUNTERPT			MUS	17B SEC SCH GEN MUS METH		
IUS	22 MUSIC IN WESTRN CIV			MUS	20 CONDUCTING		
PHL	NE HUMAN EXP II			MUS	19C TCHNG WOODWIND INSTR		
IUS	91B KEYBOARD HARM II			MUS	78B APPLIED MUSIC VOICE		
IUS	92B KEYBOARD HARM III			PSY	2 GENERAL PSYCHOLOGY 2		
IUS	91A SIGHT SING & EAR II			SEM HA	17.00 HE	QP	GPA
IUS	92A SIGHT SING & EAR III			MUS 78B INC TO A 2/27/95			
TOTAL CREDITS GRANTED				MUS 20 INC TO C 4/6/95			
***** C.W. POST *****				CUMULATIVE DATA - HE GPA			
PLEASE SUBMIT OFFICIAL DEGREE NOTED				SPRG 1995 SESSION			
UFFOLK CC TRANSCRIPT TO OFFICE DC				COM	01 COMPUTER COMP WORKSH		
EVALUATIONS				HIS	3 AMERICAN CIV TO 1877		
FALL 1993 SESSION				EDU	35 GEN METHS TCH SECOND		
EE	1 COOP ED PRE-PLACEMEN			EDU	35G M/M TCHNG MUSIC		
EDU	15 DEVELOPMENTAL PSYCH			POL	1 INTRO POL SCIENCE 1		
ITL	1 ELEM ITALIAN 1			MUS	40 CONDUCTING		
THA	1 ART OF THA-INTRO ACT			SEM HA	HE	QP	GPA
IUS	15 INTRO MUS EDUCATION			CONTINUED ON PAGE 2			

LAST KNOWN ADDRESS

NOTATION

PEREZ CARLOS R

HE- 74.00 HP- 8.00 PO1

ISLANDIA NY 11722

STUDENT COPY

KEY TO TRANSCRIPT - SEE REVERSE SIDE

UNDERGRADUATE ACADEMIC RECORD

LAST SCHOOL ATTENDED : C.W. POST CENTER-LIU
 SCHOOL AFFILIATION : EDUCATION
 DATE FIRST ATTENDED : 09/93

ADMISSIONS STATUS: TRANSFER
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MAJOR 1: MUE CURRIC & INSTRUCT
 MAJOR 2:
 CONCENTRATION: MUSIC EDUCATION

CERTIFICATE AND/OR DEGREE(S) AWARDED AND DATE:

BA 05/96

PROF. DIPLOMA:

COURSE	TITLE	CR. HRS.	GRADE	COURSE	TITLE	CR. HRS.	GRADE
CONTINUED FROM PAGE 1							
CUMULATIVE DATA - HE --- .00 GPA							
FALL 1995 SESSION							
PHL 8	BEGINNING PHILOSOPHY						
POL 1	INTRO TO POL SCIENCE						
POL 2	INTRO TO POL SCIENCE						
EDU 38	STUDENT TCHNG-SEC ED						
EDU 92	SUPERV STUD TCH-SEM						
SEM HA	HE	QP					GPA
CUMULATIVE DATA - HE --- GPA							
CUMULATIVE DATA TO DATE							
HA	HE	QP					GPA
* * * END OF TRANSCRIPT * * *							



LAST KNOWN ADDRESS

NOTATION

PEREZ CARLOS R
 ISLANDIA NY 11722

HT- 76.00 HP- 0.00 PO1

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SENIOR SCHOOL DISTRICT ADMINISTRATOR

Innovative thinker with broad-based expertise in district operations, staff development and district growth

High-integrity, energetic performance-driven leader with 20 years of educational achievements known for the ability to envision and create successful outcomes in complex situations. Senior School District Administrator recognized for the ability to incorporate innovative management techniques that result in enhanced district practices, increased productivity and positive employee relationships.

EXECUTIVE LEADERSHIP COMPETENCIES

- Leading Change
- Team Building
- Staff Development
- Conflict Resolution
- Leading and developing teams
- Forming Strategic Alliances
- Negotiating and closing deals
- Performance Improvement

ADMINISTRATIVE HIGHLIGHTS

Built solid track of success leading & supervising groups/teams and implementing new policies

- **Policy & Procedure** - Designed and drafted Manuals and Handbooks which were implemented
- **Supervision & Leadership** - Lead over 800 students and 240 teachers and staff through four successful and productive school years. Currently oversee an HR department for over 600 employees
- **Professional Organizations** – Current executive board member and planning committee member of the New York State Association of School Personnel Administrators

EXECUTIVE SKILLS/AREAS OF EXPERTISE

- Operations & HR Strategies • HR System Creation/Implementation • Staff Recruitment/Retention
- Legal & Regulatory Compliance • Excellent communication and written skills • Excellent ability to deal effectively with staff • Knowledge of budget preparation, management and control • Excellent ability to organize events and programs • Able to train, motivate and supervise new & existing staff • Excellent skills in fund-raising events • Successfully negotiated new collective bargaining agreements
- Chief HR Officer, trusted advisor and partner to Superintendent and Executive Cabinet. Significant Board-level interface and exposure to district governance protocols and compensation practices.
- Strategic leader with active management involvement in shaping the district's long range vision and strategy - and aligning the people and organization to create long-term shareholder value.
- Catalyst for building strong talent pools, leadership teams, and top-tier performance cultures.

PROFESSIONAL EXPERIENCE

Amityville Union Free School District, Amityville NY

2015 - 2016

Assistant Superintendent for Human Resources

- Executive Cabinet member with experience in negotiating new collective bargaining agreements
- Completed attendance audits for all staff members
- Responsible for the hiring of new classified and certified staff
- District Superintendent Hearing Officer
- Responsible for overseeing all BEDS, VADIR, Affirmative Action and all state and federal reporting
- District Compliance Officer
- Liaison to the Board of Education in school related matters and human resources issues
- Oversees HR issues involving legal and financial risk to district
- Educates and advises executive cabinet on strategic HR issues as a factor in district decision-making

Roslyn Public Schools, Roslyn NY

2011 - 2015

Assistant to the Superintendent for Human Resources & Administration (Tenured) (Excessed)

- Executive Cabinet member that has successfully negotiated new collective bargaining agreements that slashed payroll/benefits administration costs by 30% by negotiating pricing fees, while ensuring the continuation and enhancement of services. Revitalized the HR department driving major strategic change in a short timeframe.
- Improved staff attendance by over 52% by creating an environment of staff accountability using employee attendance data when dealing with employee attendance concerns.
- Lowered the cost of paper & ink by 35% by moving the HR setting to a digital environment, digitizing all employee files, correspondence and staff notifications.
- Responsible for the hiring of new classified and certified staff
- Coordinator of the Fine Arts Department, District Title 9 Officer & ADA District Coordinator
- District Hearing Officer, District Health & Safety Co- Administrator, Records Retention Officer
- Responsible for overseeing all BEDS, VADIR, Affirmative Action and all state and federal reporting

Hempstead School District, Hempstead NY

2010 - 2011

Middle School Principal Grades 6-8

- 98% passing rate on the Integrated Algebra Regents
- 90% passing rate on the Earth Science Regents
- 26% improvement in ELA scores from the 2009/2010 school year
- 28% improvement in Math scores from the 2009/2010 school year
- Supervision and coordination of the Master Schedule & State Assessments
- Responsible for the administration of a \$300,000 school budget

William Floyd School District, Mastic Beach NY

2007 - 2010

High School Associate Principal Grades 9-12 (Recommended for Tenure)

- Supervision of teachers for World Languages, Technology, ESL & Freshman Academy
- Coordinate, schedule, and supervise all NYS Proficiency, Regents and RCT exams, for over 3500 students in grades 9-12 and 220 teachers.
- "Scholarship" student ID computer system, Master Scheduling Assistant
- Academic Awards Night, Supervisory Duties, Freshman Transition Night
- Building Work Requests, Custodial Liaison, BOCES Liaison
- In School Suspension, Detention, Character Education Committee, Robotics Team

TEACHING EXPERIENCE**Uniondale Public Schools, Uniondale NY**

2002 - 2007

K-12 Physical Education Teacher (Recommended for Tenure)

- Assisted in curriculum development to include standards based units and assessments. Implemented new activities into a curriculum including: Cooperative Education, Adventure Education, Multicultural Games, Eye/Hand Coordination, Circus Arts and Wellness. In addition, implemented new activities in order to offer students elective units based on current state standards.
- Varsity Baseball Coach, Middle School Baseball Coach and Junior Varsity Assistant Basketball Coach
- School Wellness Committee Chairperson, District Wellness Committee member
- Construction of Master Schedule for the 2007/08 school year
- Coordinated Long Island Golf and Tennis Association after school program
- Designed and drafted a Teacher's Aide Handbook & Student Athlete Handbook
- Supervised and formally observed coaches on both High School and Middle School level.

Westbury, Islip & Central Islip Public Schools

1995 - 2000

Middle School & High School Music Teacher (Leave Replacement Positions)

- Secondary Music Teacher, Baseball Coach, Freshman Class Advisor

EDUCATION & TRAINING**Doctor of Education (Ed.D.), Educational Leadership**

Northeastern University, 2016 (ABD)

Advanced Graduate Study, School District Administration

Stony Brook University

Master of Science (MS), Physical Education
Hofstra University

Bachelor of Art (BA), Music Education
Long Island University/C.W. Post

CERTIFICATIONS

- School District Administration (SDA)
- Physical Education
- Music Education

LANGUAGES

- Fluent in Spanish
- Conversational in Italian

COMMITTEES & AFFILIATIONS

- New York State Association of School Personnel Administrators
 - **Current Executive Board Member**
 - Presented workshop on Constructing Effective Counseling Memos (2014)
 - Conference Planning Committee Member 2013-Present
- Long Island Association of School Personnel Administrators
- American Association of School Personnel Administrators
- SHRM (Society for Human Resources Management)
- Association of Latino Administrators and Superintendents
- New York State Association Health Physical Education Recreation & Dance

ATHLETIC COACHING HONORS

- Suffolk County Federation Baseball Tournament Team Head Coach, 1993 - 1999
- 4 Long Island Baseball Championships & 1 New York State Championship, coach of the year 1995 & 1996
- 2004 & 2005 High School Basketball Long Island Champions
- 2002-2005 High School Basketball Nassau County Champions

COMPUTER SKILLS

- Microsoft Office
- Echalk
- Class XP
- SASI & InteGrade Pro
- Infinite Campus
- Scholarchip
- PowerSchool
- WINCAP & WINCAPWEB Electronic TimeSheets
- AESOP
- Finance Manager
- ESchool

ADDITIONAL EMPLOYMENT

Madison Square Garden <i>Associate Music Director</i>	2000 - 2010
Responsible for all music during all professional sporting events, e.g. organ playing, DJ work	
Manor Field Family Center <i>Athletic/Recreational Director</i>	2000 - 2002
Responsible for developing athletic and recreational programs for local neighborhood children	