

Thomas M. McGrath
631-484-6181
tmcgrath1012@gmail.com

March 2, 2025

St. Johns County School District
40 Orange St.
St. Augustine, Florida 32084

Dear Hiring Committee,

I am writing to express my interest in the Superintendent of schools position at St. Johns County Schools. With over 24 years of dedicated experience in educational administration, particularly in my recent role as Assistant Superintendent for HR and RSIP at Nassau BOCES, I am eager to bring my expertise in leadership and strategic planning to your esteemed institution.

During my tenure at Nassau BOCES, I spearheaded multiple initiatives that significantly improved staff development and recruitment processes, all while ensuring compliance with educational laws and standards. My role also involved extensive work in collective bargaining and budget management, ensuring efficient allocation of resources and fostering positive employee relations. My ability to analyze data and implement strategic plans has been instrumental in driving improvements across various educational programs.

My skills set includes Human Resources, Staff Development, Leadership, Collective Bargaining, Recruiting, Onboarding, Budget Management, Legal Compliance, Mentorship, Strategic Planning, Data Analysis, Employee Relations and Education Law. These, coupled with my strengths in District and Building Leadership in areas of Communication, Problem Solving, Team Building and Collaboration, Negotiation, Decision Making, Analytical Thinking, Conflict Resolution and Empathy, make me a well-rounded visionary candidate for the role of Superintendent.

I hold a Bachelor's degree in Sociology from the State University of New York at Stony Brook, and a Master's degree in counseling from Long Island University have provided me with a solid foundation in understanding the diverse socio-cultural dynamics that influence educational environments and an excellent listener. It is my belief that a good listener with an open door policy makes a great leader and I believe you will find I embody these qualities and practice them daily.

I am enthusiastic about the opportunity to contribute to St. Johns County Schools and am confident in my ability to make a significant positive impact. I look forward to the possibility of discussing how my background, skills, and enthusiasm align with the goals of your school district. I am reachable at your earliest convenience to schedule a discussion.

Thank you for considering my application.

Thomas McGrath

Thomas M. McGrath
(631)484-6181
tmcgrath1012@gmail.com

Central Office Administrative Experience

Nassau BOCES (Board of Cooperative Educational Services)

Assistant Superintendent for HR and RSIP

Garden City, NY

Dec. 2021-Present

**Promoted from The Assistant to the Superintendent for HR and RSIP July 2024*

**Promoted from Executive Director of Human Resources in July 2022*

- Chief Human Resources Officer and member of Superintendent's Administrative Cabinet
- Promote Agencies Strategic Goals
- Plan, organize and present staff development to administrators, teachers and support staff
- Coach administrators through "tough conversations", counseling memo's and disciplinary action
- Assist in the restructuring of several departments, including HR and RSIP
- Analyze current and future leadership models with other departmental leaders to optimize efficiency and productivity
- Lead weekly guidance meetings with departmental leaders to provide proactive supervision
- Union liaison for all units affiliated with the agency
- Experience with collective bargaining, contract, wage & benefits administration, employee labor relations and general administration
- Member of the Agency negotiating team which has reached agreements with all union contracts
- Review and edit all memorandums of agreements
- Title IX Compliance officer
- Member of the recruiting and hiring team involved in advertising, interviewing, hiring and onboarding all candidates for agency with employee enrollment of 5500+
- Provide mentorship and guidance to other 56 school district personnel administrators
- Manage, evaluate and lead staff of 26 professional personnel employees
- Provide direction and vision to CTE programs under my supervision
- Establish and review budgets for CTE programs and Human Resource Departments
- Liaison with legal counsel in matters of workplace litigations and investigations
- Knowledgeable of HR and School software technologies
- Expertise in staff supervision/evaluation including working knowledge of current APPR supervision/evaluation requirements
- Knowledge of NYS and Federal Education Law, NYS Civil Service Law, NYS Certification Requirements, and legal requirements of personnel administration
- Assist the Superintendent of Schools in developing long range and annual staffing plans
- Performs other duties as assigned by the Superintendent/COO/Deputy Superintendent of Schools

Eastern Suffolk BOCES (Board of Cooperative Educational Services)

Program Administrator for Human Resources

Patchogue, NY

December 2019 - Dec. 2021

- Served as a leader in the Human Resources Department in the administering all things Covid-19, certification, attendance, employment practices, data analysis, advocacy and consultation with component school districts
- Member of district wide committees: Personnel Administrators Committee, Covid-19 reopening planning committee, leadership planning, superintendent's conference day, professional development, hiring practices, employee manual, and strategic planning
- Lead: Diversity Career Fair, Certification office, Negotiations Information Services, Personnel Services, and the Recruitment Services office
- Developed: Covid-19 protocols, Virtual Career Fair, and On-boarding protocols • Participated in

negotiations with instructional and non-instructional bargaining units • Helped prepare negotiating points and reviewed future language of MOA's and MOU's • Interpreter Human Resource information, including certification matters, employee appointments, separations, transfers, benefit changes and legal updates

- Utilized various technology platforms as a component of the HR/Business, recruiting, hiring and onboarding process
- Assisted in the regional Personnel Administrator's Council (PAC) for component and select Western Suffolk school districts, helped: plan agenda, draft presentations, collect material, and coordinate guest speakers to address personnel matters to HR (e.g., Negotiation trends, COVID-19 Protocols, USDOL Guidance, and Negotiation Information Systems)
- Reviewed Workers' Compensation claims, suits in conjunction with Agency staff and insurance carriers • Served on several labor unit and agency committees, including Pro-Practice for teachers, administrator/supervisors and Central Shared Decision Making.
- Interpret, communicate, and implement all aspects of COVID-19 leave and "time-off" allocations • Evaluate individual COVID-19 leave requests and render decisions regarding applications • Served as the agency Title IX Compliance Officer
- Lead Drug/Alcohol testing protocol investigations and developed recognition training for agency administrators and nurses
- Acted as Human Resource lead in absence of Assistant Superintendent of HR
- Liaison and Communicator with legal counsel regarding agency compliance and staff issues
- Performed other duties as assigned by Superintendent

Principal	2007-2019
Assistant Principal	2001-2007
Adult Evening Administrator part-time	2005-2015

- Served as building lead for the Milliken Technical Center and Islip Career Center
- Member of the Administrative Union executive board
- Developed new testing procedures to include pre and post tests and data interpretation training for staff •
- Member of the Agency's Career and Technical Education Task Force, APPR Leadership Standards Design team, member of the PTA Dinner planning committee, CTE Divisional and Building Level SDM, and the BEES APPR Evaluation committees.
- Supervised and recommend tenure, promotion and hiring for instructional and support staff • Presented professional development workshops on Common Core Standards, Annual Professional Performance Review and 21st Century Skills
- Managed building budgets for Career and Technical Education programs
- Managed student population of 400-800 classified and non-classified students
- Facilitated new and unique Career and Technical Education opportunities for traditional and special education students including;
- Developed various opportunities for students to gain valuable work experiences including: internships and on-site job tours
- Developed, monitored and revised school wide procedures and activities
- Collaboratively facilitated and participated in the creation and renovation of classrooms and facilities
- Developed and embraced opportunities to celebrate student success including: the nomination of the PTA scholarship winner, the acknowledgement of student Employee of the Month Awards, initiated a behavioral reward program, submitted student names for the Suffolk County

- Youth Achievement Award and ensured information was provided to the BOCES Highlights newsletter and for newspaper articles
- Developed and maintained industry partnerships to endorse technical programs
- Promoted technical programs with presentations to component school districts
- Maintained relationship with law enforcement agencies to promote safe schools
- Liaison for the Automotive Cluster and Principal Mentor

Other Related Experience

William Floyd School District

Assistant Principal

Forsyth County School District

Assistant Principal

Roswell High School

Guidance Counselor

Clayton State University

Local Director - Lifelong Learning

NYC Department of Education, IS #33

Teacher/Guidance Counselor

Kings County Hospital

Addiction Counselor/Acupuncturist

Mastic Beach, NY

1998-2001

Cumming, GA

1997-1998

Roswell, GA

1994-1997

Clayton, GA

1996-1997

Brooklyn, NY

1993-1994

Brooklyn, NY

1991-1993

Certification and Education

- New York State School Administration and Supervision (SAS) Permanent
- New York State School Business Administration (SBA) Permanent
- New York State School District Administrator (SDA) Permanent

State University of Georgia at West Georgia

Educational Leadership Certification Program (Administration)

August 1997

Long Island University at Brooklyn

MS in Guidance and Counseling

February 1993

State University of New York at Stony Brook

Bachelor of Arts in Sociology

January 1991

Professional Memberships

- SHRM-Society for Human Resource Management
- PAC-Personnel Administrators Council
- MASLA-Management Advocates For School Labor Affairs
- LIACTEA – Long Island Association of Career & Technical Education Administrators

James Widmer
28 Walnut Avenue
Farmingdale, NY 11735

widmerj1@gmail.com

(516) 642-2335

March 24, 2025

Dear Search Committee Members,

It is with immense pleasure and without reservation that I recommend Thomas McGrath for a leadership position within your organization. Having had the opportunity to observe his exceptional contributions firsthand during his tenure at Nassau BOCES (Board of Cooperative Educational Services), I am confident that he possesses the skills, integrity, and level-headedness necessary to significantly benefit your institution.

Tom McGrath joined Nassau BOCES in December 2021. The immediate impact of his leadership was evident as he swiftly fostered a valued and respected team environment, even amidst the challenges presented by the ongoing pandemic. His understanding of the complexities of education quickly propelled him to increasing levels of responsibility, including a promotion to Assistant to the Superintendent for Human Resources (HR) and Regional Schools & Instructional Programs (RSIP) in July 2022. He was further promoted to Assistant Superintendent for HR and RSIP in July 2024. His rapid advancement is a testament to his exceptional abilities and the value he brought to the agency.

As the Assistant Superintendent for HR and RSIP at Nassau BOCES, Tom has served as the Chief Human Resources Officer and a member of the Superintendent's Administrative Cabinet. He has been instrumental in promoting the agency's strategic goals and has demonstrated a strong capacity to plan, organize, and present staff development to various employee groups. His role as a coach to administrators in navigating difficult conversations and disciplinary actions highlights his sound judgment and empathetic approach. Furthermore, his involvement in restructuring departments and analyzing leadership models underscores his strategic thinking and commitment to organizational efficiency.

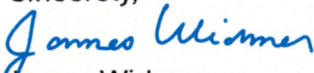
One of Tom's most defining qualities is his integrity. From our first interactions, his humility and genuine authenticity were apparent. Over the years, his strength of character has become increasingly evident. He operates with transparency and honesty, fostering trust and confidence among his colleagues and staff. This integrity extends to his role as the Title IX Compliance Officer, where he ensures fairness and adherence to regulations.

In addition to his strong ethical compass, Tom McGrath exhibits remarkable level-headedness, particularly in times of adversity. A powerful testament to this was during the sudden loss of Nassau BOCES' beloved District Superintendent. In those challenging circumstances, Tom stepped forward as a pillar of strength, helping to guide the agency with measured thinking, a balanced approach, and honest communication until stability was restored. His ability to remain calm and focused under pressure is an invaluable asset for any leadership role.

During his time at Nassau BOCES, Tom has also demonstrated expertise in various critical areas, including serving as a key member of the agency's negotiating team, successfully reaching agreements with all union contracts. His responsibilities have also encompassed overseeing recruitment and hiring for an agency with over 5500 employees, managing a substantial team of 26 professional personnel, and providing leadership to our career and technical education (CTE) programs, further illustrating his comprehensive skill set.

In conclusion, Thomas McGrath's tenure at Nassau BOCES has been marked by consistent leadership, unwavering integrity, and a remarkable ability to navigate complex situations with a level head. He has earned deep respect amongst his colleagues and has proven to be an indispensable asset to the agency. I have no doubt that he would bring the same exceptional qualities and dedication to your organization.

Sincerely,


James Widmer

Deputy Superintendent and Chief Operating Officer, Nassau BOCES

**DEPARTMENT OF
HUMAN RESOURCES**

March 18, 2025

Selma Stoddard, Esq.
Attorney
(Employee Relations)
(516) 396-2360
sstoddard@nasboces.org

To Whom It May Concern:

It is with deep ambivalence that I author this unsolicited letter of recommendation for Thomas McGrath because if I tell the truth, it is an absolute imminence that his current employer, Nassau BOCES, will lose him to you.

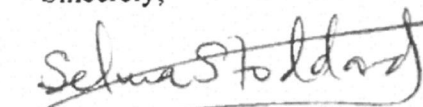
Tom started at Nassau BOCES in December 2021 at a time when the pandemic still reigned supreme. He quickly demonstrated masterful leadership in building a team environment where everyone felt valued and respected. His strong knowledge of every component of education earned him a quick promotion, one of many he has had at Nassau BOCES. Tom's vast and eclectic experience in education is evident on his resume but the story of who he is as a person and a leader cannot be easily conveyed by mere words.

It was evident from our first interview with Tom that he was very humble and possessed a rare authenticity. In the ensuing years, we would learn of his strength of character and natural leadership abilities. A few years ago, Nassau BOCES lost its beloved District Superintendent very suddenly. During these darkest of days, Tom took us on his shoulders and carried us through until we could see the light again. His measured thinking, balanced approach and honest delivery inspired us. Having been his partner for the last few years, I cannot think of anyone I would trust more to lead in a time of crisis. Tom McGrath will serve with distinction in any leadership role and your district would be ever so fortunate if he chooses you.

If you have questions or would like any additional information, I can be contacted by cell phone at 917-742-9363.

Thank you for your time and attention.

Sincerely,


Selma Stoddard

Massapequa Public Schools

BUSINESS OFFICE

4925 MERRICK ROAD

MASSAPEQUA, NEW YORK 11758-6297

516-308-5020 • FAX: 516-308-5039

OFFICE OF THE ASSISTANT SUPERINTENDENT FOR BUSINESS & OPERATIONS

Ryan J. Ruf
15 Oldwood Rd.
St. James, NY 11780
rruf@msd.k12.ny.us
631-806-5280

March 2025

Dear Search Committee Members,

I am writing to offer my enthusiastic recommendation for Thomas McGrath, for the position of Superintendent of Schools. As his former supervisor and colleague, I have had the pleasure of knowing Mr. McGrath for nearly 12 years, during which time I have had ample opportunity to witness his exceptional talents and contributions firsthand in several capacities within Administration and Central Office Leadership.

In terms of leadership qualities and an understanding of operations within large public education school systems, Mr. McGrath consistently demonstrates the knowledge, strength of understanding complex situations, and a personability that always commands the respect of his staff. Whether it be creating a plan to address a situation, public presentations, strategies for negotiations, or technology and program implementation – Mr. McGrath exhibits a rare combination of leadership that make him stand out among their peers.

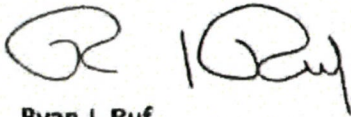
What truly sets Mr. McGrath apart is his ability to communicate with others and provide analyses that lead to actionable results, which greatly enhances their ability to put forward and implement programs and initiatives for the betterment of the students and staff. Moreover, Mr. McGrath possesses excellent presentation, writing, and team-building skills, which further complement his outstanding performance over time, and in every capacity served.

In addition to his professional capabilities, Mr. McGrath is a pleasure to work with. I can personally attest to his positive attitude, strong work ethic, dedication, and ability to collaborate effectively – all of which make him a valuable asset to any team or project.

I have no doubt that Mr. McGrath will continue to excel and make significant contributions wherever he goes. Therefore, I wholeheartedly recommend him for the Superintendent of Schools position, which I am confident that he will exceed expectations and thrive in such an endeavor.

Should you require any further information, please do not hesitate to contact me at 631-806-5280 or rruf@msd.k12.ny.us or ryanruf@gmail.com. Thank you for considering Thomas McGrath for the position of Superintendent of Schools, and I am more than happy to provide any additional insight you may need.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Ruf'.

Ryan J. Ruf

Assistant Superintendent for Business and Operations – Massapequa Public Schools (part of Nassau BOCES)

Former Chief Operating Officer – Eastern Suffolk BOCES



Graduate Transcript

Page 1 of 1
03/12/2025

Name: THOMAS MC GRATH
SSN: [REDACTED]
Birthdate: 08/12/69
Sex: Male
Address: 2 HARBOR OAKS DRIVE
KINGS PARK, NY 11754

Long Island University
University Center
700 Northern Boulevard
Brookville, Ny 11548
United States

School: EDUCATION
Major 1: GUI GUIDANCE&COUNSLNG
Major 2:

Certificates MS 02/93
and/or Degree(s)
Awarded and Date:
Prof. Diploma:

Admission Type: NEW GRADUATE

SUNY CENTER STONY BR CODE= 002548

DEGREE-BA DATE-12/90

***** BROOKLYN *****

FALL 1991

Course	Description	Course Hrs	Grade
CD 674	ALCOHOLISM COUNSELNG	3.00	A
CD 675	ALCOHOLISM COUNSELNG	3.00	B+
CD 677	ALCOHOL & SOCIETY	3.00	B+
CD 678	ALCOHOL/ALCOHOLISM	3.00	B+
SEM HA	12.00 HE 12.00 QP 43.50	GPA 3.63	
CUMULATIVE DATA	- HE 12.00	GPA 3.63	

SPRG 1992

Course	Description	Course Hrs	Grade
CD 615	WORLD OF COUNSELOR	3.00	B+
CD 654	INTRO COUNSLNG/APPLC	3.00	B
CD 661B	INDVDL PRACTICUM II	3.00	P
CD 668	DIAG TOOLS MEASURMNT	3.00	B
CD 682	WORLD OF WORK	3.00	B+
SEM HA	15.00 HE 15.00 QP 39.00	GPA 3.25	
CUMULATIVE DATA	- HE 27.00	GPA 3.44	

SUM1 1992

Course	Description	Course Hrs	Grade
CD 660A	PRAC GROUP WORK I	3.00	P
SEM HA	3.00 HE 3.00 QP 0.00	GPA 0.00	
CUMULATIVE DATA	- HE 30.00	GPA 3.44	

FALL 1992

Course	Description	Course Hrs	Grade
CD 653	UNDRSTNDG HUMAN DVLP	3.00	B+
CD 656	INTRO COUNSLNG/APPLC	3.00	B
CD 661A	INDVDL PRACTICUM I	3.00	P
SEM HA	9.00 HE 9.00 QP 19.50	GPA 3.25	
CUMULATIVE DATA	- HE 39.00	GPA 3.40	
PASSED COMPREHENSIVE EXAM	12/17/92		
CUMULATIVE DATA TO DATE			
HA 39.00 HE 39.00 QP 102.00		GPA 3.40	
*** END OF TRANSCRIPT ***			

Copy of Transcript

Beth Wilk
Beth Wilkow, Registrar



ACCREDITATION

The academic programs of Long Island University are approved by the New York State Education Department and accredited by the Commission on Higher Education of the Middle States Association of Colleges and Secondary Schools.

CONFIDENTIALITY

This transcript must not be released to a third party without written authorization by the student.

GOOD STANDING

A student is in good academic standing and eligible to return unless otherwise indicated.

CREDIT HOURS

Credit/unit hours are recorded on the standard semester hour basis. A credit/unit hour consists of one hour of lecture of recitation, or from two to three hours of laboratory per week for one semester of fifteen (15) weeks, or its equivalent. Classes meet more frequently and/or for longer periods during shorter sessions.

COURSE NUMBERING SYSTEM

LIU BROOKLYN AND LIU HUDSON (ROCKLAND AND WESTCHESTER LOCATIONS)

	Prior to Fall 2024	Fall 2024 on
		100 level – Core Courses
Undergraduate	1 – 99 Introductory 100 – 499 Advanced	200 level – required major courses 300 level – electives with no prerequisites 400 level – electives with prerequisites
Graduate	500 – 999 (in the PharmD program, 500/500 level indicates courses in years 5 and 6)	500 – 999 (in the PharmD program, 500/600 level indicates courses in years 5 and 6)

*Courses with a first digit of "0" denote graduate Pharmacy courses, which are common to all specializations. Courses in the College of Pharmacy with a prefix of PH or PHM are part of the Pharmacy Professional Degree Program.

LIU POST, LIU BRENTWOOD AND LIU RIVERHEAD

	Prior to Fall 2024	Fall 2024 on
Undergraduate	1 – 299 Regular Undergraduate Courses 300 – 399 Undergraduate Honors Courses 400 – 499 Undergraduate Special Program Courses	100 level – Core Courses 200 level – required major courses 300 level – electives with no prerequisites 400 level – electives with prerequisites
Graduate	500 – 999	500 – 999

SOUTHAMPTON

100 - 499	Regular undergraduate courses. "H" or "Q" after number denotes honors course
500 - 999	Graduate courses

TOTALS

Attempted	=	Credit/unit hours attempted
Earned	=	Credit/unit hours earned. Cumulative credit/unit hours earned include transfer credits/units.
Points	=	Total grade points earned.

ALL WORK, ATTEMPTED AS WELL AS COMPLETED, APPEARS ON THE RECORD.

Credits/units accepted in transfer or earned at Long Island University may include courses not applicable to certain degree programs. Students must consult Academic Advisors to determine specific degree requirements.

This Academic Transcript from Long Island University located in Brooklyn, NY is being provided to you by Parchment, Inc. Under provisions of, and subject to, the Family Educational Rights and Privacy Act of 1974, Parchment, Inc. is acting on behalf of Long Island University in facilitating the delivery of academic transcripts from Long Island University to other colleges, universities and third parties.

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TRANSCRIPT KEY

A	Excellent
A-	Very Good
B+	Very Good
B	Good
B-	Good
C+	Above Average
C	Average
C-	Below Average
D	Below Average
F	Failure

GRADING SYSTEM

Prior to Fall 2012	Effective Fall 2012
Points per credit/unit hour	Points per credit/unit hour
4.00	4.000
3.67	3.667
3.33	3.333
3.00	3.000
2.67	2.667
2.33	2.333
2.00	2.000
1.67	1.667
1.00	1.000
0.00	0.000

PRIOR TO FALL 2003

A 4.0; B+ 3.5; B 3.0; C+ 2.5; C 2.0; D 1.0; F 0.0

OTHER CURRENT GRADING SYMBOLS

ABS	=	ABSENT FROM FINAL. Not included in hours attempted, hours earned, total points, or GPA; included in hours attempted.
AUD	=	AUDIT, Non-credit. Not included in hours attempted, hours earned, total points, or GPA.
INC	=	INCOMPLETE. Not included in hours attempted, hours earned, total points, or GPA; included in hours attempted. "I" followed by another grade symbol (i.e., IA, B+, IF) indicates that the work has been completed and the symbol after "I" is used in GPA.
Blank Space	=	NO GRADE issued by instructor.
NC	=	No Credit Earned, Not computed, but counted in hours attempted
P	=	PASS. Counted in hours attempted and hours earned, but excluded from computation of GPA. (For Southampton Friends World only, P granted for work of C or better. Consult narrative.)
U	=	UNSATISFACTORY. Not computed, but counted in hours attempted.
UW	=	UNAUTHORIZED WITHDRAWAL. Not computed, but counted in hours attempted.
W	=	AUTHORIZED WITHDRAWAL. Not computed, but counted in hours attempted.
WF	=	WITHDRAWAL WITH RECORD OF FAILURE. (Computed as "F" at LIU Post, LIU Brentwood and LIU Riverhead only.)

TRANSCRIPT NOTATIONS (APPEAR AFTER CREDIT HOURS)

Not included in GPA= The course is included in hours attempted, but not in hours earned and the GPA.

REPEATED COURSES

When a course is repeated in order to improve a grade, credit is earned only once. Three notations are used to indicate repeated courses:
Initial Class Taken= The course is included in hours attempted, but not in hours earned and the GPA.
Subsequent Repeat= The course is included in hours attempted, and the GPA, but not in hours earned.
Final Repeat= The course is included in hours attempted, hours earned, and the GPA.

GRADE POINT AVERAGE

The GPA is determined by dividing total points by credits/units attempted, excluding credits/units from Other Current Grading Symbols listed above. Formula: $GPA = \text{Total Points} / (\text{HA} \text{ minus } \text{Other Current Grading Symbols})$

Effective Fall 2012 GPA computations are carried to the third decimal place from which rounding takes place to the second decimal place. For example, a computed GPA of 2.994 will be rounded down to 2.990. A computed GPA of 2.995 will be rounded up to 3.000. On all official LIU transcripts, a GPA will be displayed to three decimal places with the third decimal place always being zero due to rounding.

ACADEMIC PROBATION, SUSPENSION, AND DISMISSAL

Academic Probation implies the student's failure to meet academic standards. Results in academic standing committee's limiting of courses and monitoring of grades in subsequent semester(s).

Academic Suspension indicates denial of continued enrollment privileges for one regular semester. Implies automatic return privilege after that semester.

Academic Dismissal results from failure to comply with stipulations of probation and/or suspension. The student is not automatically eligible for readmission.

Thomas McGrath

1969-08-12



Stony Brook University

The State University of New York
Stony Brook, NY 11794
631-632-6000

Print Date : 2025-03-12
Send To : THOMAS MCGRATH
TMCGRATH1012@GMAIL.COM

----- Degrees Awarded -----

Degree : Bachelor of Arts
Confer Date : 1990-12-21
Plan : Sociology

Transfer Credit from Rutgers University-New Brunswick
Applied Toward Arts and Sciences Program
Course Trans GPA: 0.00 Transfer Totals : 34.0

Transfer Credit from Suffolk County Community
College-Riverhead
Applied Toward Arts and Sciences Program
Course Trans GPA: 0.00 Transfer Totals : 4.0

Transfer Credit from Suffolk County Community
College-Amherst (main)
Applied Toward Arts and Sciences Program
Course Trans GPA: 0.00 Transfer Totals : 6.0

Transfer Credit from Upper Division Transfer Credit
Applied Toward Arts and Sciences Program
Course Trans GPA: 0.00 Transfer Totals : 0.0

----- Beginning of Undergraduate Record -----

Spring 1989

Course	Description	Units	Grade
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Program : Arts and Sciences
Plan : Sociology Major

Session : Full Spring Semester Session (1989-01-01 to 1989-05-15)

FRN 112	ELEMENTARY FRENCH II	4.0	B
REQ DESIGNATION	: Skill 3. Required grade: A thru C		
GEO 107	NATURAL HAZARDS	3.0	B
POL 102	INTRO TO AMER GOVT	3.0	C
SOC 243	SOCIOLOGY OF YOUTH	3.0	B-
SOC 304	SOC OF THE FAMILY	3.0	B

TERM GPA :	2.75	Units Earned :	16.0
CUM GPA :	2.75	Units Earned :	54.0

Summer 1989

Course	Description	Units	Grade
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Program : Arts and Sciences
Plan : Sociology Major

Session : Summer I - C (1989-06-01 to 1989-07-05)

SOC 302	AMERICAN SOCIETY	3.0	B
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Session : Summer II - D (1989-07-08 to 1989-08-18)

POL 107	AMER VOTING BEHAVIOR	3.0	C-
SOC 338	DEVIANCE & CRIME II	3.0	C

TERM GPA :	2.22	Units Earned :	9.0
CUM GPA :	2.56	Units Earned :	63.0

Fall 1989

Course	Description	Units	Grade
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Program : Arts and Sciences
Plan : Sociology Major

Session : Full Fall Semester Session (1989-09-01 to 1989-12-22)

ANT 209	ANCIENT CIV MEX PERU	3.0	C+
ENV 340	ENVIRONMENTAL PROBLEMS	3.0	C
PHI 375	PHILOSOPHY OF LAW	3.0	C
SOC 121	LIBRARY SKILLS FOR SOC	1.0	B
SOC 300	SOCIOLOGICAL WRITING	3.0	B-
SOC 311	METHODS & STATISTICS	4.0	B-

TERM GPA :	2.39	Units Earned :	17.0
CUM GPA :	2.49	Units Earned :	80.0

Spring 1990

Course	Description	Units	Grade
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Program : Arts and Sciences
Plan : Sociology Major

Session : Full Spring Semester Session (1990-01-29 to 1990-05-18)

HIS 379	AMERICAN LEGAL HIST	3.0	P
Grading Basis:	Pass/No Credit		
MUS 101	INTRO TO MUSIC	3.0	B-
PSY 103	SURVEY OF PSYCHOLOGY	3.0	D+
SOC 312	METHODS & STATISTICS	4.0	C
SOC 361	HIST DEVL SOC THEORY	3.0	B-

TERM GPA :	2.15	Units Earned :	16.0
CUM GPA :	2.41	Units Earned :	96.0

Fall 1990

(Continued on next page)



Thomas McGrath
1969-08-12



Stony Brook University

The State University of New York
Stony Brook, NY 11794
631-632-6000

(continued from previous page)

Course	Description	Units	Grade
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Program : Arts and Sciences
Plan : Sociology Major

Session : Full Fall Semester Session (1990-09-04 to 1990-12-21)

EST 194	PATTRNS OF PROB SLVG	3.0	P
Grading Basis: Pass/No Credit			
HIS 371	AMERICAN ROOTS	3.0	P
Grading Basis: Pass/No Credit			
MUS 119	ELEMENTS OF MUSIC	3.0	B-
SOC 391	LECTURES IN SPEC TOP	3.0	C+
Course Topic(s): STUDENT LEADERSHIP			
THR 104	PLAY ANALYSIS	3.0	C+
THR 110	PUBLIC SPEAKING	3.0	B+

TERM GPA :	2.67	Units Earned :	18.0
CUM GPA :	2.46	Units Earned :	120.0

Undergraduate Career Totals

CUM GPA :	2.46	Units Earned :	120.0
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----- Beginning of Graduate Record -----

Summer 1994

Session : Summer I - C (1994-06-01 to 1994-07-08)

CEE 505	ED:THEORY & PRACTICE	3.0	B+
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TERM GPA :	3.33	Units Earned :	3.0
CUM GPA :	3.33	Units Earned :	3.0

Graduate Career Totals

CUM GPA :	3.33	Units Earned :	3.0
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End Of Transcript



STONY BROOK UNIVERSITY
TRANSCRIPT GUIDE
Office of the Registrar
www.stonybrook.edu/registrar

ACCREDITATION

As part of the State University of New York, Stony Brook University is accredited by the Middle States Association of Colleges and Schools; 3624 Market Street; Philadelphia, PA 19104-2680. For specific information about the accreditation of University Schools and Programs refer to the appropriate University Bulletin.

GRADING SYSTEM

A Superior; B Good; C Satisfactory; D Minimum Passing Grade; F Failure; Plus / Minus grading in effect from Fall 1981.

Grade point equivalents: A = 4.00, A- = 3.67, B+ = 3.33, B = 3.00, B- = 2.67, C+ = 2.33, C = 2.00, C- = 1.67, D+ = 1.33, D = 1.00, F = 0.00.

Other grades are W – Withdrawn, I – Incomplete, NR – No Record (a temporary mark to be used only for students who never participated in the course); I/F, N/F, N/U (Fall 1982 and later)

Grade originally reported as Incomplete or No Record, converted to failure after following makeup deadline; T – Transfer credit. WVR – Waiver of course work; WP – Withdrew Passing and WF – Withdrew Failing (used prior to Fall 1976); R – Attended first term of a course in which a grade is assigned only after completion of both terms; P/NC – Pass/No Credit, student-elected grade conversion option (Fall 1970-Spring 1978, W and F grades converted to NC; Fall 1978 and later, F grades alone converted to NC). Effective Fall 2012, G/P/NC – Grade/Pass/No Credit, student-elected grade conversion option*. S/U – Used in courses in which the only evaluations are Satisfactory or Unsatisfactory; S/F – Satisfactory/Failure – designated courses where finer grading distinctions are impractical; Q – Honors (Health Sciences courses only); Q indicates academic dishonesty and is computed as an F.

*Refer to the appropriate University Bulletin for additional information.

COURSE NUMBERS

Beginning in Fall 1978 an extensive renumbering of undergraduate courses took place to reflect lower- or upper-division levels.

100 – 299 Lower-Division Undergraduate Courses

300 – 499 Upper-Division Undergraduate Courses

500 – 899 Graduate Courses

The symbol # before a course title indicates a topics course whose title may change from term to term.

UNIVERSITY HONORS & DEAN'S LIST

Criteria for graduation with University Honors or for the awarding of Dean's List, refer to the appropriate University Bulletin.

CLASS RANK

Stony Brook University does not calculate rank in class.

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COLLEGES, SCHOOLS AND DEGREES OF THE UNIVERSITY

COLLEGE OF ARTS AND SCIENCES

Bachelor of Arts, Bachelor of Science, Master of Arts, Master of Science, Master of Music, Master of Fine Arts, Master of Philosophy, Doctor of Arts, Doctor of Musical Arts, Doctor of Philosophy

COLLEGE OF ENGINEERING AND APPLIED SCIENCES

Bachelor of Engineering, Bachelor of Science, Master of Science, Doctor of Philosophy

COLLEGE OF BUSINESS

Bachelor of Science, Master of Business Administration

SCHOOL OF JOURNALISM

Bachelor of Arts, Master of Science

SCHOOL OF MARINE AND ATMOSPHERIC SCIENCES

Bachelor of Science, Bachelor of Arts, Master of Science, Master of Arts, Doctor of Philosophy

SCHOOL OF PROFESSIONAL DEVELOPMENT

Master of Arts in Liberal Studies, Master in Professional Studies, Master of Arts in Teaching, Master of Higher Education Administration, Master of Science Human Resource Management

Please note: The Secondary Education option on an undergraduate degree recipient's academic record indicates completion of a provisional teacher certification program approved and registered by the New York State Education Department.

HEALTH SCIENCES

SCHOOL OF HEALTH TECHNOLOGY AND MANAGEMENT

Bachelor of Science, Master of Science, Doctor of Physical Therapy

SCHOOL OF DENTAL MEDICINE

Doctor of Dental Surgery, Doctor of Philosophy

SCHOOL OF MEDICINE

Doctor of Medicine, Doctor of Philosophy

SCHOOL OF NURSING

Bachelor of Science, Master of Science, Doctor of Nursing Practice

SCHOOL OF SOCIAL WELFARE

Bachelor of Science, Master of Social Work, Doctor of Philosophy

FAMILY MEDICINE

Master of Science

GRADUATE PROGRAM IN PUBLIC HEALTH

Master of Public Health

HEALTH SCIENCES CALENDAR

Many of the programs in the Health Sciences divides the academic year into five-week sessions and combinations of sessions rather than a 15 week semester. The session terms are designated on students' academic record.

University of West Georgia
Carrollton, Georgia

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Maria K. Brown
Maria Brown, Registrar

Student No: [REDACTED]

Date Issued: 12-MAR-2025
Page: 1

Issued To: THOMAS MCGRATH
TMCGRATH1012@GMAIL.COM
REFNUM:51481471

Record of: Thomas M McGrath

Admit: Fall 1996
Matriculated: Fall 1996

Current Program
College : Graduate School
Major : Administ & Superv non-degree

Comments:

SSN [REDACTED]

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

Fall 1996

EDL 801	T		Leadership & Administrat Proc	5.00	A	20.00	
EDL 816	S		Curriculum Research & Design	5.00	B	15.00	
EDL 890	T		Practicum EDL 801 82	0.00	S	0.00	
Term: Ehrs: 10.00 GPA-Hrs: 10.00 Pts: 35.00 GPA: 50				Good Standing			

Winter 1997

EDL 807	S		Instructional Supervision	5.00	B	15.00	
EDL 890	S		Practicum EDL 807 53	0.00	S	0.00	
Term: Ehrs: 5.00 GPA-Hrs: 5.00 Pts: 15.00 GPA: 3.00				Good Standing			

Spring 1997

EDL 811	S		Staff Personnel Administration	5.00	B	15.00	
EDL 890	S		Practicum - EDL 811 52	0.00	S	0.00	
Term: Ehrs: 5.00 GPA-Hrs: 5.00 Pts: 15.00 GPA: 3.00				Good Standing			

Summer 1997

EDL 800	A		School Business Management	5.00	B	15.00	
EDL 805	A		School Law	5.00	B	15.00	
EDL 890	A		Practicum-EDL 800 01	0.00	S	0.00	
EDL 890	A		Practicum	5.00	S	0.00	
EDL 890	A		Practicum - EDL 805 07	0.00	S	0.00	
Term: Ehrs: 15.00 GPA-Hrs: 10.00 Pts: 30.00 GPA: 3.00				Good Standing			

***** BEGIN		GRADUATE-QUARTER SYSTEM		TOTALS *****	
	Earned Hrs	GPA Hrs	Points	GPA	
TOTAL INSTITUTION	35.00	30.00	95.00	3.16	
TOTAL TRANSFER	0.00	0.00	0.00	0.00	
OVERALL	35.00	30.00	95.00	3.16	
REGENTS	35.00	30.00	95.00	3.16	

ACADEMIC STANDING Good Standing
***** END GRADUATE-QUARTER SYSTEM TOTALS *****
***** END OF TRANSCRIPT *****

University of West Georgia

University System of Georgia

Office of the Registrar
Carrollton, GA 30118-0001

NAME CHANGE

In June 1996, West Georgia College became the State University of West Georgia. In January 2005, the name was updated to the University of West Georgia.

CALENDAR:

Effective Fall 1998, the University of West Georgia moved from a quarter calendar to a semester calendar.

COURSE NUMBERING SYSTEM:

Before Fall 1998

0-99	-	Non-credit courses
100-299	-	Lower division courses
300-499	-	Upper division courses
600-999	-	Graduate courses

Fall 1998 – Present

0000-0099	-	Non-credit courses
1000-2999	-	Lower division courses
3000-4999	-	Upper division courses
5000-9999	-	Graduate courses

OTHER GRADE SYMBOLS:

- # Institutional Academic Renewal grades of A, B, C and S count in hours earned, but not in GPA. Grades of D and F do not count in hours earned or GPA.
- > Transfer Academic Renewal grades of A, B, C and S count in attempted, earned and GPA. D grades count in GPA but not in hours earned.
- * UWG College Preparatory Curriculum (CPC/RHSC) course. Counted in hours earned and GPA. Effective fall 2015, can be used to meet degree requirements.
- % Learning Support/Development Studies. Not counted in hours earned or GPA.
- [] No credit awarded; counts in transfer GPA.
- @ Transfer College Preparatory Curriculum (CPC/RHSC) course. Counted in hours earned and GPA. Effective fall 2015, can be used to meet degree requirements.
- ^ Two year college graduate previously suspended or dismissed from West Georgia. Student must earn an additional 60 semester hours with at least a 2.00 for a bachelor's degree.

GRADING SYSTEM

Grade	Rating	Quality Points
A	Excellent	4
B	Good	3
C	Satisfactory	2
D	Passed	1
F	Failed	0
WF	Withdrew, failing	0
V or AU	Auditor	None
K	Credit by examination	None
S	Satisfactory	None
U	Unsatisfactory	None
W	Withdrew	None
CP or IP	Has not completed the course but is making satisfactory progress	None
I	Incomplete (was doing satisfactory work, but for non-academic reasons, has not completed course)	None
NR	Grade not reported	None
WM	Military withdrawal	None

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The University of the State of New York
THE STATE EDUCATION DEPARTMENT
Office of Teaching
Albany, New York 12234

America's Job Bank (www.ajb.org) is an easily accessible nationwide job bank that helps job seekers and employers connect. This service provides job seekers a method to post their resumes on the Internet. Employers regularly search this database to find suitable candidates for their job openings. This service is available free to job seekers and employers.

It is expected that a certified teacher be knowledgeable of New York State's new learning standards. For information about the learning standards and new State assessment system, please visit the Department's web site at <http://www.nysed.gov> or write to the Office of Curriculum, Instruction and Assessment, New York State Education Department, Albany, NY 12234.

THOMAS M. MC GRATH
12 HEMLOCK ROAD
MT. SINAI NY 11766

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.

THOMAS M. MC GRATH

Certification area: **SCHOOL DISTRICT ADMINISTRATOR**

*Form: **PERMANENT**
(over)

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

Certificate number: [REDACTED]

Control number: [REDACTED]

Given under the authority of
the State Education Department

Charles C. Mackay, Jr.
Administrator, Teacher Certification

Michael P. Miller
Commissioner of Education