



November 10, 2016

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New York State Board of Regents  
89 Washington Avenue, Room 111  
Albany, New York 12234

### ***To the Honorable Members of the Board of Regents:***

The compilation of proposed Regents' state legislative initiatives presented at your October meeting did *not* include a priority of years' past: repealing or amending the cap on the salaries and benefits which may be paid to Board of Cooperative Educational Services District Superintendents. I am writing to urge that this omission be corrected.

By law, the BOCES District Superintendents perform a dual role, as agents of the State Education Department in their regions and as chief executive officers of regional education service agencies. In both capacities, they are expected to be leaders among leaders.

Acting on behalf of SED, they lead implementation of complex state initiatives and intervention in troubled schools. These state responsibilities have been growing in recent years and are expected to continue doing so.

As local CEOs, they coordinate shared services which enable districts to provide their students with opportunities beyond what would otherwise be attainable and to provide their taxpayers with efficiencies that reduce school administrative costs. Historically, they have also served as leaders in another way, mentoring superintendents in their component districts.

The compensation of the District Superintendents reflects this dual role, with \$43,499 contributed by the state and the balance by component districts. The total salary is capped by law at 98 percent of the salary earned by the State Education Commissioner in 2003-04, or \$166,762. The cap was first enacted in 1993 and adjusted only once; there has been no increase in the cap since 2003. For perspective, in 2008 a District Superintendent was paying social security tax on their first \$108,000 in wages. In 2017 this will increase to a tax on the first \$127,200 of wages, thereby causing a decrease in "take home" pay of \$1,562 in that time period. Despite the wide-ranging responsibilities these leaders are expected to fulfill, they are receiving less after taxes today than they did nine years before.

NEW YORK STATE COUNCIL OF SCHOOL SUPERINTENDENTS

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Additionally, there are further limits on compensation which foreclose the District Superintendents from benefits typically available to most other school employees and their families.

The current cap has proven to be a huge obstacle to retaining exemplary leaders in the District Superintendency and to recruiting pools of competitive candidates when vacancies occur. A year ago, the seven public school leadership organizations comprising the Education Conference Board joined in advocating for relief from this outdated and harmful cap (the ECB statement is attached). We urge you join in this effort.

Every day, the BOCES District Superintendents stand up for State Education Department priorities in the field. You must stand up for them now by advocating fair and adequate compensation for their work.

Sincerely,

A handwritten signature in cursive script, appearing to read "Charles S. Dedrick".

Charles S. Dedrick, Ed. D.  
Executive Director

CC: Commissioner MaryEllen Elia  
Executive Deputy Commissioner Elizabeth Berlin  
Senior Deputy Commissioner Jhone Ebert  
Director Nicolas Storelli-Castro