



# THE COUNCIL'S Level I Legal Services

2016/17

*The New York State Council of School Superintendents is a professional and advocacy organization with over a century of service to school superintendents in New York State. The Council provides its more than 800 members with numerous professional development opportunities, publications and personal services, while advocating for public education and the superintendency.*

**Level I Legal services are provided through membership dues.**

**THE COUNCIL'S** in-house legal service offers effective legal representation to superintendents and is considered the "first" level of our legal service. With one call, superintendents receive immediate legal advice directly from Council attorneys. Legal services include but are not limited to:

- **Contract Negotiations**
- **General Questions**
- **Retirement**

Council attorneys represent superintendents in every stage of contract negotiations with the goal of reaching agreement with respective school boards on employment contracts that best meet the individual needs of the superintendent and protects the superintendent. Services include:

- **New Superintendents**  
THE COUNCIL represents new superintendents in the negotiation of their initial contract, even before they join as members.
- **Contract Reviews/Renewals**  
THE COUNCIL reviews superintendent contracts to identify out-of-date clauses that may jeopardize their rights, or to identify benefits that should be restructured based on current trends, new laws or changing personal situations. Should recommended changes require renegotiation, THE COUNCIL will represent the superintendent.
- **Model Contract**  
THE COUNCIL has a model contract to serve as a base for negotiation of new agreements or as a means of evaluating a superintendent's current contract. Not all superintendents will have or need every clause in the model, but the language it contains is a good resource for superintendents wishing to add a benefit, or restate a provision.

- **Interims**

THE COUNCIL also makes available a model contract for interim superintendents wishing to work with districts on a per diem or short-term basis. Our attorneys can counsel retirees who upgrade to an interim membership on the steps necessary to ensure that these earnings do not jeopardize retirement benefits.

- **Retirement Planning**

THE COUNCIL reviews superintendent contracts to maximize post-employment benefits and identify clauses or restructuring arrangements that may erode superintendent's retirement earnings.

Beyond representation, THE COUNCIL's legal service presents an array of programs and support. Our legal publications update superintendents on the latest court cases and regulatory changes affecting schools and administrators. Legal seminars provide professional development with invaluable sessions on trends in contract negotiations, troubleshooting to avoid conflicts and audit related issues.

**For more information regarding THE COUNCIL's legal services, please contact Jacinda H. Conboy, Esq., General Counsel at (518) 449-1063 or [jacinda@nyscoss.org](mailto:jacinda@nyscoss.org).**

