

WHO WE ARE

The New York State Council of School Superintendents (The Council) is a professional and advocacy organization with over a century of service to school superintendents, and recently assistant 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.

VISION

To be the premier educational organization in New York State influencing the development of policy and supporting the leadership of the superintendency.

MISSION

The Council, as a professional organization of school superintendents, shall promote the education of all children of New York State by **Leading, Educating, Advocating,** and **Developing** capacity, of its members.

THE COUNCIL'S CORE VALUES

The Council, as the primary membership organization in New York State for superintendents and assistant superintendents:

- believes in the power of public education to advance the ideals of a democratic society and ensure equal opportunity for all its citizens.
- believes in the importance of developing and sustaining the educational leadership provided by each superintendent while simultaneously promoting the integrity of the office.
- accepts responsibility to build and support effective communications and collegiality among its members.
- is committed to helping ensure gender, racial and economic equity among those serving as superintendent.
- promotes the importance and success of public education among policy makers at the local, state and federal levels.



LEVEL I LEGAL SERVICES

Level I Legal Services are included with your Council membership. Our in-house legal service offers legal representation to superintendents and is considered the “first” level of the legal service. With one call, superintendents receive immediate legal advice directly from Council attorneys. Legal services include but are not limited to:

- Contract Negotiation
- General Questions
- Retirement
- Contract Review
- Council attorneys represent superintendents in every stage of contract negotiations with the goal of reaching an 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.
- Additionally, Council attorneys assist superintendents with planning for retirement, evaluating contracts to better ensure that retirement needs are met and supporting superintendents in conversations with the Teacher’s Retirement System including:
- **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 Level I Legal Services, please contact Jacinda H. Conboy, Esq., General Counsel, jacinda@nyscoss.org or 518.449.1063.

YES, I AM INTERESTED IN JOINING LEVEL II LEGAL SERVICES!

The Council is offering Level II Legal Services which provide:

- Direct Legal Representation
- Protracted Conciliation Efforts
- Contractual Disputes
- Enhanced Retirement & Financial Planning
- Post-retirement Representation
- Employment Issues

Areas covered by the second level of legal services include protracted conciliation efforts, negotiations of separations and due process procedures.

These services are available to superintendent members only by paying an annual \$250* fee to The Council for the 2017-18 membership year. After November 1, 2017, the membership fees are \$500*. Please refer to the Level II Legal Services brochure for more detailed explanation of this service and associated fees.

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.

MEMBER DETAILS

Full Name: _____

Title/Position: _____

School District: _____

Address: _____

City: _____ State: _____ ZIP: _____

Work Phone: _____ Work Fax: _____

E-mail: _____

PAYMENT OPTIONS

Enclosed is my personal check for \$250/\$500* made payable to NYSCOSS.

Visa or Mastercard

Card Number: _____ Exp Date: _____

Print Name: _____

Signature: _____



Please return to:
 NYS Council of School Superintendents
 7 Elk Street, 3rd Floor
 Albany, NY 12207
 or fax to 518.426.2229
 or email membership@nyscoss.org

LEVEL II LEGAL SERVICES *

The Council strives to provide comprehensive legal services to its members. In most instances, a dispute between a member and his/her employer can be resolved through informal remedies. However, if legal remedies, personal appearances, or protracted conciliation efforts are necessary, Level II Legal Services are available to those who choose to participate in these enhanced services beyond those which are currently covered under your Council membership. Level II Legal Services include, but are not limited to:



- **Direct Legal Representation** – The services of an attorney selected at the sole discretion of The Council, for formal or informal intervention on behalf of members to resolve problems between the member and his/her employer and/or legal issues related to the Superintendent's employment. Direct legal representation includes representation in court, administrative proceedings, and protracted conciliatory efforts, as defined herein.
- **Due Process of Law** – Procedural steps designed to ensure that local board of education action is taken in accordance with Constitutional, statutory, and regulatory guarantees, including, but not limited to, the right to a hearing.
- **Employment Issues** – Providing assistance with respect to employment issues (i.e. cease and desist letters).
- **Protracted Conciliation Efforts** – Direct legal representation designed to informally resolve member/board disputes and contract violations.
- **Additional Contract Support** – The Council will represent the legal interest of the superintendent if The Council determines that a board has violated the terms of a superintendent's contract, and/or the negotiation of a separation agreement if it becomes necessary to sever the employment relationship in advance of the expiration of the superintendent's employment contract. In addition, The Council will represent the superintendent in additional legal matters where their rights are being violated (i.e. cease & desist letters). This service requires membership in Level II Legal Services.
- **Enhanced Retirement Planning** – Under our Level II Legal service, The Council will review superintendent contracts to maximize post-employment benefits. This includes an individual financial planning consultation and quarterly, legal/financial updates providing retirement guidance.
- **Post-retirement Representation** – The Council can also represent superintendents who discover contract issues that arise after retirement such as TRS determination.
- **Search Engine Optimization Repair** – *New this year!* – The Council is pleased to offer a basic Search Engine Optimization repair service to quickly adjust Google search results. Also included in this service is a social media consultation that encompasses a review of your current online presence, recommended tools to use, and a review of basic online strategy.

For more information regarding Level I or Level II Legal Services, please contact Jacinda H. Conboy, Esq., General Counsel, jacinda@nyscoss.org or 518.449.1063.

*Level II Legal services require enrollment that must be paid for directly by the member.

For a complete listing and full description of our programs, please visit our website at www.nyscoss.org

NYS Council of School Superintendents
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www.nyscoss.org

Like Us On   @NYSchoolSupts  @nyscoss.org



THE
COUNCIL^{of}
SCHOOL SUPERINTENDENTS
LEADERS • EDUCATORS • ADVOCATES

2017-18
Legal Services