

# SUPPORT

## BOCES Superintendent Compensation Equity S.3203 (DeFrancisco)/A.2112 (Nolan)

**THE COUNCIL SUPPORTS this proposal to modernize the current cap on BOCES District Superintendent Salaries.**

This proposed legislation would update the base year calculation for salaries paid to District Superintendents of Boards of Cooperative Education Services (BOCES).

Currently, salaries of BOCES District Superintendents are statutorily capped at 98 percent of the salary of the Commissioner of Education as of baseline year 2003-2004. The baseline year used to calculate this applicable percentage has not been amended in over a decade, leaving District Superintendents at a calculated salary level that is actually 78 percent of the Commissioner's current salary.

This bill would set the cap at 98 percent of the Education Commissioner's 2017-18 salary. For District Superintendents subject to the current cap, this increase would be phased-in by limiting pay increases to no more than 6 percent per year. It is important to note that an increase of any amount, let alone the capped 6 percent per year, is not guaranteed even if enacted. BOCES must still consider whether to authorize salary increases weighing issues such as budgetary capacity and market place factors.

To be clear about the intent of this legislation, it would simply update a calculation that is outdated, transferring the same legislative intent, as previously executed in 2003, to the current year. THE COUNCIL does *not* support a cap of any kind on salaries of our educational leaders. These are accomplished individuals leading multi-million dollar organizations. Their work hours far exceed the bounds of a normal work day, and their responsibilities to their teachers, students, and communities are considerable. They have also been charged with significant new responsibilities regarding the state implementation of the Every Student Succeeds Act.

BOCES District Superintendents are called upon to be leaders among leaders. By law, they are the State Education Commissioner's representatives in the field. In that role they are charged to guide implementation of complex state initiatives and to lead interventions in troubled schools and districts. They not only coordinate shared-services, efficiencies, training, and exceptional educational programs within their component districts, but they also often assist those districts in choosing their own school superintendents.

Failure to update BOCES District Superintendents' salaries is currently creating concern as to the state's ability to recruit and retain professionals to these important positions.

***The Council strongly supports this legislation and urges its approval.***