



LEADERS • EDUCATORS • ADVOCATES

# 2021-2022

## Membership Benefits & Application



**Join The Council Today!**

<https://www.nyscoss.org>

518.449.1063



## 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 875 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.



## ADVOCACY



The Council exists for one purpose – to help school superintendents and its other members succeed on behalf of the children and communities they serve. Policies adopted in Albany and Washington can shift the odds either for or against success for our members and the schools they lead. Advocacy – for members, with members, and by members – is one cornerstone in building toward success.

Whatever the issues of the moment may be, The Council has two goals in advocacy that apply in every year: to raise visibility for the contributions of superintendents and public schools, and to engage our members in advocacy. The Council's advocacy staff constantly strives to give

members the most accurate and timely information possible on developments affecting school funding and policy, both in Albany and in Washington, both to help influence decisions before they are settled by policymakers, and to interpret them once they are enacted into law.

That expertise is never more valuable to school leaders than when the economy falters and governments' capacity to deliver funding diminishes.

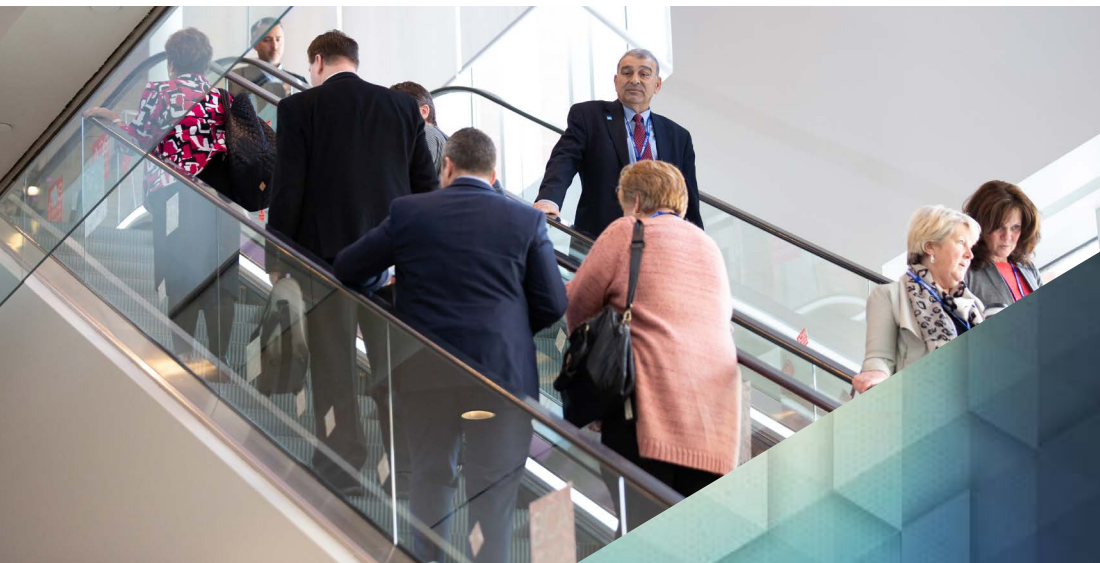
Ultimately, ensuring that superintendents' views are heard and thoroughly considered in policy debates is crucial – not only for their individual success, but the success of policies themselves, for all the school children and taxpayers we have the privilege to serve.

The Council's Advocacy Team provides the following services, among others:

- **The Council's Listserv:** Sent directly from the Advocacy team to your preferred e-mail address.
- **Personalized bill drafting** prepared for introduction by local legislators.

**For more information regarding Advocacy Services, please contact Robert N. Lowry, Jr., Deputy Director ([boblowry@nyscoss.org](mailto:boblowry@nyscoss.org)) or Greg Berck, Assistant Director for Governmental Relations & Assistant Counsel ([greg@nyscoss.org](mailto:greg@nyscoss.org)) at 518.449.1063.**

Like Us On   @NYSchoolSupts  @nyscoss.org



## 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. 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.
- **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 or Enhanced Level II Benefits, please contact Jacinda H. Conboy, Esq., General Counsel ([jacinda@nyscoss.org](mailto:jacinda@nyscoss.org)), or Greg Berck, Assistant Director for Governmental Relations & Assistant Counsel ([greg@nyscoss.org](mailto:greg@nyscoss.org)) at 518.449.1063.**



## ENHANCED LEVEL II BENEFITS \*

---

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, Enhanced Level II Benefits are available. Enhanced Level II Benefits include, but are not limited to:

- Direct Legal Representation
- Due Process of Law
- Employment Issues
- Protracted Conciliation Efforts
- Post-retirement Representation
- Enhanced Retirement Planning

*\* Enhanced Level II Benefits require enrollment that must be paid for directly by the member.*

### ADDITIONAL BENEFITS:

- Enhanced Financial & Retirement Planning
- Search Engine Optimization Repair Service

## ANNUAL EVENTS

---

The Fall Leadership Summit and the Winter Institute and Lobby Day are annual events offering keynote addresses by national experts in the fields of leadership, education and related areas; opportunities for members to share best practices with colleagues through smaller educational sessions; an interactive discussion with the Commissioner of Education about New York State issues and initiatives; and networking for support and collegiality among members through social interaction, group discussions, meetings and workshops. Each event focuses on a key theme over several days. This year's events will be held:

### 2021 Fall Leadership Summit

September 26-28, 2021

The Saratoga Hilton & the Saratoga Springs City Center  
Saratoga Springs, NY

### 2022 Winter Institute & Lobby Day

March 6-8, 2022

Albany Capital Center  
Albany, NY



## PROFESSIONAL LEARNING SERVICES

---

LEAF, Inc. is The Council's Foundation and offers professional development that is high-quality, cost-effective, and research-based.



## MISSION

---

To serve as the premier organization offering comprehensive professional development to ensure the success of educational leaders and the students they serve through opportunities that are excellent in quality, pertinent in focus, and readily accessible to all.

## PROFESSIONAL LEARNING OFFERINGS

---

### Early Career Institutes

- New Superintendents Institutes are offered to first year superintendents or superintendents new to New York State and includes five sessions throughout the year on topics critical to the success of a first year superintendent.
- Early Career Superintendents Institutes consist of periodic sessions during the year and a session held at each of The Council's two annual events.

### Leadership Theory and Practice

- The Summer Institute at Harvard is offered every July to a limited number of school superintendents, deputy and assistant superintendents.
- The Financial Leadership Series for School Superintendents is held throughout the year in various locations and/or virtually on financial leadership issues.
- The Council's Commission on Diversity and Inclusivity offers regional and virtual programs throughout the year and at both Council conferences on topics of equity and how school districts can lead this work.
- The Council's Women's Initiative supports women educational leaders statewide and is held in various locations and/or virtually throughout the year.
- LEAF, Inc, and The Council offer regional sessions in collaboration with our strategic partners on topics relevant to school leaders, including legal workshops and the new Thought Leadership Summit. These workshops will be developed regionally.

### Superintendents Resource Bank

The Superintendents Resource Bank (SRB) is available for use by active members of The Council. The SRB includes member superintendents with a desire to respond to requests for information and to share advice and experiences with colleagues statewide on important issues they face.

If you are an active member and you cannot find the information you are requesting in the SRB archive, The Council will post your request for information to our online community without identifying information (name or district).

To access the SRB archive, please visit our online community on our website.



## LEAF / Council Consulting Service

We offer a variety of services provided by independent consultants with expertise in district consulting, regional retreats, customized professional development and informal confidential support. Services offered reflect the needs of New York State school districts in a time of increasing demands at the local, state and national levels.

## LEAF Leadership Coaching

LEAF, Inc. offers a leadership coaching program for superintendents and their administrators. Coaches generally meet monthly with those with whom they work. However, superintendents receive bi-monthly coaching sessions due to the complexities of their work. All coaching sessions are confidential. Coaching costs are BOCES aidable. For more information on coaching, contact Mike Ford, Director of Leadership Development at [mike@nyscoss.org](mailto:mike@nyscoss.org) or by calling 315.521.2001.

**For more information on any of the above services please contact Vren Banks, Director of LEAF ([vren@nyscoss.org](mailto:vren@nyscoss.org)) at 518.694.4880.**

## AWARDS & SCHOLARSHIPS

---

### Awards

As a member, you are eligible to receive a host of honors and recognition. Awards include:

- **Appreciation Award:** given in recognition of an active member's efforts on behalf of The Council, and its initiatives.
- **Distinguished Service Award:** given in recognition of a Retired Life Member who has shown exemplary commitment to public education after retirement.
- **Superintendent of the Year Program:** through the American Association of School Administrators' (AASA), this is acclaimed as the most prestigious honor a school system leader can attain. AASA coordinates the National program and The Council selects a New York Superintendent of the Year from this same application process.
- **Friend of the Council Award:** given every year in recognition of a non-member's contribution to The Council and the field of education.

### Scholarships

To encourage interested candidates, The Council currently offers scholarship opportunities for aspiring superintendents.

- **Raymond R. Delaney Scholarship:** awarded to a nominated individual enrolled in a graduate study program through which a School District Administrator Certificate or a Doctoral Degree may be earned.
- **The Dr. Mary Barter Scholarship:** its purpose is to inspire and promote more diversity for those interested in the field of educational leadership.
- **Mary Alice Price Scholarship for Future Superintendents** is a needs-based scholarship awarded annually to an individual who has been accepted as a fellow into the Future Superintendents Academy program. One scholarship is awarded annually to assist in the cost of tuition for the program.

**NYS Council of School Superintendents**  
7 Elk Street, 3rd Floor  
Albany, NY 12207  
518.4491063  
[www.nyscoss.org](http://www.nyscoss.org)

Like Us On   @NYSchoolSupts  @nyscoss.org





# PRICING STRUCTURE

**Superintendent:** Any chief school administrator of a New York State Public School District or Board of Cooperative Educational Services may become a Superintendent Level Member of The Council. This includes titles such as District Superintendent and Superintendent of Schools.

**Retired Life:** Any chief school administrator of a New York State Public School District who has been a superintendent member of The Council for a minimum of five years immediately prior to retirement. Contact Council offices to determine eligibility.

Membership Level	Legal Services	Councilgram	Listserv	Directory	Resource Bank	Voting	Serve on Committees
SU	◆	◆	◆	◆	◆	◆	◆
RL	*	◆	*	*			

\* = Limited ◆ = Full Services

# ADDITIONAL MEMBERSHIP OPTIONS

**AASA:** The American Association of School Administrators (AASA) represents all school system leaders and offers resources for the entire leadership team – including superintendents, cabinet members and central office leadership.



Benefits of becoming an AASA member include:

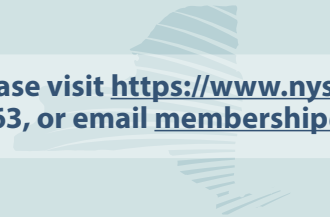
- Member rates at the National Conference on Education, as well as access to multiple professional development conferences, institutes and forums.
- Legal support in addition to that offered by The Council. (\$1M individual professional liability coverage/up to 10K for job protection defense claims based on continuous years of membership, \$500 deductible)
- Publications that deliver members succinct topical reporting on concerns of school leaders in every public education setting, such as: *The School Administrator*, *The Leader's Edge*, and the *AASA Daily News*.

Effective 7/1/2021 - 6/30/2022 the price for superintendents, assistant and deputy superintendents is \$470 per year; Small District Leader\* AASA Dues are \$235.

**LEAF Subscription Service:** The subscription includes six issues that focus on topics to assist school leaders and educators with school improvement initiatives.

**Enhanced Level II Benefits:** Advanced legal services available to superintendent level members. This must be paid directly by the member. For more information, contact Council offices or see the Legal Services Brochure.

\* Only available to school districts with less than 350 students enrolled.



To join, please visit <https://www.nyscoss.org>,  
call 518.449.1063, or email [membership@nyscoss.org](mailto:membership@nyscoss.org)

MEMBER DETAILS

Full Name: \_\_\_\_\_

Title/Position: \_\_\_\_\_

School District: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP: \_\_\_\_\_

Work Phone: \_\_\_\_\_ Work Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_ ☐ Pls send *Councilgram* electronically

Secretary/Secondary Office E-mail: \_\_\_\_\_

Start Date of 1<sup>st</sup> Appointment as New Superintendent: \_\_\_\_\_

Last 4 digits of Social Security Number (Required for CTLE credits): \_\_\_\_\_

MEMBERSHIP DUES

☐ Superintendent (.01 of annual salary with a cap of \$2,825.00)  
Salary \_\_\_\_\_ or Invoice Max

☐ Shared Superintendent of two or more districts  
(.0125 of annual salary with a cap of \$2,825.00)  
Salary \_\_\_\_\_ or Invoice Max

ADDITIONAL MEMBERSHIP OPTIONS

AASA / \$470

AASA Small District\* / \$235

\*Only available to school districts with less than 350 students enrolled.

LEAF Subscription Service / \$285

PAYMENT OPTIONS

☐ Check enclosed made payable to The Council (NYSCOSS)

☐ Purchase order enclosed

☐ Visa or Mastercard

Card Number: \_\_\_\_\_ Exp Date: \_\_\_\_\_

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_



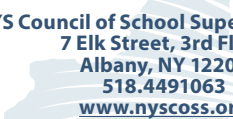
Please return to:  
NYS Council of School Superintendents  
7 Elk Street, 3rd Floor  
Albany, NY 12207  
or fax to 518.426.2229 or email [membership@nyscoss.org](mailto:membership@nyscoss.org)

## COMMITTEE PARTICIPATION

---

The following committees are open to members on a yearly renewal basis. Please indicate committees of choice below or online.

- ☐ **Athletics:** Liaison to the New York State Public High School Athletic Association; provides input to legislative committees and SED on issues related to athletics.
- ☐ **Cabinet (Deputy and Assistant Superintendents only)** Helps explore and develop professional development programs and services tailored to the needs of The Council's Cabinet members.
- ☐ **Curriculum and Instruction:** Helps to formulate Council positions on curriculum, assessment and instructional issues. Primarily responsible for advising The Council on most issues addressed by the Board of Regents and disseminates information to the membership pertaining to curricular concerns.
- ☐ **Assessment: Sub-committee of Curriculum and Instruction:** Serves as a liaison between the Curriculum and Instruction Committee and the NYSED Office for Standards, Assessments, and Reporting. Solicits input and feedback regarding issues, questions, concerns, and recommendations pertaining to assessment.
- ☐ **Special Education: Sub-committee of Curriculum and Instruction:** Helps to formulate Council positions on Special Education and serves as an advisory subcommittee to the Curriculum and Instruction Committee on matters related to serving students with disabilities in New York State.
- ☐ **Federal Legislative:** The Federal Legislative Committee is an advocacy committee which serves to monitor federal legislation and to provide input on key issues affecting New York State schools to members of U.S. Congress and the U.S. Department of Education. The Federal Relations Committee will work together with the members of the AASA Governing Board to ensure that the committee's advocacy efforts are closely coordinated with those of AASA.
- ☐ **Dr. Mary Barter Scholarship for Minorities and Women:** Explores and recommends strategies for recruitment of outstanding candidates, especially minorities and women, into the educational profession and the superintendency.
- ☐ **Member Service:** Primary responsibility of this committee will be to review current member benefits and determine what/if any additional services may be beneficial to The Council's membership base.
- ☐ **Wellness:** Promotes well being of superintendents through informational programs and activities.
- ☐ **Conference Committee Task Force:** To guide the design of the Fall Leadership Summit and the Winter Institute to create a seamless experience including improving educational formats, identifying leading meeting ideas, and creating content strands and vetting presentation proposals.



**NYS Council of School Superintendents**  
**7 Elk Street, 3rd Floor**  
**Albany, NY 12207**  
**518.4491063**  
**[www.nyscoss.org](http://www.nyscoss.org)**

*Like Us On*   [@NYSchoolSupts](https://twitter.com/NYSchoolSupts)  [@nyscoss.org](https://www.instagram.com/nyscoss.org)