

The Career Center – “Your Administrative Salary” Update # 17 – March 2017

You can talk to us!

**Providing information and coaching to transitioning
building administrators, central office administrators, and superintendents**

On my mind...

Two Women's Initiatives Underway

I am pleased to see that two powerful initiatives are underway in support of women in leadership. This is good for women leaders as well as those of us men in support of fairness and equity in educational employment.

On May 18th NYSCOSS is hosting a "Women's Initiative" in Saratoga Springs. The Women's Initiative will focus on supporting women educational leaders to inspire more women to seek leadership positions in education. This is an important effort and superintendents across NYS should encourage and support attendance at this day-long event. Information can be found on the NYSCOSS.org website.

Also in May, NYSAWA (NYS Association for Women in Administration) will be hosting four professional development events, 4:00 PM to 7:30 PM in Buffalo - Rochester - Syracuse - Albany. These regional events are part of NYSAWA's 'Women Administrators Professional Development Series.' In addition to small group sessions and dinner, Dr. Sue Gray will give a presentation on “Women in Leadership: Reflections From a Longitudinal View.” This regional series is part of NYSAWA's Women Administrators Professional Development Series.

Career Center

As the heat of the hiring season gets underway Bill Silky and I are busy with the coaching of aspiring administrators. I am amazed at the number of educational leaders who want and need a second opinion on how to navigate the application and interview process, and/or career decisions. My observation is that while many leaders have a confidential mentor for this process, many don't. Perhaps we can help.

The Career Center continues to record a solid number of new job vacancies each week at the central office and building levels. For those of you registered on the statewide Career Center Job Vacancy Listings the new postings for January were: 10 new superintendent postings, 42 new central office postings, and 24 new building level postings. If you want to know about jobs in New York State, we post them all.

Jim Merrins

CAREER CENTER - LATEST COUNT OF NEW VACANCY POSTINGS

The 'Job Vacancy Listings' at [The Career Center](#) is operational. **We have statewide job postings.**

WEEK ENDING	<u>New Superintendent Postings</u>	<u>New Central Office Postings</u>	<u>New Building Postings</u>
2/5/2017	1	9	7
2/12/2017	1	10	12
2/18/2017	5	19	8
2/26/2017	2	13	5

Negotiations

Salary is only one part of compensation and the in-contract benefits are an overlooked, but critical part of your overall package. Many times the public salary will mask tens of thousands of dollars in lifetime compensation in the individual contract. So as a strategy, be ready for this conversation. Be prepared to trade off some salary for specific benefits: buy back of vacation days, buy back of sick days, bonuses for meeting annual goals, whole life insurance, payment for a Doctorate, district contributions to a 403(b), etc., etc.. Many times districts prefer to drive compensation in benefits versus salary as it is less visible to the public and therefore less likely to be criticized.

A salary strategy while in the position is the “salary adjustment,” not your annual salary increase but an increase based on outside factors. One example is the “fairness” argument to get a salary adjustment – such as, your salary is not fair based on what other administrators are making, or what others in the area are being paid, your longevity, etc.. Another example is the “restructuring” argument – such as, the district has restructured the administration of the district and you have greater responsibilities - more students/staff, additional k-12 duties, etc..

You should be aware, ready, and prepared to negotiate when the opportunity arises. This is a place where a skilled negotiator can recommend what to say, how to say it, and when to say it.

You are most powerful if you are THE finalist. You may even want a paid, skilled negotiator talking to the Board representative rather than negotiating yourself.

Coaching

Do you have a career mentor or career coach? It helps to have an experienced administrative advisor “behind the curtain” to suggest strategies to you. It helps if she/he has the experience to understand Board thinking. Do not hesitate to pre- identify an advisor for the time when your salary and benefit opportunities arise.

POWERFUL WORKSHOPS AND TRAININGS **Spring and Summer 2017**

Visit our reconstructed website: www.SuperintendentOfSchools.com

Tell Your Colleagues - Workshops and Programs of Interest to Transitioning Administrators:

Introduction to Student Extraclassroom Activity Funds

[[Details HERE](#)] [[Online Registration HERE](#)]

Half-day training – Mornings – 9:00 AM to 12:00 Noon

Eastern Long Island – Hilton Garden Inn Riverhead, Riverhead, NY

Wednesday, April 19, 2017

Western Long Island – Bank of America, Broad Hollow Conference, Melville, NY

Thursday, April 20, 2017

Advanced Issues for Student Extraclassroom Activity Funds

[[Details HERE](#)] [[Online Registration HERE](#)]

Half-day training – Afternoons – 12:30 PM to 3:30 PM

Eastern Long Island – Hilton Garden Inn Riverhead, Riverhead, NY

Wednesday, April 19, 2017

Western Long Island – Bank of America, Broad Hollow Conference, Melville, NY

Thursday, April 20, 2017

Claims Auditor and Deputy Claims Auditor Training

[[Details HERE](#)] [[Online Registration HERE](#)]

Half-day training – Mornings – 9:00 AM to 12:00 Noon

Eastern Long Island – Hilton Garden Inn Riverhead, Riverhead, NY

Tuesday, April 18, 2017

Western Long Island – Bank of America, Broad Hollow Conference, Melville, NY

Friday, April 21, 2017

Women Administrators Professional Development Series

Spring 2017 “Women in Leadership: Reflections From a Longitudinal View“

[[Details HERE](#)] [[Online Registration HERE](#)]

Four Locations – 4:00 PM to 7:30 PM (With Dinner)

Western New York – Salvatore’s Restaurant, Williamsville (Buffalo area), NY

Tuesday, May 16, 2017

Mid-Western New York – Burgundy Basin Pittsford (Rochester area), NY

Wednesday, May 17, 2017

Central New York – Double Tree by Hilton Syracuse (Carrier Circle), NY

Tuesday, May 23, 2017

Eastern New York – Holiday Inn Express Latham (Albany area), NY

Wednesday, May 24, 2017

Transition to Superintendency Program (TSP)

Applications are processed in the spring and early summer

A new cohort is offered each summer.

Four full days (two days + two days), one statewide location – Syracuse, NY

Wednesdays and Thursdays – July 19 & 20, and August 9 & 10, 2017

[[Details HERE](#)] [[TSP Application HERE](#)]

Applying for the Superintendency in New York State - ONLINE WORKSHOP

For experienced school administrators applying or preparing to apply for the superintendency

Online coaching - 4:00 to 5:30 PM (or by appointment)

Check the schedule at superintendentofschools.com

Readiness for the Superintendency in New York State - ONLINE WORKSHOP

For new or experienced school administrators interested in an understanding of how to prepare for the superintendency

Online coaching - 4:00 to 5:30 PM (or by appointment)

Check the schedule at superintendentofschools.com

Visit our reconstructed website: www.SuperintendentOfSchools.com

Career Center Services

Job Vacancy Listings (state-wide listing - membership fee required)

Career - Application - Interview Coaching (personal and confidential)

Job Posting Service (free to NY school districts, BOCES, and associations)

The Career Center

Career Center Affiliations

Proudly affiliated with the
New York State Association for Women in Administration > > [HERE](#)

Administered and presented by

[Castallo & Silky - Educational Consultants](#)

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