



**Council of Administrators
and Supervisors**

Supporting Educational Leadership



THE VALUE OF UNION MEMBERSHIP

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History of Council of Administrators and Supervisors (CAS)

In 1967, New York enacted the Public Employees' Fair Employment Act, commonly known as the Taylor Law. Prior to the enactment of the Taylor Law public employees in New York did not have the right to be represented by unions, or to bargain collectively over salary, benefits, and other terms and conditions of employment. Back in 1967, the average teacher salary was approximately \$6,533, the class sizes in many districts were even more unmanageable than they are today, and tenure protections were non-existent. In 1968, the Council of Administrators and Supervisors (CAS) was created to combat the foregoing issues, becoming one of the first organizations on Long Island to represent public school employees.

For over 50 years, CAS has been the largest organization of public-school administrators on Long Island. Administrators in an overwhelming majority of school districts here on Long Island are represented by local unions affiliated with CAS. While the local affiliated unit is the bargaining agent for its members, CAS provides negotiation and legal services to affiliated units. Over the last 50 years, with CAS' assistance, New York has become home to the highest average administrator and teacher salaries in the nation, with Long Island and Westchester being home to the highest salaries in the State. The average high school principal's salary here on Long Island in 1967 was approximately \$15,000, while in 2020, the average high school principal's salary was just over \$190,000. Those figures far outpace salary growth in the rest of the economy over the same time period.

Over the decades, CAS has continued to see its membership grow across the Island and our members' needs expand. Therefore, in addition to providing top negotiation and legal services, CAS has also focused on creating member based professional development and mentoring programs here on Long Island to help Administrators face day-to-day challenges with confidence. During this time, CAS has also expanded our discounted benefit plans to the membership, ranging from cost-efficient estate planning to tax preparation assistance. Meanwhile, CAS's well established and respected political action wing has been responsible for some of the most beneficial pieces of legislation impacting school administrators, including the recently passed legislation shortening administrative tenure.

CAS was founded on the belief that our most valuable resource will always be our members. For over 50 years, CAS has fought for every one of its members' rights and benefits here on Long Island and will continue to do so for the next 50.

For further information on the benefits of union and CAS membership, please contact us (631) 761-5451 or via email at: casinfo@caslongisland.com or scan QR code on back cover.



ESSENTIAL CAS MEMBERSHIP BENEFITS

LEGAL REPRESENTATION

LEGAL REPRESENTATION AND SERVICES FOR MEMBERS

Members of a CAS affiliated unit receive the following:

Personal and direct access to a lawyer exclusively retained for the CAS membership who possesses extensive experience in education and labor law. (CAS does not use general practice law firms or retired administrators to represent members)

Assistance and guidance on handling an array of issues involving parents, central office, and staff, including but not limited to: draft emails, letters, and responses on behalf of a member, as well as discussing strategies and taking legal action when appropriate on behalf of the member

Filing of grievances and formal representation at arbitration hearings. CAS covers the full cost and does not share the cost of arbitrations with the local association

Representation at disciplinary interviews conducted by the school district, State Education Department, Department of Education, Attorney General's Office, and/or other state and federal agencies

Full and complete representation during a 3020-a hearing, section 75 hearing, or other disciplinary hearing for active members in good standing at no cost to the individual member or unit

Full and complete representation at Part 83 Hearing (Moral Conduct Hearing) before the State Education Department for active unit members in good standing

Litigation before the Commissioner and Courts regarding nondiscrimination work related disputes such as tenure, seniority, under/over payment, improper termination, improper transfer, etc

Full representation before PERB regarding a change in practice, work year, subcontracting out positions, etc

Guidance and assistance with expired certification and registration issues with State Education Department

Continued coverage of members after retirement regarding matters involving retiree payment, Medicare, NYSTRS

Legal
representation

ESSENTIAL CAS MEMBERSHIP BENEFITS

CONTRACT NEGOTIATION SERVICES

CAS for over 50 years has been the preeminent negotiating force for administrative contracts on Long Island. CAS units and members receive:

Comprehensive review and analysis of your current bargaining agreement

Access to all administrative collective bargaining agreements on Long Island

Access to central office and teacher salary information and contracts

Access to the most extensive database of Long Island administrative salaries and benefits

Review with negotiating team all recent settlements, comparable salary data and analysis of district budget and ability to pay.

Attorney will work with the negotiating team to develop strategy and proposals based upon discussion with union leadership and analysis of data.

At-the-table representation (at your unit's option) by two of the most experienced negotiators of administrative and supervisory contracts on Long Island

Assistance when applying for administrative openings in other school districts

Development and preparation of negotiation packages and proposals

Legal review of all Memorandum of Agreements and final Collective Bargaining Agreements

Legal preparation in the filing of all formal impasse declarations as well as legal representation during all phases of mediation and fact-finding

Assist unit in presentations to Board of Education and other permitted labor dispute actions

Guidance and direction on implementing strategies to increase units bargaining strength and identity

CONTRACT NEGOTIATION SUPPORT

COLLECTIVE BARGAINING
Process Negotiation
Agreement Productive
Working Hours Terms Rules
Employer Union Wages Group
Overtime Safety Establish Cost

Employees
Participate
its Work
ulate Contract
Salary
Cost
Healthcare
representative
Employer
Group
Establish
Cost
Wages
Rules
Terms
Hours
Working
Agreement
Negotiation
Process
BARGAINING
COLLECTIVE

ESSENTIAL CAS MEMBERSHIP BENEFITS

LEGISLATION/POLITICAL ACTION

Members receive legislative and political representation through the CAS Political Action Committee Fund (CAS PAC) which includes:

Effective lobbying efforts since 1968 with a Professional NYS Licensed Lobbyist who collaborates with a CAS Executive Board member

Regular meetings in Albany with Assembly and Senate members as well as other public officials to advocate for our members before and during each legislative session

Promoting legislation that benefits public education while opposing legislation that reduces or limits public school administrators' rights

Organizing and supporting favorable political campaigns

Hosting meetings for members with influential legislators and public officials
and co-draft favorable legislation with legislators

Advocating for the elimination of unfunded mandates and equitable distribution of state aid funding for public education

Studying and analyzing proposed legislation to determine possible effect on the interests of public school administrators, public schools, and the general public

Conferring with legislators and NYSED officials to emphasize supposed weaknesses or merits of specific bills to influence passage, defeat, or amendment of measure or introduction of legislation more favorable to our interests

Planning and coordinating meetings between members, elected officials, and SED officials to discuss legislative issues and proposals and allow officials to respond to membership concerns



PROFESSIONAL DEVELOPMENT BENEFITS

CTLE SPONSORSHIP WEBINARS AND SEMINARS

Members of affiliated units are provided (at no additional cost) local professional development opportunities, such as:

PROFESSIONAL AND PERSONAL DEVELOPMENT PROGRAMS	CAS PROFESSIONAL DEVELOPMENT (CTLE) PROGRAMS
	» Annual Professional Performance Review (APPR) – Principals
	» Annual Professional Performance Review (APPR) – Teachers
	» Teacher Observations: Process and Protocol
	» Dignity for All Students Act (DASA)
	» Data Driven Instruction
	» Building Leader
	» Education Law
	» School Safety
	» Crisis Management
CONTRACT NEGOTIATIONS	» Master Schedule Development
	» New Administrators Road Map
	» Administrative Mentoring
	» Thematic Professional Networking Programs
RETIREMENT PLANNING	» New Local Presidents’ Workshops
	» Negotiation Preparation and Process
	» Strategic Planning
	» Contract Analysis
	» Local Activism
	» Pre-retirement Strategies
	» NYSTRS Pension Planning
	» Maximizing Tax Deferred Programs
	» Social Security Benefits
	» Individual Financial Planning

PROFESSIONAL DEVELOPMENT BENEFITS



COLLEGE PLANNING

- » 529 Savings Plans
- » FAFSA Applications

RETIREE WORKSHOPS

- » Maximizing Social Security
- » Maximizing Tax Deferred Programs

**THE COUNCIL OF ADMINISTRATORS AND
SUPERVISORS IS A NYSED APPROVED SPONSOR OF
CONTINUING TEACHER AND LEADER EDUCATION**



CTLE Sponsor #23099



MEMBERSHIP ENGAGEMENT & RECOGNITION

NETWORK OPPORTUNITIES

- » Delegate Assemblies
- » Leadership Conferences
- » ESSAA conferences
- » Award Recognition and Retiree Celebrations

JOB BOARDS AND CAREER OPPORTUNITIES

- » Weekly CAS Job Opportunities

MEMBERSHIP COMMUNICATION

- Casliny.com
- Essaa.org
- ESSAA Insights
- NYSED Updates
- Legal Updates and Newsletters
- Weekly emails
- Member surveys.

COMMUNITY ENGAGEMENT AND RECOGNITION

- » ESSAA State Administrator of The Year Recognition
- » CAS Administrator of the Year Recognition
- » Recognition of National Blue Ribbon School Awards
- » CAS Retiree recognition events and honors



FINANCIAL & SUPPORT BENEFITS

PERSONAL FINANCIAL PLANNING BENEFITS

- ▶ Life Stage Wealth Advisors
- ▶ Individual Tax Planning
- ▶ Retirement Planning
- ▶ NYSTRS Pension Education and Planning
- ▶ Social Security Planning
- ▶ Personal Investment Training; 403b, 457, Roth IRA, etc.
- ▶ 529 College Planning
- ▶ College Financial Aid Planning FAFSA
- ▶ Student Loan Repayment
- ▶ Financial Literacy
- ▶ (4) \$1,000 CAS College Scholarships

DISCOUNTS AND SAVINGS PLANS

- ▶ Abenity CAS Member Perks Program
- ▶ Buyers Edge
- ▶ Working Advantage Discount Program
- ▶ American Safety Council Defensive Driving Online
- ▶ Avis, Budget, and Enterprise Car Rental



FINANCIAL & SUPPORT BENEFITS

ADDITIONAL LEGAL AND CONSULTING SERVICES

- » Discounted Wills and Estate Planning – Zuvich Law
- » Discounted Real Estate Law – Jonathan Rosen
- » Discounted Matrimonial and Family Law – Nassau Family Law
- » Discounted Accounting and Tax Preparation – Elizabeth Oberg CPA CFE

ADDITIONAL INSURANCE AND HEALTH BENEFITS

- » \$10,000 Cigna Term Life Insurance policy
- » VSP and Davis Vision Care Insurance
- » EDP Dental Plan Discount
- » (Optional) Discounted Mutual Of Omaha Long Term Care Insurance



RETIREE PROTECTIONS AND BENEFITS

RETIREE REPRESENTATION

Members in good standing upon retirement (defined as active membership within his/her local CAS unit for at least five years prior to the date of retirement) are eligible for the following:

Legal representation concerning alleged contractual overpayment or underpayments of separation or terminal leave payments

Legal representation involving Court action seeking an alleged overpayment made while an active employee (e.g., public gift of funds)

Legal representation before Teachers' Retirement System or Employee Retirement System concerning alleged miscalculations of years of service or Final Average Salary (FAS), including challenging determinations in Court

Legal representation in Court proceedings seeking reimbursement of Medicare Part B and/or D premiums, if applicable

Legal referral system to handle all estate planning questions

Continued pension protections throughout the member's retirement



DON'T WORRY,
**RETIRE
HAPPY**



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