

**President of the University of the State of New York
And Commissioner of Education
Salary Plan
February 2021**

Background

The provisions of Section 169(3) of the Executive Law require the Board of Regents to establish and implement a salary plan for the position of the President of the University of the State of New York. The plan shall establish the compensation to be received by the President for performing the duties of that office, *in addition* to the compensation received as the Commissioner of Education under the provisions of Section 169(1) of the Executive Law.

Under the New York State Constitution and Education Law a unique educational governance structure has been established for education in New York State. The University of the State of New York, headed by the Board of Regents, is responsible for the encouragement and promotion of education throughout the University, including the establishment of overall policy and program standards for all aspects of the State's educational system encompassing early childhood, elementary, secondary and higher education institutions, as well as the State Archives, State Museum and State Library, the Office of the Professions, and the Office of Vocational and Educational Services for Individuals with Disabilities. This integration of all educational activity at all levels affords the opportunity to develop quality standards and assure accessibility to all residents regardless of social and economic standards. To provide day to day direction of their mission, the Board of Regents elects a Chief Executive Officer with the title of President of the University of the State of New York and Commissioner of Education.

As Chief Executive Officer of the State's education system, the President, on behalf of the Board of Regents, is charged with the management and supervision of the numerous educational programs that the Board is responsible for administering and for making recommendations on changes in these programs or advancement of additional programs that will assure optimum accessibility for all State residents to educational experiences for their personal enrichment and satisfaction as well as the State's economic and social growth.

Salary and Benefits

By a resolution dated, February 8, 2021, The Board of Regents set the following compensation and employment benefits for the position of President of the University of the State of New York and Commissioner of Education (which are equated with both the final compensation and benefits of the last permanent Commissioner of Education, and the salary approved by the Division of Budget for the current Interim Commissioner):

1. Total annual public compensation of \$324,000 is comprised of the following:

Commissioner A statutory salary*	\$210,000
President of the University	<u>\$114,000</u>
Total	\$324,000

2. The salary schedule above should be adjusted consistent with general salary increases for positions of Commissioner set forth in Section 169 of the Executive Law. No less frequently than every five years, the Board will review national and State data to compare and reassess the salary plan.
3. Other benefits in addition to salary shall be consistent with benefits for New York State employees designated Managerial Confidential:
 - A retirement plan in accordance with the provisions of the New York State Retirement and Social Security Law and the Education Law
 - Health Insurance Plan
 - Dental Insurance
 - Vision and Hearing Insurance
 - Sickness and Disability Plan
 - Standard State reimbursement for travel expenses
 - Use of a State automobile and driver when on official State business. Personal use of the vehicle is taxable in compliance with the Comptroller's regulations and IRS regulations.
4. Funding for such salary plan will be accommodated within the appropriations available to the Department.

* Consistent with Chapter 634 of the Laws of 1998 and general salary increases thereafter as reflected in State Agencies Bulletin No. 1807 by the Office of the New York State Comptroller.

CONSIDERATIONS FOR PROPOSED SALARY PLAN

- Leadership for all aspects of education in New York State requires a level of compensation adequate to attract and retain an individual with the highest level of educational and administrative skills.
- No state has the unique constitutional and statutory mandates that provide for the coordination of educational programs at all levels, both public and private, that exists in New York under the University of the State of New York.
- Salaries in New York State for leadership positions in education are consistent with the salary for the President even though this position has comprehensive statewide responsibility.