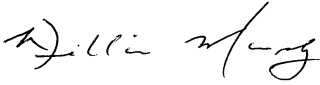





**TO:** The Honorable Members of the Board of Regents

**FROM:** William P. Murphy 

**SUBJECT:** Reappointment to the New York State Teachers' Retirement System Board

**DATE:** April 25, 2024

**AUTHORIZATION(S):** 

**SUMMARY**

**Issue for Decision (Consent)**

Should the Board of Regents approve the reappointment of a member to the New York State Teachers' Retirement System Board?

**Reason(s) for Consideration**

Required by State statute.

**Proposed Handling**

This issue will come before the Full Board for action at its May 2024 meeting.

**Procedural History**

Appointment of certain members to the 10-member board of the New York State Teachers' Retirement System (NYSTRS) Board requires approval by the Board of Regents.

Education Law §504(2)(c) provides that:

*Two administrative officers of the New York State school system, appointed by the commissioner of education, each to serve for a term of three years.*

## **Background Information**

Reappointment under Section 504(2)c of the Education Law:

In accordance with this provision, the New York State Teacher's Retirement System (NYSTRS) recommended the re-appointment of current member Dr. Phyllis Harrington, whose term expires June 30, 2024. The New York State Council of School Superintendents (NYSCOSS) joins in these recommendations.

Dr. Harrington was first appointed to the NYSTRS Board on October 14, 2010, to fill the unexpired term of the then-retiring Dr. Rosemary F. Jones. Dr. Harrington currently serves as the Superintendent for the Oceanside School District. She has had a distinguished career in education for over 25 years, together with an impressive record of community service. She currently chairs the NYSTRS Board's Compensation Committee and serves on the Board's Audit, Ethics, and Executive Committee. Copies of letters from the NYSCOSS and NYSTRS recommending Dr. Harrington are attached (Attachment A). Dr. Harrington's resume (Attachment B) is also attached.

## **Related Regents Items**

April 2019: [Reappointments to the New York State Teachers' Retirement System Board](https://www.regents.nysed.gov/sites/regents/files/419brca1.pdf) (https://www.regents.nysed.gov/sites/regents/files/419brca1.pdf)

April 2022: [Reappointments to the New York State Teachers' Retirement System Board](https://www.regents.nysed.gov/sites/regents/files/422brca4.pdf) (https://www.regents.nysed.gov/sites/regents/files/422brca4.pdf)

October 2023: [Appointment to the New York State Teachers' Retirement System Board](https://www.regents.nysed.gov/sites/regents/files/1023brca1.pdf) (https://www.regents.nysed.gov/sites/regents/files/1023brca1.pdf)

## **Recommendation**

It is recommended that the Board of Regents take the following action:

VOTED: That the Board of Regents reappoint Dr. Harrington to the NYS Teachers' Retirement System Board pursuant to Section 504(2)(c) of the Education Law for a three-year term commencing June 30, 2024 and expiring June 30, 2027.

## **Timetable for Implementation**

If approved, Dr. Harrington's term will begin June 30, 2024.

Charles S. Dedrick  
Executive Director  
[charles@nyscss.org](mailto:charles@nyscss.org)

Robert N. Lowry, Jr.  
Deputy Director for  
Advocacy, Research and  
Communications  
[rob@nyscss.org](mailto:rob@nyscss.org)

Jacinda H. Conboy, Esq.  
General Counsel  
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Gregory S. Berck, Esq.  
Ass't Director/Ass't Counsel/  
[greg@nyscss.org](mailto:greg@nyscss.org)



March 19, 2024

Rectangular Snip

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Associate Director  
[melanie@nyscss.org](mailto:melanie@nyscss.org)

2023-2024 Officers

Jason A. Andrews  
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Catherine Huber  
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Center Moriches (2024)

Roberto Padilla  
NYC Dept. of Education (2025)

Turina Parker  
Washington-Saratoga-Warren-  
Hamilton-Essex (2025)

Maria L. Rianna  
Glen Cove (2025)

Raymond R. Sanchez  
Tarrytown (2024)

Brian Schmitt  
Genesee Valley (2025)

Cosimo Tangorra, Jr.  
New Hartford (2024)

Lawrence Bo Wright  
Geneva (2025)

Commissioner Betty Rosa  
New York State Education Department  
89 Washington Avenue  
Albany, NY 12234

Dear Commissioner Rosa,

Dr. Phyllis Harrington, Superintendent of Oceanside Central School District, will be completing her term on the New York State Teachers' Retirement (NYSTRS) Board this June. I strongly recommend the re-appointment of Dr. Harrington for an additional three-year term.

Dr. Harrington is a longtime member of The Council and served as Executive Committee President for the 2021-2022 school year. She exemplifies the highest standards of personal integrity, intellect and leadership, whose career experiences allow her to offer the NYSTRS Board many years of productive service.

Therefore, I highly recommend Dr. Harrington to be re-appointed to serve an additional term on the NYSTRS Board. Thank you for your consideration.

Sincerely,

Charles Dedrick, Ed.D.  
Executive Director  
New York State Council of School Superintendents

cc: Thomas Lee  
Phyllis Harrington



**New York State Teachers' Retirement System**

10 Corporate Woods Drive  
Albany, New York 12211-2395  
(800) 348-7298 or (518) 447-2900  
NYSTRS.org

**RETIREMENT BOARD**

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| Jennifer J. Longin                          | Ballston Lake      |
| Ruth Mahoney                                | Albany             |
| Nicholas Smirensky                          | Delmar             |
| Thomas K. Lee, Executive Director & CIO     |                    |

March 19, 2024

Honorable Betty A. Rosa  
New York State Commissioner of Education  
and President of the University of the State of New York  
New York State Education Building  
89 Washington Avenue  
Albany, New York 12234

Dear Commissioner Rosa:

The term of Dr. Phyllis S. Harrington, one of our Board members, is due to expire this year. I recommend the reappointment of Dr. Harrington to another three-year term.

Specifically, Dr. Harrington's term expires June 30, 2024. Section 504(2)(c) of the Education Law authorizing her appointment provides in pertinent part as follows:

"Two administrative officers of the New York State school System, appointed by the commissioner of education, each to serve for a term of three years."

Dr. Harrington was first appointed to the Board on October 14, 2010, to fill the unexpired term of the then retiring Dr. Rosemary F. Jones. Dr. Harrington currently serves as the School Superintendent for the Oceanside School District and has a long history of public service and brings strong leadership skills to the Retirement Board. A copy of Dr. Harrington's resume is enclosed for your review.

I understand Dr. Charles S. Dedrick, Executive Director of the Council of School Superintendents, will be sending you a letter in support of Dr. Harrington's reappointment under separate cover.

Thank you for your consideration. Please do not hesitate to contact me if you have any questions.

Sincerely yours,

Thomas K. Lee  
Executive Director & Chief Investment Officer

cc: Dr. Charles S. Dedrick, NYSCOSS  
David Keefe, President, NYSTRS  
Encl.



## Phyllis S. Harrington, Ed.D.

### EDUCATION

Doctorate of Education, Hofstra University, 1991  
*Dissertation: The Young School Principal: A Qualitative Study*  
Master of Science in Speech Pathology, Adelphi University, 1980  
Bachelor of Arts in Speech Pathology & Audiology, Adelphi University, 1979

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### CERTIFICATION

New York State School Administrator and  
Supervisor New York State School District  
Administrator Teacher of the Speech and  
Hearing Handicapped

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### EXPERIENCE

#### **Superintendent of Schools, 2013 - Present**

Oceanside Union Free School District - Oceanside, New York

#### Highlights:

- Oversaw a district with 1200 employees and a budget of \$175 million
- Navigated a successful journey through the Covid-19 Pandemic
- Developed outstanding school board/superintendent relationships through open and consistent communication
- Built an excellent rapport with all school and community constituents
- Increased emphasis on redefining the Alternative High School
- Created a focus on teaching and learning through curriculum initiatives with an emphasis on professional learning communities
- Led district-wide grant initiative to develop teacher leaders
- Emphasized the importance of National Board Certified Teachers
- Earned the Schools to Watch designation for our Middle School
- Implemented a focused approach to professional development
- Supported district-wide integration of technology in the service of learning
- Increased local support of school budgets based on fiscal accountability and transparency
- Monitored a \$30 million Capital Bond Project and an Energy Performance Contract
- Negotiated contracts with all fourteen labor units
- Mentored untenured administrators at all levels

#### **Superintendent of Schools, 2004 - 2013**

Oyster Bay-East Norwich Central School District - Oyster Bay, New York

- Member district of the Tri-States Consortium

#### **Assistant Superintendent of Schools, 1998-2004**

Oyster Bay-East Norwich Central School District - Oyster Bay, New York

- Primary responsibilities included curriculum, instruction, purchasing, and human resources

**Elementary School Principal, 1991-1998**

School# 6, Lawrence Public Schools - Lawrence, New York

**Elementary School Assistant Principal, 1989-1991**

East Meadow Public Schools - East Meadow, New York

**Director of Special Education (K-12), 1986-1989**

Oceanside Public Schools - Oceanside, New York

**Administrative Intern (K-12), 1984-1986 (Full time, paid experience)**

Oceanside Public Schools - Oceanside, New York

**Summer School Principal (K-12), 1984-1985**

East Rockaway Public Schools - East Rockaway, New York

**Teacher of the Speech & Hearing Handicapped, 1980-1984**

East Rockaway Public Schools - East Rockaway, New York

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**RELATED PROFESSIONAL EXPERIENCE**

**Director of the New Superintendents' Institute, 2022 - Present**

New York State Council of School Superintendents

**NYSCOSS Coaching Institute, 2022-**

**Present** New York State Council of School Superintendents Executive Coach

**NYS Superintendent Development Program, 2022-2023**

Faculty Advisor

**Adjunct Professor, Spring 2013**

**Dissertation Committee Member, 2014 - Present** Department of Educational Leadership and Policy Studies Hofstra University - Hempstead, New York

**School of Education, Health and Human Services Advisory Board, Spring 2017 - Present**

Long Island University, New York

**Peer Review Committee, Fall 2010 - Present**

Long Island Education Review - SCOPE

**Supervisor of Administrative Interns, Summer 2003, 2000, 1997**

Department of Foundations, Leadership and Policy Studies Hofstra University - Hempstead, New York

**Adjunct Professor, Summer 2002**

Department of Education  
Molloy College - Rockville Centre, New York

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## RELATED EDUCATIONAL EXPERIENCE

### **Network to Transform Teaching, 2016 - 2020**

District Sponsor for National Grant aimed at Teacher Leadership

### **New York State Council of School Superintendents' Summer Institute, 2015-2018, 2022**

Harvard University, Cambridge, Massachusetts

### **Women in Education Leadership, 2013**

Harvard University, Cambridge, Massachusetts

### **The Art and Craft of the Principalship, Summer 1994**

Harvard University, Cambridge, Massachusetts

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## HONORS

New York State Council of School Superintendents Appreciation Award, 2024

Selected to serve on the SEO Task Force for National Board Certification, 2015-16 Nassau BOCES Education Partner Award, April 2016

New York State English Council Educator of Excellence, October 2012

New York State Teachers' Retirement System Board Member  
Appointed by the Commissioner of Education, October 2010

UCEA Educational Leadership Award, 2008, 2002

University Council for Educational Administration Phi Delta Kappa Educator of the Year, 2006

Fulbright Memorial Fund Scholarship, Fall 1999

Outstanding Doctoral Student in Educational Administration, 1991

American Educational Research Association Doctoral Fellow, Hofstra University, 1986-1991  
Rehabilitation Training Grant, Adelphi University, 1980

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## COMMUNITY INVOLVEMENT

### **Oceanside Kiwanis Club**

Oceanside, New York, 2013 - Present

### **Oceanside Community Service**

Oceanside, New York 2013 - Present

### **Youth & Family Counseling Agency**

Oyster Bay, New York, Board of Directors, 2005-2013

### **Boys & Girls Club of Oyster Bay**

Oyster Bay, New York, Board Trustee, 2004-2013

### **Rotary Club of Oyster Bay**

Oyster Bay, New York, Member 1999-2013; President f004-2005



## American Cancer Society Relay for Life

Oceanside, New York, 2017, Oyster Bay, New York Chairperson 2007-2008

## PROFESSIONAL AFFILIATIONS

American Association of School Administrators

ASCD

Harvard Principals' Center

Learning Forward

Long Island Association for Supervision and Curriculum

Development Nassau Association of District Curriculum Officials

(Treasurer 2002-2004)

Nassau County Council of School Superintendents (President 2013-14); Athletic Council

New York State Council of School Superintendents (President 2021-

2022) New York State Teachers' Retirement System (Trustee 2010-

Present)

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## PRESENTATIONS/ WORKSHOPS

### **Confidence for Career Advancement**

New York State Council of School Superintendents, February 2024

### **TAPS-L: A Tenure Attainment Plan for School**

**Leaders** New York State School Boards Association,

October 2023 AASA, National Conference on

Education, February 2022

### **The Superintendent as Instructional Leader**

NYS Superintendent Development Program, February 2023

### **Pathways to the Superintendency & Implications for Female Leaders**

New York State Council of School Superintendents, November 2022

### **Covid 19 - Lessons Learned from the Medical Field**

New York State Council of School Superintendents, February 2021 Newsletter

### **Adding Value to Your Current Position**

New York State Association of Women Administrators, February 2021

### **Partnerships of Growth that Further Student Success**

Learning Forward, December 2018

### **What is Alternative about your Alternative Program?**

New York State School Boards Association, October 2018

### **Women in Educational Leadership**

New York State Council of School Superintendents, July 2017

### **Pushing Past the Performance Plateau**

NYSCOSS, Summer 2016 Newsletter

### **Creating Positive Classrooms and Schools: At the "CORE" of Teaching and Learning**

New York State Safe Schools Task Force, November 2014



**Instructional Rounds in Practice**

Nassau Association of District Curriculum Officials, March 2013

**Instructional Rounds & Walk-Throughs: Informing Collective Action**

ASCD, March 2012

**Learner-Focused Supervision: Taking Bold Steps to Enhance Student Achievement**

ASCD, March 2011

**Interview Skills for New Administrators**

Hofstra University, January 2008-2012

**Going from Good to Great**

Teachers College Reading & Writing Project, May 2010

**Who Are We and Why Are We Here? Workshop for Aides and Monitors**

Oyster Bay-East Norwich CSD, November 2007

**Using the Power of Words and the Art of Dynamic Literacy Instruction to Prepare Students for the Reality of High Stakes Testing**

Teachers College Reading & Writing Project, May 2007

**The Director of Guidance and Special Education: Vision for the Future**

Nassau/Suffolk Directors of Guidance Annual Conference, January 2007

**Portfolios as a Supervisory Tool: Holding Teachers Accountable for Strong Teaching**

Teachers College Reading & Writing Project, May 2006

**How Can We As School Leaders Hold Students in Our Care Accountable for Doing Their Best Work?**

Teachers College Reading & Writing Project, April 2006

**Superintendent/School Board Relations: The Inside Scoop**

Long Island School Leadership Center, December 2005

**Sustaining the High Quality of Work in These Times of Fiscal Crisis**

Teachers College Reading & Writing Project, March 2003

**Building-Wide Change: The Role of the Literacy Coach**

New York State Reading Association, November 2002

**The School Administrator's Role from a Woman's Perspective**

Council of Administrators and Supervisors, March 2003-2007; November 2002

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**REFERENCES**

Available Upon Request