



THE ADVOCATE

Cayuga-Onondaga BOCES
Office of Personnel Relations
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Providing comprehensive
employment and personnel
relations services to local
school districts for over
40 years.

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HAPPY RETIREMENT MARK!



Just over 20 years ago, Mark Snyder began his career with the Cayuga-Onondaga BOCES. Mark took over the Health, Safety and Risk Management program during a period when school safety would become a state and national focal point and transformed it into a program others across the State look to for guidance and tutelage.

In his 20 year career, Mark increased program participation by 50% and provided schools with services beyond the traditional chemical inventories and safety trainings. Mark's program was one of the first in the state to provide extensive, hands on guidance in evacuations, lockdowns and through his partnerships with State and local law enforcement, active shooter preparation.

Of course, Mark brought his own brand of humor to the job. Mark's personality has brought long-standing friendships with those he worked with, and his wit allowed him to draw laughter during his presentations. We will all miss the one-line summary of his Right to Know training, "If it is wet and not yours, don't touch it."

To say Mark will be missed is an understatement. His commitment to the safety of students and staff will be a loss to our schools, and his contributions to this cause will not be forgotten. Mark's retirement, however, is a much greater loss to those who have worked so closely with him for 2 decades. While we are saddened to see Mark leave, we wish him the same happiness in retirement that he brought to us during his 20 years at the BOCES.

Changes to The Advocate

Starting in July of the 2018-19 school year, The Advocate newsletter will be emailed as a PDF.

Please notify Kelly at kwalsh@caybo-ces.org if you would like to update your email address or want to be removed from our mailing list.

District Provided Feminine Hygiene Products

Recently, NYS adopted legislation as part of its 2018-2019 Budget that deals with access to feminine hygiene products. The adoption of Public Health Law § 267 requires that all elementary and secondary schools serving students between grades 6-12, must provide feminine hygiene products in all bathrooms within the school building(s). These products must be provided at no cost to students. This requirement takes effect on July 1, 2018, which leaves little time to prepare for and comply with the law.

Despite the short period before the law takes effect, the brevity of the law left many important issues up in the air, including how the products should be offered to students, how the district should pay for the products, and which bathrooms they must be made available in. In order to help with some of the confusion, the NYS Center for School Health released guidance to assist districts comply with the law.

First, each district may determine how the products are disbursed to students - the only caveat is that they must be made available at no charge. This means that districts can decide if they want to install dispensers or place boxes/baskets in the bathrooms. Although the cost would be higher, dispensers could be the better option since they may better prevent

inappropriate use of the products. Second, the law does not provide for state funding. Therefore, it is solely up to each district to pay for the products, the cost of dispensers, and installation. The Center for School Health recommended districts use generic products because they are less expensive and possibly less likely to be taken by students unless a student needs one. Third, feminine hygiene products must be kept in restrooms used by students in grades 6–12. This includes female restrooms and gender-neutral bathrooms. However, our office would also recommend including the dispensers and products in male bathrooms to account for transgender students. It would also be useful to speak with any transgender students if they express concerns about their comfort or safety due to the placement of these products. Finally, the Center for School Health also recommended that for joint elementary/middle/high schools, feminine hygiene products should be placed in any bathroom that 6–12th grade students have access to, which could mean all restrooms in that building.

Although districts may not have budgeted for these items for the 2018–19 school year and the costs may be high, they will have to purchase these items to comply with this law. Compliance now should save time, money and potential lawsuits in the future.

Notice of FMLA Qualifying Leave

The Office of Personnel Relations receives many calls concerning this common scenario: an employee puts in for sick leave for a procedure then following the procedure gives the district a note from a doctor indicating that they will be out of work for longer than the original sick leave request. This makes the district think that the leave may be FMLA qualifying, but at no

point does the employee specifically request FMLA leave. Then we get the question, “what, if anything, should we do?”

The law does require an employee to give 30 days notice that he/she needs to take FMLA leave. However, this notice may be waived if the need for the leave is not foreseeable. In these situations, the employee is obligated to let the employer know as soon as they are practically able. In either situation, the employee must include enough information to allow the employer to determine if the leave qualifies under FMLA.

However, the FMLA is very forgiving of a less-than-candid employee and places an additional obligation on employers to investigate possible FMLA qualifying leave. While there is no mind-reading requirement, if circumstances are sufficient to let the district know that an employee’s leave may qualify for FMLA leave then the employer must pursue the matter. The law actually obligates an employer to engage in an informal process of asking the employee for additional information so that it may make a determination as to whether or not the leave is FMLA qualifying.

If the employee refuses to provide the requested information, the district should document the refusal to protect itself from future claims that it failed to let the employee know of his/her eligibility for FMLA leave. If the employee does provide the district with enough information to make a determination, then the regular notice should go to the employee to inform him/her of their eligibility or the reasons that he/she is not eligible. These notices must be provided to the employee within 5 days of receiving a request for FMLA leave or from the point that the district receives sufficient information to be able to make a determination of eligibility on their own.

Changes to Law Regarding Sexual Harassment

With recent media attention on high profile workplace sexual harassment claims, it was no surprise when Governor Andrew Cuomo signed the 2018–2019 budget this April that it included changes to New York’s sexual harassment laws. Some of the changes took effect immediately, while other changes will become effective in the near future.

The first change that took effect with the signing of the budget was an amendment to extend the protection of the New York’s Human Rights Law to non-employees. The amendment created employer liability for the sexual harassment of non-employees such as independent contractors, sub-contractors, vendors, and consultants. An employer will be liable for the sexual harassment of non-employees in the workplace if it knew or should have known about the harassment and failed to take appropriate steps to prevent or correct the conduct. With the increased exposure, it is advisable to give independent contractors, sub-contractors, vendors, consultants, and similar non-employees a copy of your sexual harassment policy and make sure they know how to promptly report a violation of that policy.

On July 11, 2018, two more laws will become effective. On this date, mandatory arbitration of sexual harassment clauses and employer proposed non-disclosure agreements in settlement agreements with sexual harassment claimants will be prohibited. Mandatory arbitration of sexual harassment claims is not common in collective bargaining agreements between school districts and unions. Therefore, it is unlikely that this change will be much of a concern for your district, unless such a clause is a part of an individual contract or imbedded in a contract with sub-contractors, vendors, or consultants.

However, the prohibition of non-disclosure agreements in settlement agreements may be a change to current practices. Under the change to New York’s General Obligations Law and CPLR, an employer cannot force a non-disclosure clause on a complainant when settling a

sexual harassment claim with the claimant. Instead, the inclusion of the non-disclosure clause has to be the preference of the complaining party. The complainant must be given twenty-one (21) days to consider whether to agree to the non-disclosure, and will then have seven (7) days to revoke acceptance. The complainant may not waive these time periods.

By October 9, 2018, employers are required to have a written sexual harassment policy that provides for annual training for all employees. The policy and training must meet or exceed the model sexual harassment policy that should be forthcoming from the Department of Labor and State Division of Human Rights or an employer may decide to adopt the model policy.

The policy must be made known to every employee in writing and include a standardized complaint form, examples of prohibited conduct, and give the employees notice of what the procedures are for the investigation of the complaint. The training must be “interactive” and include an explanation of what sexual harassment is, examples of behavior that constitutes sexual harassment, an explanation of state and federal sexual harassment laws, information about employee’s rights, and letting employees know about administrative and judicial forums for bringing complaints. Therefore, it is advisable to give each employee a copy of the district’s sexual harassment policy and, if your district does not all ready do so, require employees to acknowledge in writing that they have received the mandated sexual harassment training.

Our office is amending its sexual harassment training materials in anticipation of the expected changes, but we will not know for sure what all the changes will be until the policy and training guidance is updated or replaced, which should be before the October deadline. The current guidance on sexual harassment from the State Division of Human Rights can be found at <https://dhr.ny.gov/sites/default/files/pdf/guidance-sexual-harassment-employers.pdf>.

As with any new laws, there are grey areas in compliance that will be decided through case law and/or there will likely be challenges to the validity of the laws. Until then, strict compliance is the safest route to take.

Photo and Video Disclosure Under FERPA

As a brief refresher, FERPA governs the disclosure and review of student education records. A protected education record must be (1) directly related to a student; and (2) maintained by an educational agency or institution or by a party acting for the agency or institution. See 20 U.S.C. § 1232g(4)(A). Until recently, there has not been a general consensus about the extent photos/videos receive FERPA protections. The Family Policy Compliance Office (“FPCO”) released federal guidance in April discussing how photos/videos may be considered education records.

FPCO said that determining whether or not a photo/video is directly related to a student should be examined on a case-by-case basis to determine whether or not the student(s) is the focus of the video. In order to assist with such analysis, the guidance provided useful information for common scenarios. For example, photos/videos used for disciplinary actions would be considered an education record for the disciplined student(s), as well as the victim(s). However, photos/videos will likely not be an education record if the student’s image is incidental, part of the background or part of an activity open to the public and the student is not the focus. For example, a video recorded by a school surveillance system of two students fighting used for disciplinary action would be an education record for those two students. However, images of the students watching the fight would likely not be education records for those students because they are not the focus of the photo/video.

The guidance continues to discuss that the same photos/videos may be education records for multiple students. If a parent of a student involved in a fight requests to view the photo/video that is considered an edu-

cation record for multiple students, the parent can inspect and review the video. (Note: FERPA does not require a district to make copies.) If the district can “reasonably redact or segregate out portions of the video directly related to other students, without destroying the meaning of the record, then the [district] would be required to do so prior to providing the parent or eligible student with access.” In other words, the district must redact the other students that the video is also considered an education record for (i.e. the second student in the fight). However, if the redaction/segregation cannot be reasonably accomplished or it would destroy the meaning of the photo/video, then each parent can review the entire record even though it relates to other students. In this case, since redacting the second student involved in the fight would likely destroy the meaning of the video, the entire video would be available to the parents.

In addition, the guidance clarified when a photo/video may be disclosed to law enforcement. If the video is created and maintained by a law enforcement unit at the district (i.e. SRO) and solely used for law enforcement purposes, the photo/video would not be considered an education record and could be released to the police. On the other hand, if the video is from a district surveillance camera and maintained by the district, it would be considered an education record under FERPA. Therefore, the district could not disclose the video to law enforcement absent consent from the parent(s) or disclosure is made in connection with a FERPA exception, including health or safety emergency and a judicial order or lawful subpoena.

With the prevalence of surveillance cameras in schools, it is important for districts to understand and comply with FERPA. If there are any questions concerning this new guidance and how it might affect education records, please contact our office.

RECENT AREA TEACHER CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES												
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	AVG.
BOCES	1.50	1.75	2.25	2.25	2.25	2.50	2.70	2.75	2.80			2.31
Auburn	3.00	0.00	2.25	2.25	2.60	2.60	2.60					2.19
Cato-Meridian	3.80	2.00	2.00	2.00	2.70	2.60	2.50					2.51
Jordan-Elbridge	0.50	2.01	2.18	2.50	2.50	2.50	2.80	2.80	2.80			2.29
Moravia	2.00	2.00	0.00	2.50	2.50	2.50	2.90	2.85	2.80			2.23
Port Byron	2.00	2.00	2.00	2.00	2.50	2.60	2.70	2.60				2.30
Skaneateles	1.50	1.50	1.50	2.50	2.60	2.75						2.06
So. Cayuga	2.00	2.00	2.00	2.25	2.25	2.75	2.75	2.75				2.34
Union Springs	2.00	2.00	2.00	2.00	2.50	2.50	2.50					2.21
Weedsport	0.00	2.00	2.00	2.00	2.50	2.50	2.75	2.75	2.75			2.14
	1.83	1.73	1.82	2.23	2.49	2.58	2.69	2.75	2.79			
BROOME-TIOGA BOCES												
Chenango Valley	2.75	2.75	2.75	2.75	2.75	2.75	2.75					2.75
Deposit	2.50	2.00	2.50	2.50	3.00	3.00	3.00	2.99				2.69
Maine-Endwell	4.50	4.50	2.60	2.80	2.95							3.47
Owego-Apal.	2.95	2.95	2.00	2.00	2.95	2.85	2.75					2.64
Union-Endicott	2.70	2.70	2.70	2.70	2.60	2.90	2.90					2.74
Vestal		\$1,500	2.60	2.95	2.95	2.95						2.86
Whitney Point	3.50	0.00	2.20	2.20	2.50	2.60	2.70					2.24
	3.15	2.48	2.48	2.56	2.81	2.84	2.82	2.99				
GENESEE VALLEY BOCES												
Geneseo	2.00	2.00	2.00	3.00	3.00	3.00	3.75	3.60	3.50			2.87
OSWEGO BOCES												
Hannibal	0.00	1.75	1.75	2.20	2.20	2.20	2.75	3.00	3.00	3.00		2.19
Oswego	0.00	1.75	2.00	2.00	2.00	0.00	3.00	3.00	3.00			1.86
	0.00	1.75	1.88	2.10	2.10	1.10	2.88	3.00	3.00	3.00		
TOMPKINS-SENECA-TIOGA BOCES												
BOCES	4.00											4.00
Candor		2.00	2.00	1.5 + \$1000	1.5 + \$1000	2.0 + \$500						2.00
Dryden	2.60	3.00	3.00	3.00	3.00	3.05						2.94
Groton	3.50	3.50	2.50	2.60	2.70	2.70	6.00	6.00	6.0/5.0/4.0			3.80
									% depends on years			
Ithaca	2.00	2.00	2.00	2.00	2.00	4.50	\$1,930	3.00				2.50
Lansing	3.50	2.70	2.70	3.00	3.00	3.25	2.85	2.90	2.65			2.95
Newfield	2.00	2.00	3.00	3.50	2.75	2.50	3.25	3.00	3.25			2.81
South Seneca	1.50	1.50	2.45	2.45	1.45	2.75	3.25	3.25				2.33
Trumansburg	2.70	2.70	3.00	3.00	2.50	3.00	3.25	3.50	3.50			3.02
	2.73	2.43	2.58	2.79	2.49	3.11	3.72	3.61	3.13			

RECENT AREA TEACHER CONTRACT SETTLEMENTS

WAYNE - FINGER LAKES BOCES

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	AVG.
BOCES	1.90	1.90	2.50	2.45	2.45	3.00	3.00					2.46
Bloomfield	3.60	3.35	1.98	2.00	2.00							2.59
Canandaigua	3.85	2.00	2.69	2.65	2.57							2.75
Clyde-Savannah	5.00	2.25	2.25	2.25	2.25	3.50	3.25	3.25	3.00			3.00
Dundee	2.60	2.50	2.50	3.00	3.30	3.40	2.50	4.00	3.25	3.25		3.03
Gananda	2.75	2.60	2.60	2.75	3.00	3.00	3.20					2.84
Geneva	4.15	2.00	2.00	2.00	3.00	3.50	3.50	2.50				2.83
Gorham-Middlesex	2.25	2.25	2.50	2.50	2.50	3.00	3.00	3.00	3.00			2.67
Honeoye	2.50	2.50	2.50	2.75	2.75	2.90	3.30	3.30	3.35	3.45		2.93
Lyons	3.37	3.88	2.50 + \$1,000	2.50 + \$600	2.70 + \$300	2.90 + \$700	2.90 + \$300	2.90 + \$200				3.63
Manchester-Shortsville	1.80	2.00	2.00	2.00	2.50	3.00	2.50	2.50	2.50			2.31
Marion	2.80	2.00	2.00	2.40	2.25	3.00	3.25	3.50	3.65			2.29
Naples	2.25	2.25	2.25	2.25	2.50	2.50	2.60	3.50	3.45	3.35	3.25	2.74
Newark	2.50	1.25	2.50	2.50	3.00	3.00	3.00	3.25	3.10	3.20		2.73
N Rose-Wolcott	1.00	2.47	1.90	2.00	2.30							1.93
Palmyra-Macedon	3.90	2.48	3.90	2.50	1.75 + \$500	2.75	2.75	2.75				3.00
Penn Yan	2.29	2.29	1.90	2.00	2.00	2.30	3.00	3.00	3.00			2.10
Phelps-CI Springs	2.89	2.89	2.00	2.00	2.00	3.00	3.00	3.00	3.00			2.64
Red Creek	2.75	2.75	2.50	2.40	2.40	4.00	3.25	3.00	2.50			2.84
Romulus	3.50	3.50	1.50	1.50	5.00	3.00	3.00	3.00				3.00
Seneca Falls	3.50	3.45	2.00	2.00	3.00	2.75	2.50	2.00				2.65
Sodus	3.80	2.00	2.00	2.20	3.00	3.00	3.30	3.30				2.83
					* 2015-16 and 2016-17 3.0 percent settlement for on-step unit members							
Victor	4.00	2.00	2.50	2.50	3.10	3.10	3.10					2.90
Waterloo	3.72	2.00	1.50	1.75	1.95	3.00	3.00					2.42
Wayne	3.00	2.00	3.00	2.00	3.50	4.00	2.50	3.00	3.00	3.00	3.00	2.91
Williamson	3.00	2.00	2.25	2.50	2.50	2.60	2.50	3.00	3.00	3.75	3.15	2.75
	3.03	2.41	2.29	2.27	2.70	3.10	2.94	3.02	3.01	3.33	3.13	

Denotes Current Contract
Denotes Previous Contract

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES												
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Avg.
BOCES												
Aides (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	2.70	2.75	2.80		2.38
Tchr. Ass't	2.00	2.00	2.00									2.20
Non-Instructional	2.00	2.00	2.00	2.00	2.50	2.50	2.70	2.75				2.31
Auburn												
Aides/Clerical (NYSUT)	3.35	3.00	1.00	2.00	2.00	2.60	2.60	2.60				2.39
Bus Drivers (CSEA)	3.30	2.90	0.00	2.25	2.25	2.60	2.60	2.60				2.31
Cust/Maint. (CSEA)	3.30	2.90	0.00	2.25	2.25	2.60	2.60	2.60				2.31
Nurses (SEIU)	2.00	0.00	2.00									1.33
Cato-Meridian												
Aides/Ass'ts (SEIU)	4.75	50¢/hr	50¢/hr	50¢/hr	75¢/hr	75¢/hr	75¢/hr					4.75
Bus Drivers (CSEA)	2.00	2.00	2.00	2.00	2.00	2.00	2.50	2.50	2.25	2.25		2.15
Cust./Maint. (CSEA)	2.00	2.00	2.00	2.00	2.00	2.00	2.50	2.50	2.25	2.25		2.15
Jordan-Elbridge												
Aides/Clerical(SEIU)	3.00	3.00	3.00	3.00	2.50	2.50	2.50					2.79
Bus Drivers	2.00	2.00	2.00									2.00
Cust./Maint (SEIU)	3.00	3.00	3.00	3.00	2.50	2.50	2.50					2.79
Cafeteria (SEIU)	3.00	3.00	3.00	3.00	2.50	2.50	2.50					2.79
Transportation			1.00	1.00	1.00							1.00
Moravia												
Aides/Ass't (CSEA)	4.00	2.00	0.00	2.00	2.00	2.75	2.75	2.75				2.28
CSEA	4.00	2.00	0.00	2.00	2.00	2.75	2.75	2.75				2.28
Port Byron												
Aides (SEIU)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	2.50				2.25
Cust./Maint. (CSEA)	1.60	1.40	2.00	2.00	2.00	2.50	2.50	2.50				2.06
Cafeteria (CSEA)	1.60	1.40	2.00	2.00	2.00	2.50	2.50	2.50				2.06
Nurse (CSEA)	1.60	1.40	2.00	2.00	2.00	2.50	2.50	2.50				2.06
Clerical (SEIU)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	2.50				2.25
Skaneateles												
Aides (CSEA)	1.50	1.50	1.50	2.50	2.60							1.92
Tchr Ass't (CSEA)	1.50	1.50	1.50	2.50	2.60							1.92
Cust./Maint (CSEA)	1.50	1.50	1.50	2.50	2.60							1.92
Nurses (CSEA)	1.50	1.50	1.50	2.50	2.60							1.92
Clerical (CSEA)	1.50	1.50	1.50	2.50	2.60							1.92
So. Cayuga												
Aides (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
Tchr. Ass't (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
Bus Drivers (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
Bus Mech (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
Cust./Maint (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
Cafeteria (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES cont'd												
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Avg.
So. Cayuga cont'd												
Nurses (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
Clerical (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
Union Springs												
Aides (SEIU)	3.00	2.00	2.00	2.50	2.50	2.50						2.42
Tchr. Ass'ts (SEIU)	3.00	2.00	2.00	2.50	2.50	2.50						2.42
Bus Drivers (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00		2.45
Bus Mech (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00		2.45
Cust/Maint. (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00		2.45
Cafeteria (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00		2.45
Nurses (SEIU)	3.00	2.00	2.00	2.50	2.50	2.50						2.42
Clerical (SEIU)	3.00	2.00	2.00	2.50	2.50	2.50						2.42
Weedsport												
Aides (CSEA)	4.00	1.95	1.95	1.95	2.50	2.50	2.50					2.48
Bus Drivers (CSEA)	4.00	1.95	1.95	1.95	2.50	*2.50	*2.50					2.47
					*Bus drivers @ % + 30¢							
Bus Mech (CSEA)	4.00	1.95	1.95	1.95	2.50	2.50	2.50					2.48
Cust/Maint. (CSEA)	4.00	1.95	1.95	1.95	2.50	2.50	2.50					2.48
Nurses, Clerical	4.00											4.00
C-O BOCES Avg.	2.55	2.09	1.90	2.27	2.35	2.49	2.54	2.68	2.75	2.76		
BROOME-TIOGA BOCES												
Chenango Valley												
Non-Instruct. (NYSUT)	3.30	3.30	2.25	2.50	2.90	3.00	3.00	3.00	3.00			2.92
Deposit												
CSEA	4.00	2.00	2.00	3.00	3.00	3.00	3.00	3.00				2.88
Maine-Endwell												
Cust./Maint.	2.00	2.00	2.00	50¢/hr	50¢/hr	50¢/hr						2.00
School Lunch	4.60											4.60
Supp Staff	4.50	4.50	2.95	3.00	3.15							3.62
Transp	3.00	3.00	\$600	\$700	\$800							3.00
Owego-Apalachin												
NYSUT	4.00	0.00	1.99	1.99	2.50	2.50	2.50					2.21
Union Endicott												
Cafe. Workers	2.70	2.70	2.70	2.70	2.70	2.70	3.40	*3.00	*3.00	3.00	3.00	2.84
Cent Office	2.70	2.70	2.70	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00	2.87
Comp & Tech	2.70	2.70	2.70	2.70	2.70	2.70		3.00	3.00	3.00	3.00	2.82
Dist Office	2.70	2.70	2.70	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00	2.87
Maint. Workers	2.70	2.70	2.70	2.70	2.70	2.70	3.40	5.00	3.00	2.00	2.00	2.87
School Aides	2.70	2.70	2.70	2.70	2.70	2.70	3.40	3.00	*3.00	*3.00		2.83
Transp	2.70	2.70	2.70	2.70	2.70	2.70	3.40	3.00	3.00	3.00		2.84
								*@ % + 25¢/hour				

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Avg.
BROOME-TIOGA BOCES cont'd												
Vestal												
Paraprofessional							3.00	3.00	3.00	3.00		3.00
Employees						2.90	2.95	3.00				2.95
Whitney Point												
Aides/Food Serv (NYSUT)	0.00	2.25	2.25	2.50	2.50	2.50						2.20
B-T BOCES Avg	2.95	2.57	2.49	2.66	2.75	2.73	3.17	3.20	3.00	2.83	2.80	
OSWEGO BOCES												
Hannibal												
CSEA	0.00	1.75	1.75	1.95	2.00	2.50	2.75	3.00				1.96
HEA	0.00	1.75	1.75	2.20	2.20	2.20	2.25					1.76
Oswego												
CSEA	1.00	2.00	2.00	2.00	2.00	0.00	3.00	3.00	3.00	3.00		2.10
Osw. BOCES Avg.	0.33	1.83	1.83	2.05	2.07	1.57	2.67	3.00	3.00	3.00		
TOMPKINS-SENECA-TIOGA BOCES												
BOCES												
Local												
Candor												
Local	2.00	2.00										2.00
Dryden												
NYSUT	2.50	2.20	3.00	2.85	2.66	2.90	3.75	3.50	3.50			2.98
Groton												
CSEA	2.85	2.85	2.50	2.75	2.75	2.25	2.25	2.25				2.56
Ithaca												
Supp Prof.				2.00	3.00	2.00	2.00					2.47
Lansing												
NYSUT	3.90		90¢/hr	3.50	60¢/hr	3.00						3.58
Newfield												
CSEA	1.95	2.25	2.50	1.50	2.25	2.25	3.00	3.00	3.00	3.00		2.47
South Seneca												
Local	5.00	1.00	2.00	2.00	2.00	2.60	2.10	2.00				2.34
Trumansburg												
Local	2.00	2.25	2.50	2.50	2.50	50¢/hr	56¢/hr	3.50				2.54
T-S-T Avg.	2.89	2.09	2.50	2.44	2.53	2.50	2.62	2.85	3.25	3.00		

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Avg.
WAYNE-FINGER LAKES BOCES												
BOCES												
NYSUT	3.50	3.75	1.90	2.75	2.45	2.45						2.90
Bloomfield												
NEA/NYSUT	3.40	3.40	1.95	1.85	1.85							2.49
Canandaigua												
Cust./Maint.	3.00	3.00	3.00	3.00	3.00							3.00
Cler./Aides			3.00	2.40	2.40							2.60
Food Service	3.50	4.00	2.25	2.25	3.00	3.00	3.00					3.00
Bus Drivers	3.75	2.25	2.25	2.25								2.63
Monitors	3.50	4.00	2.25	2.00	3.47	2.40	2.35					2.85
Clyde-Savannah												
Supp Pers (CSEA)	4.25	4.00	2.50	2.50	2.50	3.50	3.50	3.50	3.50			3.31
Transp.	4.50	4.00	2.00	2.00	2.00	3.75	3.60	3.50	3.50			3.21
Dundee												
CSEA	3.20	2.00	2.00	2.00	2.00	2.50	2.50	2.50				2.34
Gananda												
CSEA	2.50	1.40	2.80	2.80	2.80							2.46
Geneva												
CSEA	0.00	2.00	2.00	2.00	3.00	3.00	3.00					2.14
Gorham-Middlesex												
Bus Drivers (NYSUT)	3.70	1.90	2.25	2.25	2.70	2.70	2.70					2.60
Cust./F Serv (NYSUT)	3.70	3.75	3.75	2.70	2.70	2.50	50¢/hr	50¢/hr	3.00	3.00		3.14
Teacher Aides (NYSUT)	2.75	2.50	2.25	2.70	2.70	2.50	50¢/hr	50¢/hr	3.00	3.00		2.68
Honeoye												
NYSUT	2.50	2.50	2.50	2.75	2.50	3.00	2.95	2.95				2.71
Lyons												
NYSUT	3.00	3.00	2.50	2.50	2.50	1.80	1.80	1.80				2.36
						+ 54¢/hr	+ 54¢/hr	+ 54¢/hr				
Manchester-S'ville												
CSEA	1.80	1.00	1.90	1.90	2.50	2.50	2.50					2.01
Marion												
CSEA	3.50	1.75	1.75	1.75	1.75							2.10
Naples												
CSEA	3.50	3.50	2.70	2.70	2.70	2.80	2.90	2.90				2.96

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

WAYNE-FINGER LAKES BOCES cont'd												
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Avg.
Newark							*or starting rate +1.2% if greater					
Custodians (CSEA)	2.50	1.25	2.00	2.00	2.40	2.00	* 54¢/hr	2.90	2.90			2.24
Tchr Aides/Asst (NYSUT)	2.30	1.50	1.50	2.40	2.00	*2.25	*2.25	1.50				1.96
						* 2016-17 & 2017-18 2.25-3.0% based on years						
N Rose-Wolcott												
NYSUT	0.00	1.90	1.90	1.90	1.95							1.53
Palmyra-Macedon												
CSEA	3.90	3.90	2.90	2.90	2.90	2.90	\$2,400/salary	\$2,500/salary	\$2,500/salary	\$2,500/salary		3.23
						or	\$1.15/hr	\$1.20/hr	\$1.20/hr	\$1.20/hr		
Penn Yan												
CSEA	3.90	2.25	2.25	2.25	2.25	2.35	2.35					2.51
Phelps-CI Springs (NYSUT)												
Nurses/Food Serv/ Bus Driv/Maint	4.05	4.05	2.00	2.00	2.00	3.00	3.00	3.00	3.00			2.90
Aides/Clerical	2.89	2.89	2.00	2.00	2.00	3.00	3.00	3.00	3.00			2.64
Red Creek												
CSEA	4.50	2.75	2.00	2.00	* 3.50	2.50	2.50					2.71
					* 2015-16 % based on hire date							
Romulus												
CSEA	4.00	1.50	1.50	3.00	3.00	3.00						2.67
Seneca Falls												
NEA/NYSUT	2.00	2.00	2.00	2.00	3.00	2.75	2.50	2.00				2.28
Sodus												
CSEA	3.00	2.00	2.00	2.00	2.00							2.20
Victor												
CSEA	1.00	1.00	1.50	2.00	2.00	2.00						1.58
Waterloo												
NEA/NYSUT	2.00	2.00	1.50	1.75	1.95	3.00	3.00					2.17
Wayne												
CSEA		2.50	2.50	2.70	2.90	2.90	2.70	2.90				2.73
Williamson												
CSEA	2.70	2.80	3.00	2.00	1.75	2.00	3.50	3.25	3.00	3.00		2.70
WFL BOCES Avg.	3.13	2.85	2.27	2.28	2.44	2.73	2.83	2.81	3.08	3.00		

AREA UNEMPLOYMENT RATES

New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	5.1%	5.1%	4.8%	4.3%	3.7%								
2017	5.2%	5.3%	4.7%	4.4%	4.4%	4.6%	4.9%	4.9%	4.6%	4.4%	4.4%	4.4%	4.7%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	6.0%	6.2%	5.6%	4.9%	4.1%								
2017	5.8%	5.9%	5.2%	4.8%	4.8%	5.0%	5.1%	5.0%	5.0%	4.7%	5.0%	5.2%	5.1%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	6.4%	6.5%	6.1%	5.2%	4.3%								
2017	6.3%	6.4%	5.6%	4.8%	4.5%	4.6%	5.0%	5.0%	4.6%	4.4%	4.9%	5.1%	5.1%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	6.8%	7.0%	6.3%	5.5%	4.5%								
2017	6.6%	6.5%	5.7%	5.4%	5.2%	5.6%	5.6%	5.4%	5.2%	5.0%	5.4%	5.6%	5.6%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	4.7%	4.7%	4.2%	3.9%	3.3%								
2017	4.7%	4.6%	4.0%	3.8%	4.0%	5.0%	5.0%	4.6%	4.5%	4.1%	4.3%	4.0%	4.4%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	5.7%	6.0%	5.5%	4.6%	3.7%								
2017	5.8%	5.8%	5.1%	4.5%	4.3%	4.4%	4.3%	4.3%	4.3%	4.2%	4.5%	4.9%	4.7%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	5.6%	5.9%	5.4%	4.8%	4.0%								
2017	5.5%	5.6%	5.0%	4.6%	4.7%	4.9%	5.1%	5.0%	4.8%	4.7%	4.9%	5.0%	5.0%

** Please note that 2017 data has been updated as labor force statistics for all LAUS areas are revised each year as part of the benchmarking process. The annual benchmarking process is part of the nationwide re-estimating procedure mandated by the U.S. Bureau of Labor Statistics.*

Source: New York State Department of Labor Statistics

www.labor.state.ny.us

CONSUMER PRICE INDICES

INDEX 1982-84 BASE YEAR=100	% INCREASE FROM PRIOR MONTH	% INCREASE FROM PRIOR YEAR
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April 2018

NY-Northeastern New Jersey Area

1. All Urban Consumers	272.950	0.3	1.9
2. Urban Wage Earners & Clerical Workers	267.945	0.3	2.1

U.S. City Average

1. All Urban Consumers	250.546	0.4	2.5
2. Urban Wage Earners & Clerical Workers	244.607	0.5	2.6

May 2018

NY-Northeastern New Jersey Area

1. All Urban Consumers	274.001	0.4	2.2
2. Urban Wage Earners & Clerical Workers	268.986	0.4	2.3

U.S. City Average

1. All Urban Consumers	251.588	0.4	2.8
2. Urban Wage Earners & Clerical Workers	245.770	0.5	3.0

COST OF LIVING UPDATE

ALL CITIES

NY - NORTHEASTERN NEW JERSEY

Month	Revised Wage Earner Index	%	All Urban Consumers Index	%	Revised Wage Earner Index	%	All Urban Consumers Index	%
Jan-16	231.1	1.2	236.9	1.4	255.0	0.7	260.3	0.8
Feb-16	231.0	0.7	237.1	1.0	255.2	0.5	260.9	0.6
Mar-16	232.2	0.5	238.1	0.9	256.0	0.7	261.5	0.7
Apr-16	233.4	0.8	239.3	1.1	257.3	1.0	262.6	1.0
May-16	234.4	0.7	240.2	1.0	257.7	0.7	263.3	0.9
Jun-16	235.3	0.6	241.0	1.0	258.4	0.8	264.0	1.0
Jul-16	234.8	0.4	240.6	0.8	258.2	0.8	263.9	1.0
Aug-16	234.9*	0.7*	240.9*	1.1*	258.4*	0.9*	264.2*	1.1*
Sep-16	235.5	1.2	241.4	1.5	259.1	1.0	264.6	1.0
Oct-16	235.7	1.4	241.7	1.6	259.0	1.2	264.7	1.2
Nov-16	235.2	1.5	241.4	1.7	259.3	1.6	265.2	1.6
Dec-16	235.4	2.0	241.4	2.1	259.8	2.1	265.4	2.1
Jan-17	236.9	2.5	242.8	2.5	261.4	2.5	266.9	2.5
Feb-17	237.5	2.8	243.6	2.7	262.1	2.7	267.7	2.6
Mar-17	237.7	2.3	243.8	2.4	262.2	2.4	267.6	2.3
Apr-17	238.4	2.1	244.5	2.2	262.5	2.0	267.9	2.0
May-17	238.6	1.8	244.7	1.9	262.8	2.0	268.2	1.8
Jun-17	238.8	1.5	244.9	1.6	263.2	1.9	268.7	1.8
Jul-17	238.6	1.6	244.8	1.7	262.6	1.7	268.1	1.6
Aug-17	239.4	1.9	245.5	1.9	263.5	2.0	268.7	1.7
Sep-17	240.9	2.3	246.8	2.2	265.3	2.4	270.1	2.1
Oct-17	240.6	2.1	246.7	2.0	264.6	2.2	269.6	1.8
Nov-17	240.7	2.3	246.7	2.2	264.2	1.9	269.4	1.6
Dec-17	240.5	2.2	246.5	2.1	264.4	1.8	269.6	1.4
Jan-18	241.9	2.1	247.9	2.1	265.7	1.6	270.8	1.4
Feb-18	243.0	2.3	249.0	2.2	267.2	1.9	272.2	1.7
Mar-18	243.5	2.4	249.6	2.4	267.1	1.9	272.2	1.7
Apr-18	244.6	2.6	250.5	2.5	267.9	2.1	273.0	1.9
May-18	245.8	3.0	251.6	2.8	269.0	2.3	274.0	2.2
Jun-18								
Jul-18								
Aug-18								
Sep-18								
Oct-18								
Nov-18								
Dec-18								

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