



THE ADVOCATE

CAYUGA-ONONDAGA BOCES
OFFICE OF PERSONNEL RELATIONS
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employment and personnel
relations services to local
school districts for over
40 years.*

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How to Obtain a Waiver of Student Discipline Hearing



Readers know that if a student violates a district's code of conduct, provisions in section 3214 of the Education Law and section 100.2(l) of the Commissioner's regulations are specific in their requirements. The student is charged with the specific details of his or her misconduct and notice is given to the student and his or her parents. Hearing officers may be appointed to hear the school district's case for removing the student from the classroom in the instance where a long term suspension in excess of five school days is sought.

Staff members from the Office of Personnel Relations (OPR) are called as necessary to serve as hearing officers. In recent years there has been an increase in the number of hearings where no penalty was requested or the penalty was agreed to in advance of the hearing by the parent and the District. There is nothing improper with these practices. However, in such cases there is generally no need to conduct a full hearing. In many situations a waiver can be entered into by the parents and the District, thereby eliminating the need for a hearing.

The law states that no pupil may be suspended in excess of five school days unless such pupil and the person in parental relation shall have had an opportunity for a fair hearing upon reasonable notice. Education Law §3214(3); *Appeal of McMahon*, 38 Ed. Dept. Rep. 22 (1998). However, Education Law §3214 does **not** mandate a hearing in every circumstance. Rather, the statute requires that the person in parental relation be given the **opportunity** to participate in a hearing.

The person in parental relation can waive a hearing as long as the waiver is made intelligently, knowingly and voluntarily.

Appeal of McMahon, 38 Ed. Dept. Rep. 22 (1998).

If a district chooses to set up a system by which a student discipline hearing may be waived, the OPR would recommend the following:

1. All waivers should be done on a specific and individualized basis; meaning, there should be no general waiver sent out to parents at the beginning of the school year allowing them to waive a student discipline hearing for their child for an infraction which has yet to occur.
2. All waivers must be made intelligently, knowingly and voluntarily. A sample letter is attached below to show the format and what should be included in a waiver letter to meet this requirement.

Note: The letter sample letter seen below deals with a student who is not identified by the Committee on Special Education. Waivers for student discipline hearings involving students with disabilities are more complex and the OPR would suggest that you contact our office if you wish to include an opportunity for waiver in student discipline hearings involving students with disabilities.

3. Set up the student discipline hearing at the outset. Any waiver should be sent home at the same time as the Notice of Charges, giving notice of the date, time and location of the hearing, as well as the charge brought by the district against the student and the

students' rights regarding the hearing. Remember, parents may choose to waive the hearing, although they do not have to. Regardless of whether they do or not, the student will be allowed to return to school after five days of suspension if the hearing has not been held and a determination on discipline has not been made. As such, we would recommend that districts continue to set up their student discipline hearings as they have in the past. If the waiver form is returned, the hearing can then be canceled. If the waiver form is not returned, then the normal hearing process will take place without delay.

4. Be organized. For a waiver process to be successfully implemented, a district will have to be on top of

student discipline matters. In order to allow for enough time for a parent to process the waiver and return it to the district prior to a scheduled student discipline hearing, ***districts should be sending home the Notice of Charges with an attached waiver on the first day a student is suspended.*** Delay will result in inadequate time for a parent and student to process the waiver before the student discipline hearing would take place.

5. Send all documents by both certified mail with return receipt requested and by regular first class mail. This will both establish a record of the parent receiving the documents and create a legal presumption that the document has been delivered.

**WAIVER OF §3214 HEARING FOR A STUDENT
NOT IDENTIFIED BY THE
COMMITTEE ON SPECIAL EDUCATION (CSE)
AND CONSENT TO DISCIPLINE**

(Date)

*CERTIFIED MAIL RETURN RECEIPT
REQUESTED AND REGULAR MAIL*

NAME AND ADDRESS OF PARENT

Re: (Name of student)

Dear (name of parents and student):

(Name of parents and student), having received and reviewed the attached Notice of Superintendent's Hearing, dated _____ and having been informed of the right to review it with an attorney or other representative of our choice, agree to waive our right to a hearing pursuant to §3214 of the Education Law, including the right to call witnesses and present evidence, the right to cross-examine witnesses presented by the district, and the right to be represented by counsel, (student's name) admits to the following conduct/charge(s):

CONDUCT/CHARGE(S) ADMITTED: (use additional sheets if necessary)

- (Name of parents and student) agree to waive the Superintendent’s hearing scheduled for (date).
- (Name of student) will be suspended from school and all school functions commencing on (date) and returning to school on (date).
- (Name of student) will be provided with alternative instruction in the form of tutoring for ____ hours per day, at (location of tutoring) commencing on (date) until (date or parties agree to an early return from suspension).
- In addition, the following restrictions will be applied from (date) to (date):
 - No participation in any extra curricular activities;
 - No attendance on class trips
 - Loss of cafeteria privileges
 - Will attend (before)(after) school detention
 - Other: -----
- (Name of student) will not be permitted on school property for any reason during this period of suspension except to attend a scheduled meeting with his/her parents, as confirmed by the school principal.
- This document may be considered by the Superintendent of Schools or a hearing officer in the event of any future disciplinary proceeding(s).
- Nothing in this agreement prevents either the district from rescheduling the §3214 hearing or the parent from requesting an impartial hearing in the event a disagreement over the implementation or enforcement of this agreement should arise.

(Parent(s) Signature)

Date

(Student’s Signature)

Date

Agreed to: -----
(Superintendent)

Date

Legally Protected Activity and Discipline/ Discharge

As you know, an employer may not discriminate against an employee who engages in legally protected activity. For example, an employer may not discipline an employee who files a grievance, a worker's compensation claim or a human rights complaint, to list a few examples. This is true even though the grievance, worker's compensation claim or human rights complaint may not have any merit.

This point is exemplified by the case of Roy Bell, who was employed as a physical education teacher by the New Paltz Central School District ("District"). The teacher filed a complaint with the New York State Division of Human Rights alleging that his supervisor was sexually harassing him. Mr. Bell claimed that after he told his union representative about the harassment, the District retaliated by denying him an appointment to tenure. The Commissioner of Human Rights dismissed the sexual harassment charges, but concluded that the District unlawfully retaliated against Mr. Bell for filing a complaint. Consequently, the Commissioner fashioned a remedy that awarded Mr. Bell back pay based upon what he would have earned as a teacher. He was also awarded \$25,000 in compensatory damages.

Thereafter, the District challenged the decision. The Appellate Division, Third Department, held that in order for Bell to prevail, he must establish that: 1) he was engaged in a legally protected activity; 2) the District was aware of his activity; 3) he suffered an adverse employment action based upon his activity; and 4) there was a causal connection between his activity and the adverse employment action. In regard to requirements 1 and 2, the Court found that Mr. Bell was indeed engaged

in a legally protected activity and that the District had knowledge about it. In analyzing requirements 3 and 4, the Court opined:

Regarding the remaining requirements to show a prima facie case, we note that petitioner does not dispute that Bell demonstrated that an adverse employment action was taken against him when petitioner denied Bell tenure ... As for the necessity of Bell establishing a causal connection between his denial of tenure and his engagement in a protected activity, we note that proof was presented demonstrating that ... Bell had never received an unfavorable performance evaluation. The proof also indicated that it was only after Bell spoke with his union representative and it was made known that he was contemplating a sexual harassment lawsuit against his supervisor that negative documentation was prepared concerning his work performance. Due to the lack of negative performance evaluations ... and the short period of time between Bell's complaint of sexual harassment and his denial of tenure (see *Matter of Little v. Gaines Elec. Contr.*, 36 A.D.3d 1056, 1057 [2007]), we conclude that Bell showed sufficient evidence of a subjective retaliatory motive (cf. *Matter of Pace Univ. v. New York City Comm. on Human Rights*, supra at 129) and, additionally, established a causal connection sufficient to constitute a prima facie case of retaliation.

Although the District presented testimony about and argued that the actual reason Mr. Bell was not appointed to tenure was due to his performance, the ACourt found the Commissioner of Human Rights did not abuse her discretion in resolving the conflict, because there was substantial evidence in the record to support her conclusion that the District's adverse employment action occurred because Mr. Bell filed a human rights complaint. *Board of Education of the New Paltz Central School District v. Michelle C. Donaldson as Commissioner of Human Rights, et al.*, 41 App. Div.3d 1138, 839 N.Y.S.2d 558 (3d Dept. 2007).

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS
(shaded areas = contract term)

CAYUGA-ONONDAGA BOCES										
	Date Settled	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	Avg.
BOCES										
Aides (CSEA)	11-11	4.50	4.00	2.00	2.00					3.13
Tchr. Ass't		4.50	3.00	2.00	2.00					2.88
Custodial/Maint.	06-11	4.50	4.50	2.00	2.00					3.25
Clerical	06-11	4.50	4.50	2.00	2.00					3.25
Auburn										
Aides/Clerical (NYSUT)	06-10	3.45	3.35	3.35	3.00					3.29
Bus Drivers (CSEA)	05-13	3.65	3.30	3.20	2.90	0.00	2.25	2.25		2.52
Cust/Maint. (CSEA)	05-13	3.65	3.30	3.30	2.90	0.00	2.25	2.25		2.52
Nurses (SEIU 200U)	04-12	3.50	3.50	2.00	0.00	2.00				2.20
Cato-Meridian										
Aides/Ass'ts (SEIU 200U)	10-12	4.75	4.75	4.75	50¢/hr	50¢/hr	50¢/hr			4.75
Bus Drivers (CSEA)	07-13	4.75	3.30	2.00	2.00	2.00	2.00	2.00	2.00	2.51
Cust./Maint. (CSEA)	07-13	4.75	3.30	2.00	2.00	2.00	2.00	2.00	2.00	2.51
Nurses		4.75								4.75
Jordan-Elbridge										
Aides/Clerical(SEIU 200U)	09-12	3.00	3.00	3.00	3.00	3.00	3.00			3.00
Bus Drivers	07-11		3.00	2.00	2.00	2.00				2.25
Bus Mechanic		4.00								4.00
Cust./Maint (SEIU 200U)	09-12	3.00	3.00	3.00	3.00	3.00	3.00			3.00
Cafeteria (SEIU 200U)	09-12	3.00	3.00	3.00	3.00	3.00	3.00			3.00
Transportation	06-13					1.00	1.00	1.00		1.00
Moravia										
Aides/Ass't (CSEA)	07-12	4.00	4.00	4.00	2.00	0.00	2.00	2.00		2.57
CSEA	07-12	4.00	4.00	4.00	2.00	0.00	2.00	2.00		2.57
Port Byron										
Aides (SEIU 200U)	01-13	3.00	3.00	2.00	2.00	2.00	2.00			2.33
Bus Driver (CSEA)	06-13	3.00	3.00	1.60	1.40	2.00	2.00	2.00		2.14
Bus Mechanic (CSEA)	06-13	3.00	3.00	1.60	1.40	2.00	2.00	2.00		2.14
Cust./Maint. (CSEA)	06-13	3.00	3.00	1.60	1.40	2.00	2.00	2.00		2.14
Cafeteria (CSEA)	06-13	3.00	3.00	1.60	1.40	2.00	2.00	2.00		2.14
Nurse (CSEA)	06-13	3.00	3.00	1.60	1.40	2.00	2.00	2.00		2.14
Clerical (SEIU 200U)	01-13	3.00	3.00	2.00	2.00	2.00	2.00			2.33
Skaneateles										
Aides (CSEA)	02-12	3.75	3.50	1.50	1.50	1.50				2.35
Tchr Ass't (CSEA)	02-12	3.75	3.50	1.50	1.50	1.50				2.35
Cust./Maint (CSEA)	02-12	3.75	3.50	1.50	1.50	1.50				2.35
Nurses (CSEA)	02-12	3.75	3.50	1.50	1.50	1.50				2.35
Clerical (CSEA)	02-12	3.75	3.50	1.50	1.50	1.50				2.35

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

(shaded areas = contract term)

CAYUGA-ONONDAGA BOCES cont'd										
	Date Settled	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	Avg.
So. Cayuga										
Aides (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50			2.53
Tchr. Ass't (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50			2.53
Bus Drivers (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50			2.53
Bus Mechanics (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50			2.53
Cust./Maint (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50			2.53
Cafeteria (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50			2.53
Nurses (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50			2.53
Clerical (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50			2.53
Union Springs										
Aides (SEIU 200U)	08-12	3.00	3.00	3.00	2.00	2.00				2.60
Tchr. Ass'ts (SEIU 200U)	08-12	3.00	3.00	3.00	2.00	2.00				2.60
Bus Drivers (CSEA)	01-11	4.00	4.00	2.00	2.00					3.00
Bus Mechanics (CSEA)	01-11	4.00	4.00	2.00	2.00					3.00
Cust/Maint. (CSEA)	01-11	4.00	4.00	2.00	2.00					3.00
Cafeteria (CSEA)	01-11	4.00	4.00	2.00	2.00					3.00
Nurses (SEIU 200U)	08-12	3.00	3.00	3.00	2.00	2.00				2.60
Clerical (SEIU 200U)	08-12	3.00	3.00	3.00	2.00	2.00				2.60
Weedsport										
Aides (CSEA)	08-12	4.00	4.00	4.00	1.95	1.95	1.95			2.98
Bus Drivers (CSEA)	08-12	4.00	4.00	4.00	1.95	1.95	1.95			2.98
Bus Mechanics (CSEA)	08-12	4.00	4.00	4.00	1.95	1.95	1.95			2.98
Cust/Maint. (CSEA)	08-12	4.00	4.00	4.00	1.95	1.95	1.95			2.98
Nurses,		4.00	4.00	4.00						4.00
Clerical		4.00	4.00	4.00						4.00
C-O BOCES Avg.		3.71	3.28	2.50	2.06	1.91	2.24	1.96	2.00	
BROOME-TIOGA BOCES										
Chenango Valley										
Non Inst	11-10	4.10	3.30	3.30	3.30					3.50
Deposit										
CSEA	03-12	4.00	4.00	4.00	2.00	2.00				3.20
Maine-Endwell										
Cust./Maint.	03-12	\$0.60	\$0.65	2.00	2.00	2.00				2.00
School Lunch	07-08	4.60	4.60	4.60						4.60
Supp Staff	07-08	4.50	4.50	4.50	4.50					4.50
Transp	03-11	\$0.60	3.00	3.00	3.00					3.00
Owego-Apalachin										
NYSUT	02-13	3.80	3.90	4.00	0.00	1.99	1.99			2.61

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

(shaded areas = contract term)

	Date Settled	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	Avg.
BROOME-TIOGA BOCES cont'd										
Union Endicott										
Cafe. Workers	11-10	3.90	3.90	2.70	2.70	2.70	2.70			3.10
Cent Office	11-10	2.00	2.00	2.70	2.70	2.70	2.70			2.47
Comp & Tech	11-10	3.90	3.90	2.70	2.70	2.70	2.70			3.10
Dist Office	11-10	\$0.51	3.90	2.70	2.70	2.70	2.70			2.94
Maint. Workers	11-10	3.90	3.90	2.70	2.70	2.70	2.70			3.10
School Aides	11-10	\$0.42	3.90	2.70	0.00	2.70	2.70			2.94
Transp	11-10	\$0.53	4.00	2.70	0.00	2.70	2.70			2.96
Whitney Point										
Aides/Food Serv (NYSUT)	05-13		3.30	0.00	2.25	2.25				1.95
B-T BOCES Avg		3.86	3.72	2.95	2.57	2.47	2.61			
GREATER SO. TIER BOCES										
Hornell										
Paraprofessionals	12-11	4.00	2.45	2.35	2.00					2.70
Supp Staff	09-11	4.00	2.40	2.15	1.90					2.61
GST BOCES Avg		4.00	2.43	2.25	1.95					
OSWEGO BOCES										
Hannibal										
CSEA	05-11	3.50	2.00	0.00	1.75					1.81
HEA	01-09	3.50	3.50	open						3.50
Osw. BOCES Avg.		3.50	2.75	0.00	1.75					
TOMPKINS-SENECA-TIOGA BOCES										
BOCES										
Local		4.00	4.00							4.00
Candor										
Local		5.00	1.90	2.00	2.00					2.73
Dryden										
NYSUT	11-12	4.00	2.50	2.50	2.20					2.80
Groton										
CSEA	04-13	4.00	4.00	2.85	2.85	2.50	2.75	2.75		3.10
Ithaca										
ICSDEA		4.10	4.00							4.05
Lansing										
NYSUT	10-10	3.90	3.90	3.90	3.90					3.90
Newfield										
CSEA	04-12	3.25	3.50	1.95	2.25	2.50				2.69

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

(shaded areas = contract term)

TOMPKINS-SENECA-TIOGA BOCES cont'd										
	Date Settled	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	Avg.
South Seneca										
Local	07-12	4.50	5.00	5.00	1.00					3.88
Trumansburg										
Local		\$0.55	\$0.60	2.00	2.25	2.50	2.50			2.31
T-S-T BOCES Avg.		4.09	3.60	2.89	2.35	2.50	2.63	2.75		
WAYNE-FINGER LAKES BOCES										
BOCES										
NYSUT	04-09	3.50	3.50	3.50	3.75					3.56
Bloomfield										
NEA/NYSUT		3.40	3.40	3.40	3.40					3.40
Canandaigua										
Cust./Maint. (Unaffil.)		3.85	3.85							3.85
Clerical/Aides (NYSUT)		3.85	3.85							3.85
Food Service (Unaffil.)		4.00	3.00	3.50	4.00					3.63
B. Drivers		3.75	3.75	3.75						3.75
Monitors		4.00	3.00	3.50	4.00					3.63
Clyde-Savannah										
Support Pers. (CSEA)	09-09	5.00	4.25	4.25	4.00					4.38
Transp. (Unaffiliated)	11-09	5.00	4.75	4.50	4.00					4.56
Dundee										
CSEA	08-12	3.00	3.10	3.20	2.00	2.00	2.00			2.55
Gananda										
CSEA	10-12	4.00	2.50	2.50	1.40					2.60
Geneva										
CSEA	04-13	4.00	4.00	0.00	2.00	2.00	2.00			2.33
Gorham-Middlesex										
Bus Drivers (NYSUT)	04-13	3.70	3.70	3.70	1.90	2.25	2.25			2.92
Cust./Food Ser (NYSUT)	12-10	3.50	3.70	3.70	3.75	3.75				3.68
Teacher Aides (NYSUT)	05-11	3.75	3.75	2.75	2.50	2.25				3.00
Honeoye										
NYSUT	11-11	4.00	2.50	2.50	2.50					2.88
Lyons										
NYSUT	07-10	4.25	3.00	3.00	3.00					3.31
Manchester-S'ville										
CSEA	12-12	5.80	5.50	1.80	1.00	1.90	1.90			2.98

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

(shaded areas = contract term)

WAYNE-FINGER LAKES BOCES cont'd										
	Date Settled	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	Avg.
Marion										
CSEA	03-13	3.50	3.50	3.50	1.75	1.75	1.75			2.63
Naples										
CSEA	08-10	4.00	3.25	3.50	3.50					3.56
Newark										
Custodians (CSEA)	02-12	3.80	2.95	2.50	1.25					2.63
Tchr Aides/Asst (NYSUT)		3.75	2.50	2.30	open					2.85
North Rose-Wolcott										
NYSUT	09-12	3.90	3.75	0.00	1.90	1.90	1.90	1.95		2.19
Palmyra-Macedon										
CSEA	06-09	3.90	3.90	3.90	3.90					3.90
Penn Yan										
CSEA	05-12	3.90	3.90	3.90	2.25	2.25	2.25			3.08
Phelps-Clifton Springs										
Nurses/Food Serv (NYSUT)	06-08	4.00	4.00	4.00						4.00
Bus Driv/Maint (NYSUT)	06-08	4.00	4.00	4.00						4.00
Aides/Clerical (NYSUT)	07-10	2.89	2.89	2.89	2.89					2.89
Red Creek										
CSEA	01-13	4.50	4.50	4.50	2.75	2.00	2.00			3.38
Romulus										
CSEA			4.34	4.32	4.00					4.22
Seneca Falls										
NEA/NYSUT	02-10	3.50	3.50	2.00	2.00	2.00				2.60
Sodus										
CSEA	01-12	3.75	3.00	3.00	2.00					2.94
Victor										
CSEA	03-12	4.00	4.00	1.00	1.00	1.50				2.30
Waterloo										
NEA/NYSUT	05-13	4.47	4.31	2.00	2.00	1.50	1.75	1.95		2.57
Wayne										
CSEA	01-12	4.40			2.50	2.50				3.13
Williamson										
CSEA	01-11	5.00	5.00	2.70	2.80	3.00				3.70
WFL BOCES Avg.		3.97	3.67	3.13	2.76	2.17	1.98	1.95		

AREA UNEMPLOYMENT RATES

New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2013	9.3%	8.8%	8.0%	7.3%	7.4%	7.6%							
2012	9.1%	9.1%	8.7%	8.1%	8.4%	8.7%	8.9%	8.5%	8.1%	8.1%	7.9%	8.2%	8.5%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2013	9.7%	9.3%	8.5%	7.6%	7.4%	7.5%							
2012	9.5%	9.5%	9.0%	8.2%	8.5%	8.8%	8.9%	8.3%	8.2%	8.0%	7.8%	8.5%	8.6%

Auburn, NY Micropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2013	9.8%	9.7%	8.7%	7.6%	6.9%	6.9%							
2012	9.4%	9.5%	8.8%	7.9%	7.9%	8.1%	8.1%	7.6%	7.3%	7.4%	7.4%	8.3%	8.1%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2013	9.8%	9.7%	8.7%	7.6%	6.9%	6.9%							
2012	9.4%	9.5%	8.8%	7.9%	7.9%	8.1%	8.1%	7.6%	7.3%	7.4%	7.4%	8.3%	8.1%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2013	10.1%	9.5%	8.7%	7.8%	7.5%	7.8%							
2012	9.8%	9.6%	9.1%	8.3%	8.6%	9.0%	9.3%	8.7%	8.4%	8.3%	8.1%	8.9%	8.8%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2013	6.7%	5.8%	5.3%	4.8%	5.1%	5.7%							
2012	6.6%	6.2%	5.7%	5.4%	6.0%	7.0%	6.9%	6.4%	5.6%	5.5%	5.3%	5.5%	6.0%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2013	9.6%	9.4%	8.5%	7.5%	6.7%	6.5%							
2012	9.2%	9.3%	8.9%	7.6%	7.9%	7.9%	7.7%	7.2%	7.0%	7.0%	7.1%	8.0%	7.9%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2013	9.1%	8.7%	7.9%	7.3%	7.0%	7.0%							
2012	9.5%	9.5%	9.0%	8.2%	8.5%	8.8%	8.9%	8.3%	8.2%	8.0%	7.8%	8.5%	8.6%

*Source: New York State Department of Labor
Labor Statistics
www.labor.state.ny.us*

CONSUMER PRICE INDEX

July 2013

	INDEX 1982-84 BASE YEAR=100	% INCREASE FROM 2012	% INCREASE FROM PRIOR MONTH
NY-Northeastern New Jersey Area			
1. All Urban Consumers	257.326	2.1	0.2
2. Urban Wage Earners & Clerical Workers	253.277	2.1	0.2
U.S. City Average			
1. All Urban Consumers	233.596	2.0	0.0
2. Urban Wage Earners & Clerical Workers	230.084	2.0	0.0

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-11	216.4	1.8	220.2	1.6	238.4	1.8	242.6	1.5
Feb-11	217.5	2.3	221.3	2.1	239.8	2.4	243.8	2.1
Mar-11	220.0	3.0	223.5	2.7	241.7	2.7	245.6	2.3
Apr-11	221.7	3.6	224.9	3.2	242.7	2.9	246.5	2.5
May-11	223.0	4.1	226.0	3.6	244.3	3.5	248.1	2.9
Jun-11	222.5	4.1	225.7	3.6	244.6	3.7	248.5	3.2
Jul-11	222.7	4.1	225.9	3.6	245.3	3.8	249.2	3.3
Aug-11	223.3	4.3	226.5	3.8	246.0	3.9	250.1	3.5
Sep-11	223.7	4.4	226.9	3.9	246.9	4.3	250.6	3.8
Oct-11	223.0	3.9	226.4	3.5	246.3	3.7	250.1	3.3
Nov-11	222.8	3.8	226.2	3.4	245.5	3.3	249.3	3.0
Dec-11	222.2	3.2	225.7	3.0	244.6	3.0	248.3	2.7
Jan-12	223.2	3.1	226.7	2.9	245.5	3.0	249.3	2.8
Feb-12	224.3	3.1	227.7	2.9	246.5	2.8	250.3	2.6
Mar-12	226.3	2.9	229.4	2.7	248.2	2.7	245.1	2.5
Apr-12	227.0	2.4	230.1	2.3	248.7	2.5	245.9	2.3
May-12	226.6	1.6	229.8	1.7	249.0	1.9	252.7	1.8
Jun-12	226.0	1.6	229.5	1.7	248.5	1.6	252.4	1.6
Jul-12	225.6	1.3	229.1	1.4	248.2	1.2	252.0	1.1
Aug-12	227.1	1.7	230.4	1.7	249.7	1.5	253.5	1.4
Sep-12	228.2	2.0	231.4	2.0	251.0	1.7	254.6	1.6
Oct-12	228.0	2.2	231.3	2.2	250.5	1.7	254.3	1.7
Nov-12	226.6	1.7	230.2	1.8	250.6	2.1	254.3	2.0
Dec-12	225.9	1.7	229.6	1.7	249.5	2.0	253.6	2.1
Jan-13	226.5	1.5	230.3	1.6	250.8	2.2	254.8	2.2
Feb-13	228.7	1.9	232.2	2.0	252.3	2.3	256.2	2.4
Mar-13	229.3	1.3	232.8	1.5	252.7	1.8	256.6	1.9
Apr-13	228.9	0.9	232.5	1.1	252.0	1.3	256.0	1.4
May-13	229.4	1.2	232.9	1.4	252.3	1.3	256.3	1.4
Jun-13	230.0	1.8	233.5	1.8	252.9	1.8	256.9	1.8
Jul-13	230.1	2.0	233.6	2.0	253.3	2.1	257.3	2.1
Aug-13								
Sep-13								
Oct-13								
Nov-13								
Dec-13								

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