



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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WELCOME NEW CHIEF SCHOOL OFFICERS



The Cayuga–Onondaga BOCES Office of Personnel Relations welcomes and wishes much success to

JOHN BIRMINGHAM,
the recently appointed
Chief School Officer at the
MORAVIA CENTRAL SCHOOL DISTRICT

COREY GREEN,
the recently appointed
Chief School Officer at the
OWEGO–APALACHIN CENTRAL SCHOOL
DISTRICT

and

DONALD PUTNAM,
the recently appointed
Chief School Officer at the
LYONS CENTRAL SCHOOL DISTRICT

THE OPR WELCOMES BRYAN GEORGIADY

The Cayuga–Onondaga BOCES Office of Personnel Relations is pleased to announce the recent appointment of Bryan Georgiady as Labor Relations Specialist for the BOCES.

Bryan has several years of experience as a practicing attorney in the fields of education law and municipal law. He has represented dozens of school districts by providing general legal counsel, in support of personnel hearings, and in defense of litigation arising from discrimination claims, tenure disputes, constitutional issues, and many other types of personnel matters.

Most recently, he worked for a large law firm in Syracuse and represented management-side clients in government and private industry in the areas of labor relations, employment law, and municipal law. Bryan also has several years of experience in management consulting. He is a graduate of The University of Chicago and the Syracuse University College of Law.

Bryan is happy to be a part of the Office of Personnel Relations and looks forward to meeting and working with all of its client school districts.



Two New NYSED Registration and CTLE Laws Are Now In Effect

Last summer, the New York State Legislature passed a bill creating two new requirements within the Education Law. For the first time, all certificate holders are now required to maintain online registrations on the TEACH system. Additionally, continuing teacher and leader education (“CTLE”) requirements for holders of professional certificates have been substantially changed.

NEW REGISTRATION REQUIREMENT

The Legislature altered Education Law §3006 to require any holder of a permanent

or professional certificate to register with NYSED through the TEACH system. The new law applies to all members of the classroom teaching service, members of the educational leadership service (i.e., school building leaders, school district leaders, or school district business leaders), and Level III teaching assistants who received their permanent certificates prior to July 1, 2016.

Online registration will become a mandatory prerequisite to “practice” professionally as an educator in a New York State public school or BOCES. “Practice” is defined as being employed 90 or more days per school year, by a single school in New York, in a position requiring professional certification. There is no fee to register.

Beginning in July 2016, all permanent and professional certificate holders are required to complete the registration process during the 2016–2017 school year no later than their birth month. For example, a teacher born in the month of September must register on TEACH no later than September 2016, while a person born in the month of June may wait until June 2017.

Nothing prevents a certificate holder from registering early. Many certificate holders have already completed the process, which can be done in minutes. Every five years thereafter, all certificate holders must subsequently renew their registration through the TEACH system. If there are any changes to a certificate holder’s name or address, those changes must be made on TEACH within 30 days.

This year’s initial online registration requirement only applies to educators who have already received permanent or professional certificates prior to July 1, 2016. For educators who are issued professional certificates after that date, the initial registration will be automatic. However, all new professional certificate recipients must still make name or address changes on TEACH and must still renew their registration every five years.

All permanent certificate holders should complete the process, even if they are no longer actively teaching in a public school. Non–practicing teachers should register as “inactive.”

Some educators have expressed concern about new language in Education Law §3006 mentioning Part 83 moral character reviews for failing to maintain a registration on TEACH. In response to those concerns, NYSED issued guidance in June of 2016 clarifying that it was only considering Part 83 reviews for certificate holders who willfully ignore the registration requirement after numerous NYSED reminders. The guidance stressed that unintentional mistakes or ordinary forgetfulness would not be grounds for Part 83 review.

NEW CTLE REQUIREMENTS

The second change made by the Legislature is an adjustment to the continuing teacher and leader education (“CTLE”) requirements in Education Law §3006–a. The changes are only applicable to professional certificate holders in the classroom teaching service or educational leadership service, as well as Level III teaching assistants. Educators with permanent certificates are not affected. The new law took effect on July 1, 2016.

The new law scales back the number of required CTLE hours for professional certificate holders. Whereas prior regulations required 175 hours of CTLE during each five–year registration period, the new law reduces that amount down to only 100 hours of CTLE. However, CTLE time can no longer be accrued through informal activities, such as staff meetings. From now on, all CTLE must be obtained from an official NYSED–approved sponsor organization. School districts and BOCES are eligible to become sponsors if they submit a professional development plan, pay a \$600 fee, and meet other requirements set forth in NYSED regulations.

Any CTLE time accrued after July 1, 2016 from an approved provider can contribute to the 100–hour requirement – even if an individual has not yet registered on TEACH. Educators

may take the required amount of CTLE at any time between now and 2021, when the current five-year cycle ends. However, any CTLE time accrued before July 1, 2016 does not count toward the new 100-hour requirement.

The new law also mandates that a certain percentage of the 100-hour CTLE requirement must be spent on topics related to the needs of English language learners (“ELLs”). This includes topics such as best practices for co-teaching strategies for ELLs or integrating language and content instruction for ELLs. For educators who possess a certificate in English to Speakers of Other Languages or hold a bilingual extension, 50% of the 100-hour requirement must be spent on ELL-related topics. For all other educators or Level III teaching assistants, only 15% of their 100-hour requirement must be spent on ELL topics. Some school districts may be exempt from the new law’s ELL requirements under certain circumstances. If there are fewer than 30 ELL students in a school district, or if a school district has fewer than 5% of its student body are designated as ELLs, it may apply for a waiver from NYSED. The waiver is not automatic; it must be requested from and approved by NYSED.

Five years from now, during the registration renewal process, each applicable certificate holder will be required to certify that he or she received 100 hours of CTLE from an approved provider and complied with all other applicable CTLE requirements. However, the new law does not require certificate holders to upload the specific names or providers of the CTLE courses they took.

However, applicable certificate holders are required to maintain an individual log of all CTLE they receive. The log must record the title and date of each CTLE program attended, the total number of hours received, the number of hours devoted to English language learners, and the training provider’s name and ID number. Maintaining the log is each certificate holder’s personal responsibility and cannot be delegated to his or her employer.

Does DASA Create a Private Right of Action? No, says the Third Department

The June/July 2014 issue of “The Advocate” included an article entitled, “DASA Protections May Not be Limited to Just Students in the District.” This piece cited an unpublished Nassau County Supreme Court decision, *J.G.S. v. Bellmore-Merrick Central High School District*. This case was noteworthy because the judge allowed for the possibility of a private right of action if a school district failed to adequately address complaints of bullying. The “Advocate” article noted that the ruling was not binding in jurisdictions outside of Nassau County, but it did caution that the decision could be persuasive in other cases.

In a case decided on July 7, 2016, *Motta v. Eldred Central School District*, 141 A.D.3d 819 (3rd Dept. 2016), the Appellate Division, Third Department rejected the idea of a private right of action in DASA when it explicitly found that,

There is no explicit private right of action in the statutory scheme nor can one be implied from the statutory language and the legislative history ... To imply a private right of action would not further the legislative purpose or comport with the statutory scheme. *Id.* [citations omitted].

Nevertheless, in this same decision the Court found that the plaintiff’s cause of action for negligent supervision could continue.

Motta is good for school districts, because it may discourage lawsuits based on a failure to strictly comply with the mechanical requirements of DASA. However, it should not be read too broadly. This decision does not re-

lieve districts from liability for negligent supervision if it learns of bullying and does not adequately take steps to prevent injury.

While precedential value of the decision in *Motta* is limited to the jurisdiction of the Third Department, it is much more persuasive to most other courts than the unpublished decision from *J.G.S. v. Bellmore–Merrick Central High School District*. Hopefully, *Motta* marks a trend away from claims based on private rights of action under DASA. Regardless, districts should still make sure to investigate and take appropriate action when confronted with any case of bullying within their district.

Reminders About FMLA



There are two good resources for reviewing employer obligations under the Family and Medical Leave Act (“FMLA”). The first, “*Fact Sheet #28D: Employer Notification Requirements under the Family and Medical Leave Act*,” from the U.S. Department of Labor, can be found at: www.dol.gov/whd/regs/compliance/whdfs28d.pdf. This document details general notice requirements that employers are required to disseminate, as well as the individual notifications, with timelines, that must be provided to employees who take FMLA leave.

Another Department of Labor document that should be reviewed is, “*Fact Sheet #28E: Employee Notice Requirements under the Family and Medical Leave Act*,” which may be found at: www.dol.gov/whd/regs/compliance/whdfs28e.pdf. This fact sheet outlines the general requirements to which employees must adhere when requesting FMLA leave. It is notable that employees are not required to specifically mention “FMLA leave” when requesting time off, but they must provide their employer with enough information to let them know that the leave may be covered under the law. Fact Sheet #28E also indicates that, when foreseeable, employees must provide employers with

thirty (30) days notice.

An additional issue that districts should be aware of when composing individual notices to employees taking FMLA leave was addressed earlier this year in *De Oliveira v. Cairo–Durham Central School District*, 634 Fed.Appx. 320 (2nd Cir. 2016). In *De Oliveira*, the district’s policy was that employees would return from unpaid FMLA leave at the same seniority level in which they began the leave. In other words, seniority would not accrue during the unpaid leave. The Court found that the district’s failure to notify the teacher that she would not accrue service credit during her unpaid FMLA could be a violation under the law and create liability for the district. The Court surmised that the teacher may have not taken the unpaid FMLA leave had she been informed of the district policy beforehand.

The lesson to learn from *De Oliveira* is that if your district has a policy, practice, or agreement with any of its employee organizations to suspend the accrual of seniority or any other service credit while an employee is out on FMLA leave, it should put the employee on notice of this fact in the individual “Rights and Responsibility” notice, which the district is required to send to an employee who requests FMLA leave.

Finally, in *Vangas v. Montefiore Medical Center*, 823 F.3d 174 (2nd Cir. 2016), the Court dismissed a claim alleging failure to accommodate a disability, because the employee could not provide a specific date upon which she would return to work after exhausting all of her FMLA leave. The Court concluded that an indefinite leave is not a reasonable accommodation. It is important to note that this case involved a private employer, and school districts may have to contend with additional limitations on ending the employment relationship with an employee who becomes unable to work (e.g., requirements under the collective bargaining agreement, Education Law, and Civil Service Law). However, *Vangas* should support a district’s resolve to seek a definite return date when an employee takes extended medical leave.

RECENT AREA TEACHER 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	2017-2018	2018-2019	AVG.
BOCES	1-16	4.50	4.50	1.50	1.75	2.25	2.25	2.25	2.50			2.69
Auburn	6-12	3.45	3.00	3.00	0.00	2.25	2.25					2.33
Cato-Meridian	6-15	3.80	3.80	3.80	2.00	2.00	2.00	2.70	2.60	2.50		2.80
Jordan-Elbridge	12-14	3.85	3.90	0.50	2.01	2.18	2.50	2.50	2.50			2.49
Moravia	6-13	4.00	4.00	2.00	2.00	0.00	2.50	2.50	2.50			2.44
Port Byron	6-13	4.25	3.70	2.00	2.00	2.00	2.00					2.66
Skaneateles	5-14	3.75	3.75	1.50	1.50	1.50	2.50	2.60	2.75			2.48
So. Cayuga	4-13	4.00	2.00	2.00	2.00	2.00	2.25	2.25				2.36
Union Springs	6-14	4.25	4.25	2.00	2.00	2.00	2.00					2.75
Weedsport	1-16	4.35	4.50	0.00	2.00	2.00	2.00	2.50	2.50			2.48
	AVG.	4.02	3.74	1.83	1.73	1.82	2.23	2.47	2.56	2.50		
BROOME-TIOGA BOCES												
Chenango Vall.	4-11	4.10	2.50	2.75	2.75	2.75						2.97
Deposit	9-13	4.25	2.50	2.50	2.00	2.50	2.50					2.71
Maine-Endwell	4-15	4.50	4.50	4.50	4.50	2.60	2.80	2.95				3.76
Owego-Apal.	1-13	4.35	2.95	2.95	2.95	2.00	2.00					2.87
Union-Endicott	11-10	4.00	\$2,253	2.70	2.70	2.70	2.70					2.96
Whitney Point		3.00	3.30	3.50	0.00	2.20	2.20	2.50	2.60	2.70		2.44
	AVG	4.03	3.58	3.15	2.48	2.46	2.44	2.73	2.60	2.70		
GENESEE VALLEY BOCES												
Geneseo	1-15	4.20	4.20	2.00	2.00	2.00	3.00	3.00	3.00			2.93
GREATER SO. TIER BOCES												
Hornell	7-13	4.40	4.00	2.20	2.00	2.50	2.75					2.98
OSWEGO BOCES												
Hannibal	6-14	3.50	3.50	0.00	1.75	1.75	2.20	2.20	2.20			2.14
Oswego	12-14	4.00	4.00	0.00	1.75	2.00	2.00	2.00				2.25
	AVG	3.75	3.75	0.00	1.75	1.88	2.10	2.10	2.20			
TOMPKINS-SENECA-TIOGA BOCES												
BOCES		4.00	4.00	4.00								4.00
Candor	4-15	3.00	3.00		2.00	2.00	1.5 + \$1000	1.5 + \$1000	2.0 + \$500			2.15
Dryden	6-14	4.20	2.60	2.60	3.00	3.00	3.00	3.00	3.05			3.06
Groton	3-13	3.50	3.50	3.50	3.50	2.50	2.60	2.70	2.70			3.06
Ithaca	6-11	2.20	2.00	2.00	2.00	2.00	2.00					2.03
Lansing	9-12	3.40	3.50	3.50	2.70	2.70	3.00	3.00				3.11
Newfield	5-14	3.50	2.50	2.00	2.00	3.00	3.50	2.75	2.50			2.72

RECENT AREA TEACHER 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	2017-2018	2018-2019	AVG.
South Seneca	8-15	4.00	4.00	1.50	1.50	2.45	2.45	1.45				2.48
Trumansburg	1-13	4.00	4.20	2.70	2.70	3.00	3.00					3.27
	AVG	3.53	3.26	2.73	2.43	2.58	2.79	2.58	2.75			
WAYNE - FINGER LAKES BOCES												
BOCES		3.00	2.50	1.90	1.90	2.50	2.45	2.45				2.39
Bloomfield		3.90	3.85	3.60	3.35	1.98	2.00	2.00				2.95
Canandaigua		4.20	4.10	3.85	2.00	2.69	2.65	2.57				3.15
Clyde-Savannah	6-15	5.00	5.00	5.00	2.25	2.25	2.25	2.25				3.43
Dundee	1-14	4.00	4.00	2.60	2.50	2.50	3.00	3.30	3.40			3.16
Gananda	11-15	4.00	2.75	2.75	2.60	2.60	2.75	3.00	3.00	3.20		2.96
Geneva	6-15	4.58	4.22	4.15	2.00	2.00	2.00	3.00	3.50	3.50	2.50	3.15
Gorham-Middlesex	6-14	3.50	3.50	2.25	2.25	2.50	2.50	2.50				2.71
Honeoye	5-15	4.00	2.60	2.50	2.50	2.50	2.75	2.75	2.90			2.81
Lyons	6-10	4.25	4.66	3.37	3.88							4.04
Manchester-Shortsville	8-14	4.00	4.00	1.80	2.00	2.00	2.00	2.50				2.61
Marion	5-14	4.50	3.50	2.80	2.00	2.00	2.40	2.25				2.78
Naples	5-15	4.00	4.00	2.25	2.25	2.25	2.25	2.50	2.50	2.60		2.73
Newark	2-16	4.00	2.50	2.50	1.25	2.50	2.50	3.00	3.00	3.00		2.69
N Rose-Wolcott	6-13	4.32	4.27	1.00	2.47	1.90	2.00	2.30				2.61
Palmyra-Macedon	4-15	3.20	3.90	3.90	2.48	3.90	2.50	1.75 + \$500	2.75	2.75		3.17
Penn Yan	6-13	4.00	4.00	2.29	2.29	1.90	2.00	2.00				2.64
Phelps-Cl Springs		4.00	2.89	2.89	2.89	2.00	2.00	2.00				2.67
Red Creek		4.50	4.50	2.75	2.75	2.50	2.40	2.40				3.11
Romulus	5-15	3.33	3.33	3.50	3.50	1.50	1.50	5.00	3.00	3.00	3.00	3.07
Seneca Falls	2-15	3.67	3.91	3.50	3.45	2.00	2.00	3.00	2.75	2.50	2.00	2.88
Sodus	6-15 *	4.15	3.80	3.80	2.00	2.00	2.20	3.00	3.00	3.30	3.30	3.06
								* 2015-16 and 2016-17 3.0 percent settlement for on-step unit members				
Victor	6-15	4.30	4.30	4.00	2.00	2.50	2.50	3.10	3.10	3.10		3.21
Waterloo	5-13	4.05	3.89	3.72	2.00	1.50	1.75	1.95				2.69
Wayne	4-15	4.25	4.00	3.00	2.00	3.00	2.00	3.50	4.00	2.50		3.14
Williamson		4.00	3.00	3.00	2.00	2.25	2.50	2.50	2.60	2.50		2.71
	AVG	4.03	3.73	3.03	2.41	2.29	2.27	2.70	3.04	2.90	2.70	

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	2017-2018	2018-2019	Avg.
BOCES												
Aides (CSEA)	07-15	4.50	4.00	2.00	2.00	2.00	2.00	2.50	2.50	2.50		2.67
Tchr. Ass't		4.50	3.00	2.00	2.00	2.00						2.70
Non-Instructional	06-15	4.50	4.50	2.00	2.00	2.00	2.00	2.50	2.50			2.75
Auburn												
Aides/Clerical (NYSUT)	06-10	3.45	3.35	3.35	3.00	1.00	2.00	2.00				2.59
Bus Drivers (CSEA)	05-13	3.65	3.30	3.30	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)		4.75	4.75	4.75	50¢/hr	50¢/hr	50¢/hr	75¢/hr	75¢/hr	75¢/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
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
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
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)	04-14	3.75	3.50	1.50	1.50	1.50	2.50	2.60				2.41
Tchr Ass't (CSEA)	04-14	3.75	3.50	1.50	1.50	1.50	2.50	2.60				2.41
Cust./Maint (CSEA)	04-14	3.75	3.50	1.50	1.50	1.50	2.50	2.60				2.41
Nurses (CSEA)	04-14	3.75	3.50	1.50	1.50	1.50	2.50	2.60				2.41
Clerical (CSEA)	04-14	3.75	3.50	1.50	1.50	1.50	2.50	2.60				2.41
So. Cayuga												
Aides (CSEA)		3.70	2.00	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr		2.53
Tchr. Ass't (CSEA)		3.70	2.00	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr		2.53
Bus Drivers (CSEA)		3.70	2.00	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr		2.53
Bus Mechanics (CSEA)		3.70	2.00	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr		2.53

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	2017-2018	2018-2019	Avg.
So. Cayuga cont'd												
Cust./Maint (CSEA)		3.70	2.00	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr		2.53
Cafeteria (CSEA)		3.70	2.00	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr		2.53
Nurses (CSEA)		3.70	2.00	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr		2.53
Clerical (CSEA)		3.70	2.00	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr		2.53
Union Springs												
Aides (SEIU 200U)	06-14	3.00	3.00	3.00	2.00	2.00	2.50	2.50	2.50			2.56
Tchr. Ass'ts (SEIU 200U)	06-14	3.00	3.00	3.00	2.00	2.00	2.50	2.50	2.50			2.56
Bus Drivers (CSEA)	06-14	4.00	4.00	2.00	2.00	2.00	2.00	2.50	2.50	2.50		2.61
Bus Mechanics (CSEA)	06-14	4.00	4.00	2.00	2.00	2.00	2.00	2.50	2.50	2.50		2.61
Cust/Maint. (CSEA)	06-14	4.00	4.00	2.00	2.00	2.00	2.00	2.50	2.50	2.50		2.61
Cafeteria (CSEA)	06-14	4.00	4.00	2.00	2.00	2.00	2.00	2.50	2.50	2.50		2.61
Nurses (SEIU 200U)	06-14	3.00	3.00	3.00	2.00	2.00	2.50	2.50	2.50			2.56
Clerical (SEIU 200U)	06-14	3.00	3.00	3.00	2.00	2.00	2.50	2.50	2.50			2.56
Weedsport												
Aides (CSEA)		4.00	4.00	4.00	1.95	1.95	1.95	2.50	2.50	2.50		2.82
Bus Drivers (CSEA)		4.00	4.00	4.00	1.95	1.95	1.95	2.50	*2.50	*2.50		2.82
Bus Mechanics (CSEA)		4.00	4.00	4.00	1.95	1.95	1.95	2.50	2.50	2.50		2.82
Cust/Maint. (CSEA)		4.00	4.00	4.00	1.95	1.95	1.95	2.50	2.50	2.50		2.82
Nurses		4.00	4.00	4.00				*Bus drivers @ % + 30¢				4.00
Clerical		4.00	4.00	4.00								4.00
C-O BOCES Avg.		3.72	3.26	2.55	2.09	1.90	2.27	2.32	2.43	2.50		
BROOME-TIOGA BOCES												
Chenango Valley												
Non-Instruct. (NYSUT)		4.10	3.30	3.30	3.30	2.25	2.50	2.90				3.09
Deposit												
CSEA	03-12	4.00	4.00	4.00	2.00	2.00						3.20
Maine-Endwell												
Cust./Maint.	10-14	\$0.60	\$0.65	2.00	2.00	2.00	50¢/hr	50¢/hr	50¢/hr			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	04-15	\$0.60	3.00	3.00	3.00	\$600	\$700	\$800				3.00
Owego-Apalachin												
NYSUT	02-13	3.80	3.90	4.00	0.00	1.99	1.99					2.61
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

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	2017-2018	2018-2019	Avg.
BROOME-TIOGA BOCES cont'd												
Union Endicott cont'd												
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)			3.30	0.00	2.25	2.25	2.50	2.50	2.50			2.19
B-T BOCES Avg		3.86	3.72	2.95	2.57	2.45	2.59	2.70	2.50			
GREATER SO. TIER BOCES												
Hornell												
Paraprofessionals	09-13	4.00	2.45	2.35	2.00	2.80	2.80	2.80	2.80			2.75
Supp Staff	08-13	4.00	2.40	2.15	1.90	2.80	2.80	2.80	2.80			2.71
GST BOCES Avg		4.00	2.43	2.25	1.95	2.80	2.80	2.80	2.80			
OSWEGO BOCES												
Hannibal												
CSEA	11-13	3.50	2.00	0.00	1.75	1.75	1.95	2.00				1.85
HEA	01-09	3.50	3.50	open								3.50
Osw. BOCES Avg.		3.50	2.75	0.00	1.75	1.75	1.95	2.00				
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		4.00	2.50	2.50	2.20	3.00	2.85	2.66				2.82
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	10-13	3.90	3.90	3.90		90¢/hr	3.50	60¢/hr	3.00			3.64
Newfield												
CSEA	04-15	3.25	3.50	1.95	2.25	2.50	1.50	2.25	2.25			2.43
South Seneca												
Local	06-13	4.50	5.00	5.00	1.00	2.00	2.00	2.00				3.07

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	2017-2018	2018-2019	Avg.
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	2.09	2.50	2.52	2.42	2.63			
WAYNE-FINGER LAKES BOCES												
BOCES												
NYSUT	06-14	3.50	3.50	3.50	3.75	1.90	2.75	2.45	2.45			2.98
Bloomfield												
NEA/NYSUT	06-13	3.40	3.40	3.40	3.40	1.95	1.85	1.85				2.75
Canandaigua												
Cust./Maint. (Unaffil.)		3.85	3.85	3.00	3.00	3.00	3.00	3.00				3.24
Cler./Aides (NYSUT)		3.85	3.85			3.00	2.40	2.40				3.10
Food Service (Unaffil.)		4.00	3.00	3.50	4.00	2.25	2.25	3.00	3.00	3.00		3.11
Bus Drivers		3.75	3.75	3.75	2.25	2.25	2.25					3.00
Monitors		4.00	3.00	3.50	4.00	2.25	2.00	3.47	2.40	2.35		3.00
Clyde-Savannah												
Support Pers. (CSEA)	09-13	5.00	4.25	4.25	4.00	2.50	2.50	2.50				3.57
Transp. (Unaffiliated)	08-13	5.00	4.75	4.50	4.00	2.00	2.00	2.00				3.46
Dundee												
CSEA	01-15	3.00	3.10	3.20	2.00	2.00	2.00	2.00				2.47
Gananda												
CSEA	06-13	4.00	2.50	2.50	1.40	2.80	2.80	2.80				2.69
Geneva												
CSEA	07-15	4.00	4.00	0.00	2.00	2.00	2.00	3.00	3.00	3.00		2.56
Gorham-Middlesex												
Bus Drivers (NYSUT)	06-15	3.70	3.70	3.70	1.90	2.25	2.25	2.70	2.70	2.70		2.84
Cust./F Serv (NYSUT)	06-14	3.50	3.70	3.70	3.75	3.75	2.70	2.70	2.50			3.29
Teacher Aides (NYSUT)	06-14	3.75	3.75	2.75	2.50	2.25	2.70	2.70	2.50			2.86
Honeoye												
NYSUT	05-14	4.00	2.50	2.50	2.50	2.50	2.75	2.50	3.00	2.95	2.95	2.82
Lyons												
NYSUT	11-14	4.25	3.00	3.00	3.00	2.50	2.50	2.50	1.80	1.80	1.80	2.62
									+ \$.54/hour			
Manchester-S'ville												
CSEA		5.80	5.50	1.80	1.00	1.90	1.90	2.50	2.50	2.50		2.82
Marion												
CSEA	03-13	3.50	3.50	3.50	1.75	1.75	1.75	1.75				2.50

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	2017-2018	2018-2019	Avg.
Naples												
CSEA	08-13	4.00	3.25	3.50	3.50	2.70	2.70	2.70				3.19
Newark												
Custodians (CSEA)	05-15	3.80	2.95	2.50	1.25	2.00	2.00	2.40	2.00			2.36
Tchr Aides/Asst (NYSUT)	12-15	3.75	2.50	2.30	1.50	1.50	2.40	2.00				2.28
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	10-12	3.90	3.90	3.90	3.90	2.90	2.90	2.90	2.90			3.40
Penn Yan												
CSEA		3.90	3.90	3.90	2.25	2.25	2.25	2.25	2.35	2.35		2.82
Phelps-Clifton Springs												
Nurses/Food Serv (NYSUT)	06-13	4.05	4.05	4.05	4.05	2.00	2.00	2.00				3.17
Bus Driv/Maint (NYSUT)	06-13	4.05	4.05	4.05	4.05	2.00	2.00	2.00				3.17
Aides/Clerical (NYSUT)	06-13	2.89	2.89	2.89	2.89	2.00	2.00	2.00				2.51
Red Creek												
CSEA	04-15	4.50	4.50	4.50	2.75	2.00	2.00	* 3.50	2.50	2.50		3.19
								* 2015-16 % based on hire date				
Romulus												
CSEA	05-15	4.34	4.32	4.00	1.50	1.50	3.00	3.00	3.00			3.08
Seneca Falls												
NEA/NYSUT	06-15	3.50	3.50	2.00	2.00	2.00	2.00	3.00	2.75	2.50	2.00	2.53
Sodus												
CSEA	07-13	3.75	3.00	3.00	2.00	2.00	2.00	2.00				2.54
Victor												
CSEA		4.00	4.00	1.00	1.00	1.50	2.00	2.00	2.00			2.19
Waterloo												
NEA/NYSUT	05-13	4.47	4.31	2.00	2.00	1.50	1.75	1.95				2.57
Wayne												
CSEA	12-15	4.40			2.50	2.50	2.70	2.90	2.90			2.98
Williamson												
CSEA		5.00	5.00	2.70	2.80	3.00	2.00	1.75	2.00			3.03
WFL BOCES Avg.		3.97	3.68	3.13	2.82	2.27	2.31	2.44	2.59	2.59	2.25	

AREA UNEMPLOYMENT RATES

New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2016	5.4%	5.4%	5.2%	4.6%	4.2%	4.5%							
2015	6.4%	6.3%	5.7%	5.3%	5.3%	5.2%	5.4%	5.0%	4.8%	4.7%	4.8%	4.7%	5.3%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2016	5.5%	5.3%	5.1%	4.7%	4.3%	4.5%							
2015	6.6%	6.4%	5.9%	5.5%	5.5%	5.5%	5.5%	5.0%	5.0%	4.7%	4.8%	4.9%	5.4%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2016	6.0%	5.8%	5.7%	5.1%	4.4%	4.2%							
2015	6.7%	6.7%	6.3%	5.4%	5.1%	5.0%	5.2%	4.8%	4.8%	4.8%	4.9%	5.2%	5.4%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2016	6.3%	5.9%	5.7%	5.4%	4.8%	5.1%							
2015	7.4%	7.1%	6.7%	6.1%	6.0%	6.1%	6.1%	5.6%	5.5%	5.3%	5.3%	5.6%	6.0%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2016	4.1%	3.7%	3.5%	3.6%	3.5%	4.0%							
2015	4.9%	4.4%	3.9%	3.8%	4.1%	4.6%	4.6%	4.0%	3.8%	3.6%	3.7%	3.5%	4.1%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2016	5.6%	5.4%	5.2%	4.6%	4.0%	4.1%							
2015	6.5%	6.4%	6.0%	5.3%	5.0%	4.9%	4.8%	4.3%	4.4%	4.2%	4.4%	4.9%	5.1%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2016	5.2%	5.1%	4.9%	4.7%	4.2%	4.3%							
2015	6.2%	6.1%	5.7%	5.3%	5.3%	5.2%	5.3%	4.8%	4.8%	4.5%	4.6%	4.7%	5.2%

Source: New York State Department of Labor
 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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June 2016

NY-Northeastern New Jersey Area

1. All Urban Consumers	264.022	0.3	1.0
2. Urban Wage Earners & Clerical Workers	258.413	0.3	0.8

U.S. City Average

1. All Urban Consumers	241.038	0.3	1.0
2. Urban Wage Earners & Clerical Workers	235.308	0.4	0.6

July 2016

NY-Northeastern New Jersey Area

1. All Urban Consumers	263.868	-0.1	1.0
2. Urban Wage Earners & Clerical Workers	258.211	-0.1	0.8

U.S. City Average

1. All Urban Consumers	240.647	-0.2	0.8
2. Urban Wage Earners & Clerical Workers	234.789	-0.2	0.4

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-14	230.0	1.6	233.9	1.6	255.5	1.8	259.6	1.9
Feb-14	230.9	1.0	234.8	1.1	254.8	1.0	259.0	1.1
Mar-14	232.6	1.4	236.3	1.5	255.9	1.3	260.0	1.3
Apr-14	233.4	2.0	237.1	2.0	255.9	1.6	260.0	1.6
May-14	234.2	2.1	237.9	2.1	257.1	1.9	261.2	1.9
Jun-14	234.7	2.0	238.3	2.1	257.1	1.7	261.4	1.7
Jul-14	234.5	1.9	238.3	2.0	257.3	1.6	261.5	1.6
Aug-14	234.0	1.6	237.9	1.7	256.7	1.2	261.1	1.3
Sep-14	234.2	1.6	238.0	1.7	256.9	1.0	261.1	1.0
Oct-14	233.2	1.5	237.4	1.7	256.0	1.2	260.5	1.3
Nov-14	231.6	1.1	236.2	1.3	254.6	0.6	259.4	0.8
Dec-14	229.9	0.3	234.8	0.8	253.2	0.1	258.1	0.3
Jan-15	228.3	-0.8	233.7	-0.1	253.2	-0.9	258.4	-0.5
Feb-15	229.4	-0.6	234.7	0.0	254.0	-0.6	259.2	0.1
Mar-15	231.1	-0.6	236.1	-0.1	254.4	-0.6	259.6	-0.1
Apr-15	231.5	-0.8	236.6	-0.2	254.7	-0.5	260.0	0.0
May-15	232.9	-0.6	237.8	0.0	255.9	-0.5	261.1	-0.1
Jun-15	233.8	-0.4	238.6	0.1	256.4	-0.3	261.5	0.1
Jul-15	233.8	-0.3	238.7	0.2	256.1	-0.5	261.2	0.1
Aug-15	233.4	-0.3	238.3	0.2	256.0	-0.3	261.3	0.1
Sep-15	232.7	-0.6	237.9	0.0	256.4	-0.2	261.9	0.3
Oct-15	232.4	-0.4	237.8	0.2	255.9	0.0	261.5	0.4
Nov-15	231.7	0.1	237.3	0.5	255.4	0.3	261.0	0.6
Dec-15	230.8	0.4	236.5	0.7	254.4	0.5	260.6	0.7
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								
Sep-16								
Oct-16								
Nov-16								
Dec-16								

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Inquiries regarding the District’s non–discrimination policies should be directed to:

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