



# THE ADVOCATE

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*Providing comprehensive  
employment and personnel  
relations services to local  
school districts for over  
40 years.*

## VOLUME XXXII MARCH 2013

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# Affordable Care Act Implications for School Districts



The Patient Protection and Affordable Care Act (Pub. L. No. 111-148), more commonly referred to as the Affordable Care Act (ACA) or “Obamacare,” was passed on March 23, 2010. Some changes took place shortly thereafter, such as the removal of lifetime limits on essential health benefits and the requirement that dependent children be allowed coverage until age 26.

Over the last couple of weeks there have been several workshops across the state, including those sponsored by NYSSBA and MASLA, to address the bulk of the changes that will be required as of 2014. In order to help school districts begin to prepare, plan and analyze their areas of weakness, we offer the following information and encourage our districts to take a deeper look at what their liabilities may be going forward.

## Large Employers

According to the proposed regulations released by the IRS on December 28, 2012, beginning on January 1, 2014, all “large employers” will be required to provide full time employees with “affordable care.” Large employers are those with 50 or more full-time equivalent employees. Internal Revenue Code, 26 U.S.C. § 4980H(c)(2)(A) (2010).

## Full Time Employees

Defining a full time employee is a little more complex. Full time employees are those that on average provide 30 or more hours of service per week during an employer-determined “standard measurement period” or “look back period” of between three and twelve months. Internal Revenue Code, 26 U.S.C. § 4980H(c)(4) (2010). Hours of service is meant to include *all hours* worked for the

employer, including coaching, extracurricular assignments, and stipend positions, not just the employee’s primary job.

If the employee was employed on average at least 30 hours per week during the look-back period, then the employee must be treated as full-time during a corresponding “stability period” regardless of the number of hours of service the employee actually works in stability period. The duration of the stability period must be the greater of six consecutive calendar months or the length of the look-back period. This means that once an employee has been designated as full time, that employee must be treated as full time for ACA purposes for the following six months, regardless of whether or not the employee has been reduced to less than 30 hours. See Notice 2012-58, Determining Full-Time Employees for Purposes of Shared Responsibility for Employers Regarding Health Coverage (§ 4980H), The Department of Treasury, August 31, 2012.

For new hires, employers must determine at the employee’s start date whether the employee is “reasonably expected” to work full time. Employers must offer affordable health insurance coverage within 90 days to qualified, full-time employees. See Technical Release No. 2012-02, Guidance on 90-Day Waiting Period Limitation under Public Health Service Act § 2708, The Department of Labor, August 31, 2012.

Rehires must not provide any hours of service for 26 consecutive weeks in order to have his/her status as a full time employee redetermined. This rule not only applies to employees who have been brought back from a recall or preferred eligibility list, but it also applies to retirees and may result in districts having to offer retirees the coverage that is offered to actives, if the retiree is brought in to work within the 26-week window.

The regulations also address the special issues presented by educational institutions by providing an averaging method for dealing with employment break periods. Generally speaking, an employee who works full-time during the active portions of the academic

year will be treated as a full-time employee. Employers may either exclude summer vacation (as a “break period”) and determine whether the employee had at least 30 hours of service per week during the school year; or the employer can calculate the employee’s average number of weekly hours of service during the school year and treat the employee as if s/he earned the same average during the summer months. In no case are employers required to credit an employee with more than 501 hours of service for any break periods in a calendar year.

### **Affordable Care**

Next, districts must determine whether the plans they are offering to full time employees qualify as “affordable care.” To qualify as “affordable” the employee’s premium share of the lowest cost individual health plan offered by the employer cannot exceed 9.5% of the employee’s total annual earnings with that employer, as shown on the W-2. If affordable coverage is not offered to any employee, the employer will be fined \$2,000.00 for that employee. The coverage offered by the employer must also have a “minimum value” in order to avoid penalties. The minimum value requirement states that employers must provide a plan that is structured such that participants do not pay more than 40% of the covered claims costs, including deductibles, copayments and coinsurance. See Notice 2012-58, Determining Full-Time Employees for Purposes of Shared Responsibility for Employers Regarding Health Coverage (§4980H), The Department of Treasury, August 31, 2012.

If an employee has affordable coverage through another employer or through a spouse, or if s/he elects to waive coverage, the employer should obtain a written waiver signed by the employee annually, indicating s/he has coverage from another source or is electing not to take the coverage. Employees refusing to take the minimum required coverage either through an employer or through an exchange, will be subject to a tax. This tax, which will be phased in over three years, will result in a penalty in 2016 of \$695 per individual per year, up to a maximum

of \$2,085 per family per year, or 2.5% of household income, whichever is greater. This tax will likely drive employees who do not receive qualifying coverage from their employer into the exchanges, thus triggering employer penalties.

An employer who fails to offer affordable coverage to at least 95% of its full-time employees will pay a penalty of \$2,000.00 for each employee in excess of 30: (# of employees - 30) \* \$2,000.00 = penalty.

Although the regulations have yet to be finalized, it is clear that districts need to begin to analyze their potential liability as a result of the ACA. Substitutes and non-instructional staff will be a particular area of concern for most districts. Districts should review their plan details and offerings, employees’ W-2s as well as full time/part time status, collective bargaining agreements/Board policies and record keeping systems. It will now be essential for districts to track the exact hours of service for all employees for **all work** performed.

The United States Departments of Labor, Health and Human Services (HHS), and the Treasury have been working together to develop coordinated regulations and other administrative guidance to assist with implementation of the ACA. We would suggest that districts review the information available at: [www.dol.gov/ebsa/healthreform/](http://www.dol.gov/ebsa/healthreform/) for further information on what has been discussed in this article.

## ***NEGOTIATIONS WORKSHOP WILL INCLUDE INFORMATION ON AFFORDABLE CARE ACT***

**On Friday, May 10, 2013, the Cayuga-Onondaga BOCES Office of Personnel Relations will conduct a workshop on issues relating to negotiations and personnel relations. This program was originally set for March but was rescheduled for May 10, 2013, due to bad weather. New information on the Affordable Care Act has been added to the agenda.**

**Look for registration information soon!**

# IN CASES OF SHUFFLING, TENURE RIGHTS SHOULD YIELD TO DECISIONS BASED ON SOUND EDUCATIONAL POLICY

*contributed by Quinn Morris*

In a recently decided case, *Seney v. Board of Education of the East Greenbush Central School District* (2013 NY Slip Op 01122), the Appellate Division, Third Department, held that the Supreme Court correctly found that the Board's determination was not arbitrary, capricious or unlawful when deciding not to shuffle teachers' schedules when reducing course offerings. The court stated that school districts are granted "sufficient latitude within the law to manage their affairs efficiently and effectively," including the ability to consolidate and abolish teaching positions for financial reasons. *Matter of Gross v. Board of Educ. of Elmsford Union Free School Dist.*, 78 N.Y.2d 13, 571 N.Y.S.2d 200 (Ct. App. 1991).

The petitioner, Seney, was a tenured foreign language teacher who taught both French and Spanish during the 2009-2010 school year at a .8 and .2 fulltime equivalent (FTE) basis, respectively. Based upon budget and enrollment concerns, the Board made cuts to its foreign language programs for the 2010-2011 school year, eliminating .2 FTE each of Spanish and French. In doing so, Seney's teaching position was reduced to .6 FTE, while a new teacher was hired to teach German on a .2 FTE basis.

Seney argued that the Board should have shuffled the schedules of herself and another foreign language teacher, Sacca, in order to maintain Seney's .8 FTE position and eliminate the need to hire the new teacher. Seney claimed that by shuffling schedules, Sacca could teach .8 FTE French and .2 FTE German, thus allowing Seney to teach French at a .8 FTE basis.

While it is generally the case that when a teaching position is consolidated or abolished, "the services of the teacher having the least seniority in the system within the tenure of the position abolished shall be discontinued," (Education Law §§2510, 3013), it is also true that tenure rights "should yield to decisions based on economics and sound educational policy." *Matter of Rappold v. Board of Educ., Cleveland Hills Union Free School Dist.*, 95 A.D.2d 890, 464 N.Y.A.2d 240 (3rd Dept. 1983). The court noted in this case that, "tenure rights are not sacrosanct." In other words, the Board does not need to adjust teachers' schedules to retain more senior teachers' positions, if the proposed schedules are "not educationally or financially feasible." *Matter of Chambers v. Board of Educ. of Lisbon Cent. School Dist.*, 47 N.Y.2d 279, 418 N.Y.S.2d 291 (Ct. App. 1979).

Here, Seney was the least senior foreign language teacher, and she was only certified to teach French. On the other hand, Sacca was the most senior foreign language teacher and was certified in both French and German. However, Sacca had taught French exclusively since 1991 and had self-professed her incompetency to teach German, despite being certified more than thirty years prior. Sacca's incompetency made it impossible for the Board to adjust the schedule without sacrificing its educational standards.

In addition to considering the educational soundness of shuffling schedules, the Board also considered the logistical difficulty of scheduling the teaching of classes between both the middle school and high school. The court ruled that the Board had not met its burden of proving the impossibility of schedule shuffling based on the logistical problems. However, the court also concluded that based on abilities of the teachers, the Board had met its overall burden by establishing that it was not educationally feasible to shuffle schedules in this case. Therefore, the Board has no obligation to shuffle teachers' schedules during a consolidation or abolition of teaching positions, based on economic reasons, when doing so would result in unsound educational policy.

# The Time to Review Recommendations for Tenure is Approaching

Inasmuch as tenure recommendations are approaching, it might be helpful to set forward Education Law Section 3031 notification requirements. Keep in mind that this process may differ, depending on circumstances.

## TERMINATION DURING THE PROBATIONARY PERIOD

Sections 3012 (§3014 for BOCES and §2509 for city school districts), 3031<sup>1</sup>, and 3019-a of the Education Law are applicable to the discontinuation of employment of a probationary employee during the probationary period.

A superintendent of schools must give a probationary teacher written notice that the superintendent will be recommending the discontinuation of services of the teacher at least thirty (30) days prior to the meeting of the board of education at which such recommendation will be considered. Please see Sample Letter A.

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<sup>1</sup> *There have been many decisions of the Commissioner of Education and the courts addressing the issue of the application of §3031 of the Education Law to administrators. In Oleska v. Board of Education of East Rockaway Union Free School District, 199 A.D.2d 270, 604 N.Y.S.2d 227 (2nd Dept. 1993) and Robinson v. Bruni, 193 A.D.2d 1072, 598 N.Y.S.2d 625 (4th Dept. 1993) two of the appellate divisions held that §3031 did not apply to administrators. Effective August 4, 1993, Chapter 691 of the Laws of 1993 amended §3031 to make the statute applicable to administrators and supervisors.*

The probationary teacher may request in writing that the superintendent of schools provide the reasons for the recommendation for discontinuation. The written request must be made not later than twenty-one (21) days prior to the meeting of the board of education. Within seven (7) days after the request, the reasons must be furnished in writing by the Superintendent.

The teacher may file a written response with the clerk of the board of education no later than seven (7) days before the date of the meeting of the board of education. At the meeting, the board of education reviews the recommendation of the superintendent, the reasons for the recommendation, and the response of the teacher. In order to act in support of the recommendation, there must be an affirmative vote of the majority of the membership of the board of education. Following an affirmative vote by the majority of the board of education, the teacher must be notified, and pursuant to §3019-a of the Education Law, thirty (30) days after such notification, the services of the teacher will be discontinued.

## TERMINATION AT THE CONCLUSION OF THE PROBATIONARY PERIOD

The discontinuation of services of a probationary teacher at the end of a probationary period must be distinguished from a discontinuation during the probationary period. At least sixty (60) days prior to the end of the probationary period, the superintendent of schools must notify in writing the probationary teacher that an affirmative recommendation for appointment on tenure will not be made. Notice must also be given that the board of education will review the failure to recommend for appointment to tenure at a meeting to be held at least thirty (30) days after the notice is given. Usually, both notices are contained in the same written statement. Please see Sample Letter B. The notices could, however, be transmitted separately.

The probationary teacher may, in writing, request that the superintendent of schools provide the reasons for the failure to recommend. The teacher's written request must be made not later than twenty-one (21) days prior to the meeting of the board of education at which the superintendent's failure to recommend for appointment to tenure will be reviewed. Within seven (7) days after the request, the reasons must be furnished in writing. The teacher may file a written response to the reasons with the clerk of the board of education no later than seven (7) days before the date of the meeting of the board of education.

At the meeting of the board of education, the failure of the superintendent of schools to recommend is reviewed together with the written response and reasons. The board of education may request that the superintendent of schools reconsider the failure to recommend, but the board of education is not permitted to reverse the decision of the superintendent. *Matter of Anderson v. Board of Education of the City of Yonkers*, 46 A.D.2d 360, 362 N.Y.S.2d 536 (2nd Dept. 1974), *aff'd.*, 38 N.Y.2d 897, 382 N.Y.S.2d 750 (1976). Nevertheless, the prevailing law at this time appears to require the Board to vote on the Superintendent's failure to recommend. *Matter of Fusco v. Board of Education of East Quogue Union Free School District*, 185 A.D.2d 887, 586 N.Y.S.2d 1012 (2nd Dept. 1992); *Matter of Dembovich v. Liberty Central School District Board of Education*, 296 A.D.2d 794, 745 N.Y.S.2d 342 (3rd Dept. 2002).

At the end of the probationary period, the services of the teacher are discontinued. Section 3019-a of the Education Law does not apply. If the teacher provides any services beyond the end of the probationary period with the knowledge and consent of the board of education, the teacher acquires tenure.

## BOARD OF EDUCATION REJECTION OF THE RECOMMENDATION OF THE SUPERINTENDENT OF SCHOOLS

A board of education confers tenure by voting in support of the recommendation of the superintendent of schools. The affirmance must be by a majority vote of the board of education and not by a majority of those members present or voting at any particular meeting. Any vote which falls short of the majority constitutes a rejection of the recommendation.

Section 3031 of the Education Law provides that, where a board of education votes to reject the recommendation of the superintendent of schools, such vote shall be considered advisory. At least thirty (30) days prior to the meeting of the board of education at which the board intends to take final action, notice shall be given to the teacher that the board intends to deny tenure.

The teacher may, in writing, request that the board of education provide a written statement, giving the board's reasons for its intended action. The teacher's written request must be made no later than twenty-one (21) days prior to the meeting of the board of education at which it intends to take final action. Within seven (7) days after the request, the reasons must be furnished. The teacher may file a written response to the reasons with the clerk of the board of education no later than seven (7) days before the date of the meeting.

At the meeting, the board of education considers the recommendation of the superintendent of schools, its first advisory vote, its statement of written reasons for its intention to deny tenure, and the response of the teacher. If the board of education does not vote by a majority of its members to confer tenure, the services of the teacher will be discontinued at the end of the probationary period. If the teacher provides any services

beyond the end of the probationary period with the consent and knowledge of the board of education, the teacher acquires tenure.

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**SAMPLE LETTER "A"**

*(Teacher must receive letter thirty [30] days before meeting of board of education)*

Date\_\_\_\_\_

Jane Doe  
100 Columbus Street  
Columbus, NY 12345

Dear Ms. Doe:

Please be advised that I will be submitting a recommendation to the Board of Education that your services as a social studies teacher in the academic tenure area of social studies in the Columbus Central School District be discontinued effective (date must be at least thirty (30) days after the teacher receives notice of Board's affirmative vote on Superintendent's recommendation).

The Board of Education will be considering my recommendation at its meeting on \_\_\_\_\_.

Should you wish to discuss this matter with me, please contact my secretary for an appointment.

Very truly yours,

Alson B. Dougherty  
Superintendent of Schools

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**SAMPLE LETTER "B"**

*(Notice of failure to recommend for appointment to tenure must be received by teacher at least sixty [60] days prior to the end of the probationary period.)*

Date\_\_\_\_\_

Jane Doe  
100 Columbus Street  
Columbus, NY 12345

Dear Ms. Doe:

Please be advised that I will not be recommending you to the Board of Education for appointment to tenure in the academic tenure area of social studies in the Columbus Central School District.

The Board of Education will review my failure to recommend your appointment to tenure at its meeting of (date must be at least 30 days after teacher receives letter).

Should you wish to discuss this matter with me, please contact my secretary for an appointment.

Very truly yours,

Alson B. Dougherty  
Superintendent of Schools

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**RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS**

(shaded areas = contract term)

| <b>CAYUGA-ONONDAGA BOCES</b> |                     |                |                |                |                |                |                |                |             |
|------------------------------|---------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------|
|                              | <b>Date Settled</b> | <b>2009-10</b> | <b>2010-11</b> | <b>2011-12</b> | <b>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>2015-16</b> | <b>Avg.</b> |
| <b>BOCES</b>                 |                     |                |                |                |                |                |                |                |             |
| 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        |
| <b>Auburn</b>                |                     |                |                |                |                |                |                |                |             |
| Aides/Clerical (NYSUT)       | 06-10               | 3.45           | 3.35           | 3.35           | 3.00           |                |                |                | 3.29        |
| Bus Drivers (CSEA)           | 12-10               | 3.65           | 3.30           | 3.20           | 2.90           |                |                |                | 3.26        |
| Cust/Maint. (CSEA)           | 12-10               | 3.65           | 3.30           | 3.30           | 2.90           |                |                |                | 3.29        |
| Nurses (SEIU 200U)           | 04-12               | 3.50           | 3.50           | 2.00           | 0.00           | 2.00           |                |                | 2.20        |
| <b>Cato-Meridian</b>         |                     |                |                |                |                |                |                |                |             |
| Aides/Ass'ts (SEIU 200U)     | 10-12               | 4.75           | 4.75           | 4.75           | 50¢/hr         | 50¢/hr         | 50¢/hr         |                | 4.75        |
| Bus Drivers (CSEA)           | 02-11               | 4.75           | 3.30           | 2.00           | 2.00           |                |                |                | 3.01        |
| Cust./Maint. (CSEA)          | 02-11               | 4.75           | 3.30           | 2.00           | 2.00           |                |                |                | 3.01        |
| Nurses                       |                     | 4.75           |                |                |                |                |                |                | 4.75        |
| <b>Jordan-Elbridge</b>       |                     |                |                |                |                |                |                |                |             |
| Aides (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        |
| Clerical (SEIU 200U)         | 09-12               | 3.00           | 3.00           | 3.00           | 3.00           | 3.00           | 3.00           |                | 3.00        |
| <b>Moravia</b>               |                     |                |                |                |                |                |                |                |             |
| 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        |
| <b>Port Byron</b>            |                     |                |                |                |                |                |                |                |             |
| Aides (SEIU 200U)            | 01-13               | 3.00           | 3.00           | 2.00           | 2.00           | 2.00           | 2.00           |                | 2.33        |
| Bus Driver (CSEA)            | 09-11               | 3.00           | 3.00           | 1.60           | 1.40           |                |                |                | 2.25        |
| Bus Mechanic (CSEA)          | 09-11               | 3.00           | 3.00           | 1.60           | 1.40           |                |                |                | 2.25        |
| Cust./Maint. (CSEA)          | 09-11               | 3.00           | 3.00           | 1.60           | 1.40           |                |                |                | 2.25        |
| Cafeteria (CSEA)             | 09-11               | 3.00           | 3.00           | 1.60           | 1.40           |                |                |                | 2.25        |
| Nurse (CSEA)                 | 09-11               | 3.00           | 3.00           | 1.60           | 1.40           |                |                |                | 2.25        |
| Clerical (SEIU 200U)         | 01-13               | 3.00           | 3.00           | 2.00           | 2.00           | 2.00           | 2.00           |                | 2.33        |
| <b>Skaneateles</b>           |                     |                |                |                |                |                |                |                |             |
| 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)

| <b>CAYUGA-ONONDAGA BOCES cont'd</b> |                     |                |                |                |                |                |                |                |             |
|-------------------------------------|---------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------|
|                                     | <b>Date Settled</b> | <b>2009-10</b> | <b>2010-11</b> | <b>2011-12</b> | <b>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>2015-16</b> | <b>Avg.</b> |
| <b>So. Cayuga</b>                   |                     |                |                |                |                |                |                |                |             |
| 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        |
| <b>Union Springs</b>                |                     |                |                |                |                |                |                |                |             |
| 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        |
| <b>Weedsport</b>                    |                     |                |                |                |                |                |                |                |             |
| 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        |
| <b>C-O BOCES Avg.</b>               |                     | <b>3.71</b>    | <b>3.28</b>    | <b>2.50</b>    | <b>2.06</b>    | <b>2.04</b>    | <b>2.39</b>    | <b>2.00</b>    |             |
| <b>BROOME-TIOGA BOCES</b>           |                     |                |                |                |                |                |                |                |             |
| <b>Chenango Valley</b>              |                     |                |                |                |                |                |                |                |             |
| Non Inst                            | 11-10               | 4.10           | 3.30           | 3.30           | 3.30           |                |                |                | 3.50        |
| <b>Deposit</b>                      |                     |                |                |                |                |                |                |                |             |
| CSEA                                | 03-12               | 4.00           | 4.00           | 4.00           | 2.00           | 2.00           |                |                | 3.20        |
| <b>Maine-Endwell</b>                |                     |                |                |                |                |                |                |                |             |
| 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        |
| <b>Owego-Apalachin</b>              |                     |                |                |                |                |                |                |                |             |
| 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 | 2009-10     | 2010-11     | 2011-12     | 2012-13     | 2013-14     | 2014-15     | 2015-16 | Avg. |
|------------------------------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|---------|------|
| <b>BROOME-TIOGA BOCES cont'd</b>   |              |             |             |             |             |             |             |         |      |
| <b>Union Endicott</b>              |              |             |             |             |             |             |             |         |      |
| 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        |         | 2.40 |
| Transp                             | 11-10        | \$0.53      | 4.00        | 2.70        | 0.00        | 2.70        | 2.70        |         | 2.42 |
| <b>Whitney Point</b>               |              |             |             |             |             |             |             |         |      |
| Aides/Food Serv (NYSUT)            |              |             | 3.30        | open        |             |             |             |         | 3.30 |
| <b>B-T BOCES Avg</b>               |              | <b>3.86</b> | <b>3.72</b> | <b>3.16</b> | <b>2.59</b> | <b>2.49</b> | <b>2.61</b> |         |      |
| <b>GREATER SO. TIER BOCES</b>      |              |             |             |             |             |             |             |         |      |
| <b>Hornell</b>                     |              |             |             |             |             |             |             |         |      |
| 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 |
| <b>GST BOCES Avg</b>               |              | <b>4.00</b> | <b>2.43</b> | <b>2.25</b> | <b>1.95</b> |             |             |         |      |
| <b>OSWEGO BOCES</b>                |              |             |             |             |             |             |             |         |      |
| <b>Hannibal</b>                    |              |             |             |             |             |             |             |         |      |
| CSEA                               | 05-11        | 3.50        | 2.00        | 0.00        | 1.75        |             |             |         | 1.81 |
| HEA                                | 01-09        | 3.50        | 3.50        | open        |             |             |             |         | 3.50 |
| <b>Osw. BOCES Avg.</b>             |              | <b>3.50</b> | <b>2.75</b> | <b>0.00</b> | <b>1.75</b> |             |             |         |      |
| <b>TOMPKINS-SENECA-TIOGA BOCES</b> |              |             |             |             |             |             |             |         |      |
| <b>BOCES</b>                       |              |             |             |             |             |             |             |         |      |
| Local                              |              | 4.00        | 4.00        |             |             |             |             |         | 4.00 |
| <b>Candor</b>                      |              |             |             |             |             |             |             |         |      |
| Local                              |              | 5.00        | 1.90        | 2.00        | 2.00        |             |             |         | 2.73 |
| <b>Dryden</b>                      |              |             |             |             |             |             |             |         |      |
| NYSUT                              | 11-12        | 4.00        | 2.50        | 2.50        | 2.20        |             |             |         | 2.80 |
| <b>Groton</b>                      |              |             |             |             |             |             |             |         |      |
| CSEA                               | 02-11        | 4.00        | 4.00        | 2.85        | 2.85        |             |             |         | 3.43 |
| <b>Ithaca</b>                      |              |             |             |             |             |             |             |         |      |
| ICSDEA                             |              | 4.10        | 4.00        |             |             |             |             |         | 4.05 |
| <b>Lansing</b>                     |              |             |             |             |             |             |             |         |      |
| NYSUT                              | 10-10        | 3.90        | 3.90        | 3.90        | 3.90        |             |             |         | 3.90 |
| <b>Newfield</b>                    |              |             |             |             |             |             |             |         |      |
| 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)

| <b>TOMPKINS-SENECA-TIOGA BOCES cont'd</b> |                     |                |                |                |                |                |                |                |             |
|---|---------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------|
|   | <b>Date Settled</b> | <b>2009-10</b> | <b>2010-11</b> | <b>2011-12</b> | <b>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>2015-16</b> | <b>Avg.</b> |
| <b>South Seneca</b>                       |                     |                |                |                |                |                |                |                |             |
| Local                                     | 07-12               | 4.50           | 5.00           | 5.00           | 1.00           |                |                |                | 3.88        |
| <b>Trumansburg</b>                        |                     |                |                |                |                |                |                |                |             |
| Local                                     |                     | \$0.55         | \$0.60         | 2.00           | 2.25           | 2.50           | 2.50           |                | 2.31        |
| <b>T-S-T BOCES Avg.</b>                   |                     | <b>4.09</b>    | <b>3.60</b>    | <b>2.89</b>    | <b>2.35</b>    | <b>2.50</b>    | <b>2.50</b>    |                |             |
| <b>WAYNE-FINGER LAKES BOCES</b>           |                     |                |                |                |                |                |                |                |             |
| <b>BOCES</b>                              |                     |                |                |                |                |                |                |                |             |
| NYSUT                                     | 04-09               | 3.50           | 3.50           | 3.50           | 3.75           |                |                |                | 3.56        |
| <b>Bloomfield</b>                         |                     |                |                |                |                |                |                |                |             |
| NEA/NYSUT                                 |                     | 3.40           | 3.40           | 3.40           | 3.40           |                |                |                | 3.40        |
| <b>Canandaigua</b>                        |                     |                |                |                |                |                |                |                |             |
| 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        |
| <b>Clyde-Savannah</b>                     |                     |                |                |                |                |                |                |                |             |
| 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        |
| <b>Dundee</b>                             |                     |                |                |                |                |                |                |                |             |
| CSEA                                      | 08-12               | 3.00           | 3.10           | 3.20           | 2.00           | 2.00           | 2.00           |                | 2.55        |
| <b>Gananda</b>                            |                     |                |                |                |                |                |                |                |             |
| CSEA                                      | 10-12               | 4.00           | 2.50           | 2.50           | 1.40           |                |                |                | 2.60        |
| <b>Geneva</b>                             |                     |                |                |                |                |                |                |                |             |
| CSEA                                      | 06-11               | 4.00           | 4.00           | 0.00           |                |                |                |                | 2.67        |
| <b>Gorham-Middlesex</b>                   |                     |                |                |                |                |                |                |                |             |
| Bus Drivers (NYSUT)                       | 01-11               | 3.70           | 3.70           | 3.70           | open           |                |                |                | 3.70        |
| 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        |
| <b>Honeoye</b>                            |                     |                |                |                |                |                |                |                |             |
| NYSUT                                     | 11-11               | 4.00           | 2.50           | 2.50           | 2.50           |                |                |                | 2.88        |
| <b>Lyons</b>                              |                     |                |                |                |                |                |                |                |             |
| NYSUT                                     | 07-10               | 4.25           | 3.00           | 3.00           | 3.00           |                |                |                | 3.31        |
| <b>Manchester-S'ville</b>                 |                     |                |                |                |                |                |                |                |             |
| 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)

| <b>WAYNE-FINGER LAKES BOCES cont'd</b> |                     |                |                |                |                |                |                |                |             |
|--|---------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------|
|  | <b>Date Settled</b> | <b>2009-10</b> | <b>2010-11</b> | <b>2011-12</b> | <b>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>2015-16</b> | <b>Avg.</b> |
| <b>Marion</b>                          |                     |                |                |                |                |                |                |                |             |
| CSEA                                   | 03-13               | 3.50           | 3.50           | 3.50           | 1.75           | 1.75           | 1.75           |                | 2.63        |
| <b>Naples</b>                          |                     |                |                |                |                |                |                |                |             |
| CSEA                                   | 08-10               | 4.00           | 3.25           | 3.50           | 3.50           |                |                |                | 3.56        |
| <b>Newark</b>                          |                     |                |                |                |                |                |                |                |             |
| 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        |
| <b>North Rose-Wolcott</b>              |                     |                |                |                |                |                |                |                |             |
| NYSUT                                  | 09-12               | 3.90           | 3.75           | 0.00           | 1.90           | 1.90           | 1.90           | 1.95           | 2.19        |
| <b>Palmyra-Macedon</b>                 |                     |                |                |                |                |                |                |                |             |
| CSEA                                   | 06-09               | 3.90           | 3.90           | 3.90           | 3.90           |                |                |                | 3.90        |
| <b>Penn Yan</b>                        |                     |                |                |                |                |                |                |                |             |
| CSEA                                   | 05-12               | 3.90           | 3.90           | 3.90           | 2.25           | 2.25           | 2.25           |                | 3.08        |
| <b>Phelps-Clifton Springs</b>          |                     |                |                |                |                |                |                |                |             |
| Bus Drivers (NYSUT)                    | 06-08               | 4.00           | 4.00           | 4.00           |                |                |                |                | 4.00        |
| Food Service (NYSUT)                   | 06-08               | 4.00           | 4.00           | 4.00           |                |                |                |                | 4.00        |
| Nurses (NYSUT)                         | 06-08               | 4.00           | 4.00           | 4.00           |                |                |                |                | 4.00        |
| Maintenance (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        |
| <b>Red Creek</b>                       |                     |                |                |                |                |                |                |                |             |
| CSEA                                   | 01-13               | 4.50           | 4.50           | 4.50           | 2.75           | 2.00           | 2.00           |                | 3.38        |
| <b>Romulus</b>                         |                     |                |                |                |                |                |                |                |             |
| CSEA                                   |                     | 4.34           | 4.32           | 4.00           |                |                |                |                | 4.22        |
| <b>Seneca Falls</b>                    |                     |                |                |                |                |                |                |                |             |
| NEA/NYSUT                              | 02-10               | 3.50           | 3.50           | 2.00           | 2.00           | 2.00           |                |                | 2.60        |
| <b>Sodus</b>                           |                     |                |                |                |                |                |                |                |             |
| CSEA                                   | 01-12               | 3.75           | 3.00           | 3.00           | 2.00           |                |                |                | 2.94        |
| <b>Victor</b>                          |                     |                |                |                |                |                |                |                |             |
| CSEA                                   | 03-12               | 4.00           | 4.00           | 1.00           | 1.00           | 1.50           |                |                | 2.30        |
| <b>Waterloo</b>                        |                     |                |                |                |                |                |                |                |             |
| NEA/NYSUT                              | 05-11               | 4.47           | 4.31           | 2.00           | 2.00           |                |                |                | 3.20        |
| <b>Wayne</b>                           |                     |                |                |                |                |                |                |                |             |
| CSEA                                   | 01-12               | 4.40           |                |                | 2.50           | 2.50           |                |                | 3.13        |
| <b>Williamson</b>                      |                     |                |                |                |                |                |                |                |             |
| CSEA                                   | 01-11               | 5.00           | 5.00           | 2.70           | 2.80           | 3.00           |                |                | 3.70        |
| <b>WFL BOCES Avg.</b>                  |                     | <b>3.98</b>    | <b>3.68</b>    | <b>3.16</b>    | <b>2.83</b>    | <b>2.25</b>    | <b>1.97</b>    | <b>1.95</b>    |             |

# AREA UNEMPLOYMENT RATES

## New York State Rate

| Year | Jan  | Feb  | Mar  | Apr  | May  | Jun  | Jul  | Aug  | Sep  | Oct  | Nov  | Dec  | Ann. Avg. |
|------|------|------|------|------|------|------|------|------|------|------|------|------|-----------|
| 2013 | 9.4% |      |      |      |      |      |      |      |      |      |      |      |           |
| 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 | 9.8% |      |      |      |      |      |      |      |      |      |      |      |           |
| 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% |      |      |      |      |      |      |      |      |      |      |      |           |
| 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% |      |      |      |      |      |      |      |      |      |      |      |           |
| 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 | 10.2% |      |      |      |      |      |      |      |      |      |      |      |           |
| 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% |      |      |      |      |      |      |      |      |      |      |      |           |
| 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% |      |      |      |      |      |      |      |      |      |      |      |           |
| 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 | 9.8% |      |      |      |      |      |      |      |      |      |      |      |           |
| 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](http://www.labor.state.ny.us)*

# CONSUMER PRICE INDEX

## February 2013

|   | INDEX<br>1982-84<br>BASE YEAR=100 | % INCREASE<br>FROM<br>2012 | % INCREASE<br>FROM<br>PRIOR MONTH |
|---|-----------------------------------|----------------------------|-----------------------------------|
| NY-Northeastern New Jersey Area             |                                   |                            |                                   |
| 1. All Urban Consumers                      | 256.234                           | 2.4                        | 0.6                               |
| 2. Urban Wage Earners<br>& Clerical Workers | 252.317                           | 2.3                        | 0.6                               |
| U.S. City Average                           |                                   |                            |                                   |
| 1. All Urban Consumers                      | 232.166                           | 2.0                        | 0.8                               |
| 2. Urban Wage Earners<br>& Clerical Workers | 228.677                           | 1.9                        | 1.0                               |

# 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 |                           |     |                           |     |                           |     |                           |     |
| Apr-13 |                           |     |                           |     |                           |     |                           |     |
| May-13 |                           |     |                           |     |                           |     |                           |     |
| Jun-13 |                           |     |                           |     |                           |     |                           |     |
| Jul-13 |                           |     |                           |     |                           |     |                           |     |
| Aug-13 |                           |     |                           |     |                           |     |                           |     |
| Sep-13 |                           |     |                           |     |                           |     |                           |     |
| Oct-13 |                           |     |                           |     |                           |     |                           |     |
| Nov-13 |                           |     |                           |     |                           |     |                           |     |
| Dec-13 |                           |     |                           |     |                           |     |                           |     |

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