



THE ADVOCATE

Cayuga-Onondaga BOCES
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VOLUME XXXVI
MAY / JUNE
2016

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WELCOME NEW BOCES DISTRICT SUPERINTENDENT



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

DENISE DZIKOWSKI,

the recently appointed
District Superintendent at the
CAYUGA-ONONDAGA BOCES

Guidance on 2016 FLSA Overtime Regulations



The U.S. Department of Labor (“DOL”) issued its final regulations revising the white-collar exemption under the Fair Labor Standards Act (“FLSA”) on May 18, 2016. In short, the updated regulations raise the salary threshold, but leave the “duties test” in place. Keep in mind that the new regulations also increased the highly compensated employee exemption from \$100,000 to \$134,004. All of the recent changes will take effect on December 1, 2016.

I. White-Collar Exemption Background

The FLSA generally requires employees to receive overtime pay at a rate of one and one-half times the regular rate for any hours worked in excess of 40 hours in a workweek. However, certain employees are exempt from this requirement. These exemptions are known as white-collar exemptions and generally contain employees working in an executive, administrative, or professional capacity (“EAP exemption”). In order to qualify for these exemptions, three basic elements must be met:

1. Salary Basis Test: the employee must be paid a predetermined and fixed salary that is not subject to reduction because of variations in the quality or quantity of work performed;
2. Salary Level Test: the amount of salary paid must meet a minimum specified amount; and

3. Duties Test: the employee’s job duties must primarily involve executive, administrative, or professional duties as defined by the regulations.

In other words, the employee must be salaried, receive a salary greater than a DOL approved amount, and perform certain duties. The new regulations affect the Salary Level Test, but do not affect the Salary Basis Test or the Duties Test.

II. White-Collar Exemption Salary Threshold Update

Beginning on December 1, 2016, the salary level an employee must be paid to qualify for the EAP exemption is \$913 per week (\$47,476 annually), an increase from \$455 per week (\$23,660 annually). The new threshold salary level is equal to the 40th percentile of earnings for full-time salaried workers in the lowest-wage Census Region of the U.S. Therefore, a larger scope of employees may no longer be exempt and will require overtime payments. The DOL has listed some useful examples of the impact:

- Hourly workers: The new threshold will have no impact on the pay of workers paid hourly. Generally, all hourly workers are entitled to overtime pay or comp time regardless of how much they make if they work more than 40 hours.
- Workers with regular workweeks of 40 or fewer hours: The changes to the overtime rules will have no effect on pay to those employees working no more than 40 hours.
- Workers who fail the duties test: Salaried workers who do not primarily perform executive, administrative, or professional duties are not eligible for the white-collar overtime exemption and therefore are not affected by the final rule. Those employees should already be getting paid overtime for any hours they work over 40 in one week.

Although the salary level is increasing, the DOL stated that the duties tests will remain the same¹. This means that those employees that previously satisfied the duties test can still receive an overtime exemption if they are making more than \$913/week. However, those previously exempted employees making under \$913 will likely be entitled to overtime wages. Thus, employers should reexamine employees that fell under an EAP exemption prior to the change and determine if they are making more or less than \$913/week.

Specifically in school districts, teachers (as well as lawyers and doctors) will continue to not be subject to the minimum salary requirement and remain exempt from the overtime requirement as long as they have “a primary duty of teaching, tutoring, instructing or lecturing in the activity of imparting knowledge and who is employed and engaged in this activity as a teacher in an educational establishment.” See 29 CFR § 541.303. Registered Nurses may also continue to be exempt from overtime under the learned professional employee exemption if they are salaried employees who make more than \$913/week. Registered nurses who are paid on an hourly basis should still receive overtime pay. See 29 CFR § 541.301(e)(2); U.S. DOL Fact Sheet #17N. Other employees that were previously classified under the EAP exemption should be reexamined to determine if they earn more or less than \$913/week.

The new regulations include automatic increases to the minimum salary levels to qualify for exemptions starting on January 1, 2020, and occurring every three years thereafter, based on the 40th percentile of earnings for full-time salaried workers in the lowest-wage Census Region of the U.S. The DOL estimates that the first update will raise the standard threshold to an estimated \$51,168 in 2020. Additionally, the new regulations allow employers, for the first time, to satisfy up to 10% of the

¹ For listings of various duties tests, see 29 CFR Part 541; see also U.S. DOL Fact Sheet # 17A.

new salary threshold by the payment of non-discretionary bonuses, incentives, and commissions that are paid quarterly or more frequently. Districts should take this into consideration when deciding how to restructure the compensation of exempt employees in order to retain the white-collar exemptions. In the DOL’s recent Q&A, it said that non-discretionary bonuses include forms of compensation promised to employees to induce them to work more efficiently or to remain with the company. Furthermore, a district can utilize a catch-up payment at the end of a quarter where it appears an employee’s exempt status may fall below the salary threshold.

Districts have options to comply with the new salary threshold. Below are some options provided by the DOL, which can be used alone or in combination:

- Increase the salary of an employee who meets the duties test to at least the new salary level to retain his or her exempt status;
- Pay an overtime premium of one and a half times the employee’s regular rate of pay for any overtime hours worked;
- Reduce or eliminate overtime hours; or
- Reduce the amount of pay allocated to base salary (provided that the employee still earns at least the applicable hourly minimum wage) and add pay to account for overtime for hours worked over 40 in the workweek, to hold total weekly pay constant.

Finally, there are no new record-keeping requirements. Employers still have flexibility to design ways to ensure that overtime hours are tracked. For example, hours can be tracked by making sure an employee sticks to a fixed schedule or records an accurate number of hours each day. Remember that the new overtime rules will go into effect on December 1, 2016, so districts will have close to six months to plan for the change.



Child Protective Services' Right to Interview Students

In the last few months there has been a flurry of activity in Albany by the State Education Department (“SED”), and to a lesser extent by the Office of Children and Family Services (“OCFS”), trying to put school administrators at ease about letting investigators from Child Protective Services (“CPS”) into their schools to question victims of child abuse. The cause for concern among administrators and legal counsel was an oral decision issued by the judge in the case *Phillips v. County of Orange, et. al*, (10-CV-239), in the United States Court for the Southern District of New York. One of the defendants in this case was the Goshen Central School District Board of Education.

In his August 19, 2015, decision District Court Judge Sidney Stein found that an in-school interview of a student by CPS investigators was a “seizure” in violation of the Fourth Amendment’s protection from unreasonable searches and seizures. The student was taken from class by a district employee and interviewed by CPS investigators without parental consent, without a parent present, and without notifying the parents that an interview was going to take place. *See Phillips v. County of Orange, et. al*, 89 F.Supp.2d 345, 349-57 (N.Y.S.D. 2012).

Last August, Judge Stein found that the in-school interview of the child by the County’s CPS investigators violated the Fourth Amendment. The school district was exposed to liability for that violation because, at the request of the CPS investigators, its employees facilitated the interview (*see Id.* at 352-53, detailing the role of district employees in facilitating the interview; *see also Id.* at 384, where the court declined to dismiss the conspiracy to violate 42 U.S.C. §1983 claim against the school district).

The March 28, 2016 edition of the New York State School Boards Association’s publication, *On Board*, featured an article entitled, “*What Should School District Officials Do When Child Protective Services Shows Up?*” *See On Board*, Vol. 17 No. 5, pg. 5 (March 28, 2016). This article, written by the New York State Association of School Attorneys, warned districts of the potential liability for facilitating an in-school interview and advised districts to decline an interview without “a court order or other document condoning the investigation, as well as whether there is a reason to believe the child will be in imminent danger after leaving school.” *Id.*

In April, both SED and OCFS issued memorandum addressing the potential liability for districts when CPS investigators arrive to question a student in school. In its April 12, 2016, Local Commissioners Memorandum entitled, “*Phillips v. Orange County – Considerations for Child Protective Services Investigations*,” the OCFS argued that the August 19, 2015, decision had limited, if any, precedential value outside of Orange County and maintained the position that “children who are alleged to have been abused or maltreated can be interviewed at school without parental permission in appropriate circumstances.”

Likewise, in its April 22, 2016, memorandum entitled, “*Access to Students by Child Protective Services Workers in a Child Abuse Investigation*,” SED also

questioned the precedential value of Judge Stein’s verbal findings in other cases. SED then reaffirmed a school district’s responsibility under New York Social Services Law § 425(1) to assist OCFS and local CPS investigators. Also in this memorandum, SED explicitly accepted OFSD’s interpretation of Social Services Law §§ 424 and 425(1) – school districts are required to provide assistance to CPS investigators even without parental notice or consent. *Id.* at 4.

On May 23, 2016, OCFS used its emergency procedures to amend the current regulations to “clarify the requirements and standards around CPS access to children in schools.” *Emergency Justification, ocfs.ny.gov/main/legal/Regulatory/er/* (June 6, 2016). Amendments have been made to regulation 18 N.Y.C.R.R. 423.3 (i) to make clear that school districts are required to provide access to relevant records related to suspected abuse or maltreatment and access to students who are suspected of being the victims of abuse or maltreatment for interviewing. The amendments specifically allow for interviews to take place without a court order or the consent of the parent/guardian. The New York State Association of School Attorneys has endorsed these changes as a way to protect school districts from the type of liability suggested in the decision of Judge Stein in the *Phillips* case. See *Emergency Regulations Address Concerns Regarding Access to Students by CPS Workers*, www.nysasa.org/index.php/news/6535-emergency-regulations-address-concerns-regarding-access-to-students-by-cps-workers, created May 24, 2016 (June 6, 2016) (also included is a copy of the amendments to 18 N.Y.C.R.R. 423.3 (i)).

Even though these recent amendments go a long way to clarify the protections for school districts and staff, administrators and other district personnel should still be cautious when CPS shows up to interview a student who is suspected as being a victim of child abuse or maltreatment. Before

access to records or a student is provided, due diligence should be taken to verify the identity of the CPS investigators. This may mean making calls to the proper authorities to verify the identity of the investigators.

Once the identity of the CPS investigators has been established, the amendment states that investigators “may not be asked for or required to provide any other information or documentation as a condition of having access to a child or children.” 18 N.Y.C.R.R. 423.3 (i)(2)(ii). Districts can, and should, require CPS investigators to “comply with the reasonable visitor policies or procedures of the school, school district or other such program or facility, unless such policies or procedures are contrary to the requirements of this paragraph.” *Id.*

Furthermore, the new amendments to 18 N.Y.C.R.R. 423.3 (i) allow for district staff to be present during the interview of a potential victim. In some circumstances, the district may not want a staff member to be present during the interview with the student. However, it is strongly recommended that districts discuss the merits with legal counsel before declining this option.

Lastly, it should also be noted that the regulations give CPS investigators a right to question a potential victim of abuse or maltreatment; unfortunately, a victim of abuse in one instance may sometimes be a perpetrator in another. Remember that a student has rights when being questioned by CPS investigators or law enforcement officials as a possible perpetrator, which may include parental consent or the presence of a parent during questioning. If the questioning by either CPS investigators or law enforcement officials turns from questioning the student as a victim to the student as a perpetrator, the interview should be discontinued and the district’s legal counsel should be contacted immediately to discuss whether to allow the investigation to continue on school grounds or not.

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-CI 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%									
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%									
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%									
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%									
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%									
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%									
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%									
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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April 2016

NY-Northeastern New Jersey Area

1. All Urban Consumers	262.619	0.4	1.0
2. Urban Wage Earners & Clerical Workers	257.289	0.5	1.0

U.S. City Average

1. All Urban Consumers	239.261	0.5	1.1
2. Urban Wage Earners & Clerical Workers	233.438	0.5	0.8

May 2016

NY-Northeastern New Jersey Area

1. All Urban Consumers	263.310	0.3	0.9
2. Urban Wage Earners & Clerical Workers	257.715	0.2	0.7

U.S. City Average

1. All Urban Consumers	240.236	0.4	1.0
2. Urban Wage Earners & Clerical Workers	234.444	0.4	0.7

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								
Jul-16								
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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