

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS													
		2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	Average
CAYUGA-ONONDAGA BOCES													
BOCES													
Aides (CSEA)		2.50	2.50	2.70	2.75	2.80	1.99	1.99	1.99				2.40
Non-Instructional		2.50	2.70	2.75	2.80	2.80	1.99	4.00	4.00	4.00			3.06
Auburn													
Aides/Clerical (NYSUT)		2.60	2.60	2.60	2.90	2.85	2.80	2.75	2.75				2.73
Bus Drivers (CSEA)		2.60	2.60	2.60	2.95	2.95	2.95	2.90	2.90				2.81
Cust/Maint. (CSEA)		2.60	2.60	2.60	2.95	2.95	2.95	2.90	2.90				2.81
Nurses (SEIU Local 200U)		2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50		2.50
Cato-Meridian													
Aides/Ass'ts (SEIU 200U)		75¢/hr	75¢/hr	50¢/hr	45¢/hr	45¢/hr	7.00	10.00	10.00				9.00
Bus Drivers (CSEA)		2.00	2.50	2.50	2.25	2.25	10.00	3.00	3.00	3.00			3.39
Cust./Maint. (CSEA)		2.00	2.50	2.50	2.25	2.25	5.00	3.00	3.00	3.00			2.83
Jordan-Elbridge													
Aides (SEIU Local 200U)		2.50	2.50	2.80	3.00	50¢ + 3.00	50¢ + 3.00	\$2. + 4.00	\$1.50 + 4.00	\$1.50 + 4.00			3.20
Bus Drivers		2.50	2.50	2.50	3.00	3.00	3.00	4.00	4.00	4.00			3.17
Cust. (SEIU Local 200U)		2.50	2.50	2.80	3.00	50¢ + 3.00	50¢ + 3.00	\$2. + 4.00	\$1.50 + 4.00	\$1.50 + 4.00			3.20
Cafeteria (SEIU Local 200U)		2.50	2.50	2.80	3.00	50¢ + 3.00	50¢ + 3.00	\$2. + 4.00	\$1.50 + 4.00	\$1.50 + 4.00			3.20
Clerical (SEIU Local 200U)		2.50	2.50	2.80	3.00	50¢ + 3.00	50¢ + 3.00	\$2. + 4.00	\$1.50 + 4.00	\$1.50 + 4.00			3.20
Transportation		2.50	2.50	2.50	3.00	3.00	3.00	4.00	4.00	4.00			3.20
Moravia							On 1/1/22 add \$1.40/hr						
Aides/Ass't (CSEA)		2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75	\$2.00/hr	6.00	5.00		3.54
CSEA		2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75	\$2.00/hr	6.00	5.00		3.54
Port Byron													
Aides (SEIU Local 200U)		2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00	3.36
Cust./Maint. (CSEA)		2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00	3.36
Cafeteria (CSEA)		2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00	3.36
Nurse (CSEA)		2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00	3.36
Clerical (SEIU 200U)		2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00	3.36

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		2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	
Skaneateles													
Aides (CSEA)		2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00				2.88
Tchr Ass't (CSEA)		2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00				2.88
Cust./Maint (CSEA)		2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00				2.88
Nurses (CSEA)		2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00				2.88
Clerical (CSEA)		2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00				2.88
Southern Cayuga													
Aides (CSEA)		45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Tchr. Ass't (CSEA)		45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Bus Drivers (CSEA)		45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Bus Mechanics (CSEA)		45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Cust/Maint. (CSEA)		45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Cafeteria (CSEA)		45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Nurses (CSEA)		45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Clerical (CSEA)		45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Union Springs													
Aides (SEIU Local 200U)		2.50	2.50+\$250	2.50+\$250	2.50+\$250	2.50+\$250	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr			2.50
Tchr. Ass'ts (SEIU 200U)		2.50	2.50+\$250	2.50+\$250	2.50+\$250	2.50+\$250	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr			2.50
Bus Drivers (CSEA)		2.50	2.50	3.00	3.00	3.00	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr			2.80
Bus Mechanics (CSEA)		2.50	2.50	3.00	3.00	3.00	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr			2.80
Cust/Maint. (CSEA)		2.50	2.50	3.00	3.00	3.00	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr			2.80
Cafeteria (CSEA)		2.50	2.50	3.00	3.00	3.00	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr			2.80
Nurses (SEIU Local 200U)		2.50	2.50+\$250	2.50+\$250	2.50+\$250	2.50+\$250	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr			2.50
Clerical (SEIU Local 200U)		2.50	2.50+\$250	2.50+\$250	2.50+\$250	2.50+\$250	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr			2.50
Weedsport													
Aides (CSEA)		2.50	2.50	2.75	2.75	2.75	2.75	3.00	3.25				2.78
Bus Drivers (CSEA)		2.50	2.50	2.75	2.75	2.75	\$5.00/hr	3.00	3.25				2.79
Bus Mechanics (CSEA)		2.50	2.50	2.75	2.75	2.75	\$5.00/hr	3.00	3.25				2.79
Cust/Maint. (CSEA)		2.50	2.50	2.75	2.75	2.75	2.75	3.00	3.25				2.78
Nurses													
Clerical													
Average													
		2.43	2.60	2.73	2.84	2.83	3.45	3.32	3.49	4.04	4.06	4.00	

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BROOME-TIOGA	.												
Chenango Valley													
NYSUT		3.00	3.00	3.00	3.00	3% or 70¢/hr	3% or \$1/hr	3% or 70¢/hr	3% or 70¢/hr				3.00
Deposit													
CSEA		3.00	3.00	3.00	\$1/hr	4.00	50¢/hr	\$2.00/hr	\$1.25/hr	\$1.25/hr			3.25
Maine-Endwell													
Cust./Maint.		50¢/hr	75¢/hr	65¢/hr	60¢/hr	50¢/hr	75¢/hr	75¢/hr	75¢/hr	75¢/hr			
Supp Staff (Cler & Aides)		\$1150 - \$1375	\$950 - \$1225	\$850 - \$1150	75¢/hr	75¢/hr	70¢/hr	80¢/hr	80¢/hr	80¢/hr			
Transp		\$910 - \$1,625	\$860 - \$1,525	\$810 - \$1,425	\$300 + 3.25	\$300 + 3.25	70¢/hr	70¢/hr	70¢/hr				3.25
Owego-Apalachin													
NYSUT		2.50	2.50	2.85	2.85	2.85	4.99	4.99	4.99				3.57
							* + \$0.30/hr						
Union Endicott													
Cafe. Workers		2.70	3.40	*3.00	*3.00	3.00	3.00	4%+80¢/hr	4%+80¢/hr	4.00	4.00		3.35
Cent Office		2.70	3.40	3.00	3.00	3.00	3.00	4%+50¢/hr	4%+50¢/hr	4.00	4.00		3.26
Comp & Tech		2.70	3.40	3.00	3.00	3.00	3.00						3.02
Dist Office		2.70	3.40	3.00	3.00	3.00	3.00						3.02
Maint. Workers		2.70	3.40	5.00	3.00	2.00	2.00	\$1500+4%	\$1500+4%	4.00	4.00		3.26
School Aides		2.70	3.40	3.00	*3.00	*3.00	12.90	3.00	3.00	3.00			4.43
Transp		2.70	3.40	3.00	**3.00	**3.00	**3.00	\$2.50/hr	\$1.50/hr	\$1.50/hr			3.03
				* + \$0.25/hr ** + \$0.40 - \$0.75									
Vestal													
Paraprofessional			3.00	3.00	3.00	3.00		\$1.25/hr	90¢/hr	80¢/hr	75¢/hr		3.00
Employees		2.90	2.95	3.00	0.00	0.00	10.00	\$3.00/hr	\$1.00/hr	\$1.00/hr			3.14
Average		2.75	3.19	3.17	2.61	2.65	5.24	4.00	4.00	3.75	4.00		

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		2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	
OSWEGO BOCES													
Hannibal													
CSEA		2.50	2.75	3.00	3.00	3.00	2.25	2.00	\$1.75/hr	\$1.75/hr	\$1.50/hr	\$1.50/hr	2.64
HEA		2.20	2.25	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00		2.85
Average		2.35	2.50	3.00	3.00	3.00	2.63	2.50	3.00	3.00	3.00		
TOMPKINS-SENECA-TIOGA BOCES													
Dryden													Average
NYSUT		2.90	3.75	3.50	3.50	3.00	3.80	3.80					3.46
Groton													
CSEA		2.25	2.25	2.25	\$1.50/hr	3.00	\$.60/hr	\$1.30-\$2/hr	50¢/hr	3.00	3.00		2.63
Lansing													
NYSUT		3.00	\$.50/hr	\$.60/hr	\$.75/hr	\$.75/hr	\$1.29/hr						3.00
Newfield													
CSEA		2.25	3.00	3.00	3.00	3.00	4.50	4.50					3.32
							* + \$.25/hr						
South Seneca													
Local		2.60	2.10	2.00	\$1.40-2.00/hr	3.50	2.50	2.50					2.53
Trumansburg													
Local		\$.50/hr.	\$.56/hr.	3.50	3.00	3.25	3.00	3.25	3.50				3.25
Average		2.60	2.78	2.85	3.17	3.15	3.45	3.51	3.50	3.00	3.00		

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		2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	Average
WAYNE - FINGER LAKES BOCES													
Clyde-Savannah							*based on yrs of service, 1.5% - 3%						
Support Personnel (CSEA)		3.50	3.50	3.50	3.50	2.50	%*+70¢/hr	2.50	2.50	2.50			3.00
Transp.(NYSUT)		3.75	3.60	3.50	3.50	75¢/hr	**3.00	1.50	0.00				2.64
						**for Drivers only, increase based on yrs of service up to \$28.50/hr							
Dundee													
CSEA		2.50	2.50	2.50	4.00	4.00	4.00	\$.85-1.80/hr	4.00	4.00	4.00		3.50
Gananda													
CSEA		50¢/hr	70¢/hr	70¢/hr	75¢/hr	\$1.25/hr	75¢/hr	3.80 OR	4.00				4.00
		OR 3.2%						\$.70-1.10/hr					
Geneva				*For 5+ yrs of service up to \$1.00									
CSEA		3.00	3.00	*5¢/hr/yr	75¢/hr	75¢/hr	75¢/hr	\$1/hr	\$1/hr				3.00
Gorham-Middlesex													
Bus Drivers (NYSUT)		2.70	2.70	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$3/hr	\$1/hr	\$1/hr	\$1/hr		2.70
Cust./Food Serv (NYSUT)		2.50	50¢/hr	50¢/hr	3.00	3.00	\$1/hr	\$1-1.40/hr	\$1/hr	\$1/hr			2.83
Teacher Aides (NYSUT)		2.50	50¢/hr	50¢/hr	3.00	3.00	3.75	\$1/hr	\$1/hr	\$1/hr			3.06
Honeoye													
NYSUT		3.00	2.95	2.95	3.50	3.35	*3.30	3.30	*3.50	3.00	3.00		3.13
							* +\$/hr based on yrs of service			* +\$.30-1.20/hr based on yos			
Lyons													
NYSUT		1.80	1.80	1.80	2.90	2.90	2.90	2.90	2.90	2.90			2.53
		+54¢/hr	+54¢/hr	+54¢/hr	+70¢/hr	+70¢/hr	+70¢/hr	+90¢/hr	+90¢/hr	+90¢/hr			
Manchester-Shortsville													
CSEA		2.50	2.50	+35¢/hr	+30¢/hr	+60¢/hr	+70¢/hr	+70¢/hr	\$1/hr	\$1/hr	\$1/hr		2.50
Naples							*at least	*greater of	*greater of	*greater of			
CSEA		2.80	2.90	2.90	3.50	3.50	*3.75	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr			3.53
Bus Drivers (CSEA)		2.80	2.90	2.90	3.50	3.50	*3.75	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr			3.53
Newark			*or starting rate +1.2% if greater										
Custodians (CSEA)		2.00	*+50¢/hr	2.90	2.90	2.75	+ \$2.25/hr	+ \$1.75/hr	+ \$1.00/hr	+ \$1.00/hr			2.64
Tchr Aides/Asst. (NYSUT)		2.25	2.25	1.50	2.9 + 40¢/hr	2.9 + 35¢/hr	2.9 + 35¢/hr	2.5 + 55¢/hr	2.5 + 65¢/hr	2.5 + 75¢/hr			2.00
		2.25-3.0 based on hire date			OR Salary Rate			+ 5-17¢/hr					

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WAYNE - FINGER LAKES BOCES													
Palmyra-Macedon							\$2,600 Or	\$2,080 Or					
CSEA, salaried		2.90	\$2,400/sal	\$2,500/sal	\$2,500/sal	\$2,500/sal	3.50	3.50	3.50				3.35
CSEA, hourly		2.90	\$1.15/hr.	\$1.20/hr.	\$1.20/hr.	\$1.20/hr.	3.50	3.50	3.50				3.35
							Or \$1.25/hr	Or \$1./hr					
Penn Yan													
CSEA		2.35	2.35	3.00	3.00	3.00	3.00	3.00	3.00				2.84
Phelps-Clifton Springs (NYSUT)							On 1/1/22 add \$2.50/hr						
Bus Drivers		3.00	3.00	3.00	2.25	3.50	3.50	2.00	2.50	2.50			2.81
Food Service		3.00	3.00	3.00	2.25	3.50	3.50	2.00	2.50	2.50			2.81
Nurses		3.00	3.00	3.00	2.25	3.50	3.50	2.00	2.50	2.50			2.81
Maintenance		3.00	3.00	3.00	2.25	3.50	3.50	2.00	2.50	2.50			2.81
Aides		3.00	3.00	3.00	3.00	4.30	4.50	4.50	*\$1.50+15¢/hr	4.00	4.25	4.25	3.78
Clerical		3.00	3.00	3.00	3.00	4.30	4.50	4.50	4.00	4.00	4.25	4.25	3.80
									*based on YOS				
Red Creek													
CSEA		2.50	2.50	\$1.00/hr.	3.00	+60¢/hr	3.00	4.50	4.00				3.25
Romulus													
CSEA		3.00	3.00	3¢/hr + 2.85%	3¢/hr + 2.85%	3¢/hr + 2.85%	3¢/hr + 2.85%	3.00	3.00	2.75			2.95
				Or \$.48/hr	Or \$.48/hr	Or \$.48/hr	Or \$.48/hr						
Seneca Falls													
NEA/NYSUT		2.75	2.50	2.00	3.00	3.00	2.50	2.00					2.54
Sodus									+50¢-75¢/hr				
CSEA		3.15	3.20	3.20	3.25	3.00	3.00	3.00	3.00	3.50	3.50	3.75	3.23
Waterloo													
NEA/NYSUT		3.00	3.00	3.00	3.00	3.00	3.00	Based on YOS	4.00	4.00	4.00		3.33
Wayne													
CSEA		2.90	2.70	2.90	5.00	4.25	4.00	4.00	4.00	4.00	3.75	3.50	3.73
					Or \$1.00/hr								
Williamson													
CSEA		2.00	3.50	3.25	3.00	3.00	3.00	2.75	2.75	2.75			2.89
Average		2.77	2.85	2.85	3.11	3.35	3.45	2.97	3.06	3.16	3.82	3.94	