

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
		2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	
CAYUGA-ONONDAGA BOCES												Average
BOCES												
Aides (CSEA)		2.75	2.80	1.99	1.99	1.99	3.00	3.85				2.62
Non-Instructional		2.80	2.80	1.99	4.00	4.00	4.00	3.85	3.85	3.85		3.46
Auburn												
Aides/Clerical (NYSUT)		2.90	2.85	2.80	2.75	2.75	2.75	\$2.00/hr				2.80
Bus Drivers (CSEA)		2.95	2.95	2.95	2.90	2.90	4.00	4.00	4.00	3.00	3.00	3.27
Cust/Maint. (CSEA)		2.95	2.95	2.95	2.90	2.90	4.00	4.00	4.00	3.00	3.00	3.27
Nurses (SEIU Local 200U)		2.50	2.50	2.50	2.50	2.50	2.50	2.50	3.00	3.00		2.61
Cato-Meridian												
Aides/Ass'ts (SEIU 200U)		45¢/hr	45¢/hr	7.00	10.00	10.00	4.00	4.00	4.00			6.50
Bus Drivers (CSEA)		2.25	2.25	10.00	3.00	3.00	3.00					3.92
Cust./Maint. (CSEA)		2.25	2.25	5.00	3.00	3.00	3.00					3.08
Jordan-Elbridge												
Aides (SEIU Local 200U)		3.00	50¢ + 3.00	50¢ + 3.00	\$2. + 4.00	\$1.50 + 4.00	\$1.50 + 4.00					3.00
Bus Drivers		3.00	3.00	3.00	4.00	4.00	4.00					3.50
Cust. (SEIU Local 200U)		3.00	50¢ + 3.00	50¢ + 3.00	\$2. + 4.00	\$1.50 + 4.00	\$1.50 + 4.00					3.00
Cafeteria (SEIU Local 200U)		3.00	50¢ + 3.00	50¢ + 3.00	\$2. + 4.00	\$1.50 + 4.00	\$1.50 + 4.00					3.00
Clerical (SEIU Local 200U)		3.00	50¢ + 3.00	50¢ + 3.00	\$2. + 4.00	\$1.50 + 4.00	\$1.50 + 4.00					3.00
Transportation		3.00	3.00	3.00	4.00	4.00	4.00					3.50
Moravia				On 1/1/22 add \$1.40/hr								
Aides/Ass't (CSEA)		70¢/hr	2.75	70¢/hr	2.75	\$2.00/hr	6.00	5.00				4.13
CSEA		70¢/hr	2.75	70¢/hr	2.75	\$2.00/hr	6.00	5.00				4.13
Port Byron												
Aides (SEIU Local 200U)		70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Cust./Maint. (CSEA)		70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Cafeteria (CSEA)		70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Nurse (CSEA)		70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Clerical (SEIU 200U)		70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00

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Skaneateles												
Aides (CSEA)		3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
Tchr Ass't (CSEA)		3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
Cust./Maint (CSEA)		3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
Nurses (CSEA)		3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
Clerical (CSEA)		3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
Southern Cayuga												
Aides (CSEA)		2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Tchr. Ass't (CSEA)		2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Bus Drivers (CSEA)		2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Bus Mechanics (CSEA)		2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Cust/Maint. (CSEA)		2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Cafeteria (CSEA)		2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Nurses (CSEA)		2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Clerical (CSEA)		2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Union Springs												
Aides (SEIU Local 200U)		2.50+\$250	2.50+\$250	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1,750.00	\$1,750.00	\$1,750.00	\$1,750.00	
Tchr. Ass'ts (SEIU 200U)		2.50+\$250	2.50+\$250	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1,750.00	\$1,750.00	\$1,750.00	\$1,750.00	
Bus Drivers (CSEA)		3.00	3.00	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	3.00
Bus Mechanics (CSEA)		3.00	3.00	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	3.00
Cust/Maint. (CSEA)		3.00	3.00	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	3.00
Cafeteria (CSEA)		3.00	3.00	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	3.00
Nurses (SEIU Local 200U)		2.50+\$250	2.50+\$250	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1,750.00	\$1,750.00	\$1,750.00	\$1,750.00	
Clerical (SEIU Local 200U)		2.50+\$250	2.50+\$250	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr	\$2,080.00	\$2,080.00	\$2,080.00	\$2,080.00	
Weedsport												
Aides (CSEA)		2.75	2.75	2.75	3.00	3.25	\$1.50/hr	1/hr+3.25%	3.50			3.04
Bus Drivers (CSEA)		2.75	2.75	\$5.00/hr	3.00	3.25	\$1.50/hr	1/hr+3.25%	3.50			3.04
Bus Mechanics (CSEA)		2.75	2.75	\$5.00/hr	3.00	3.25	\$1.50/hr	1/hr+3.25%	3.50			3.04
Cust/Maint. (CSEA)		2.75	2.75	2.75	3.00	3.25	\$1.50/hr	1/hr+3.25%	3.50			3.04
Nurses												
Clerical												
Average		2.84	2.83	3.45	3.32	3.49	3.90	3.88	3.83	3.65	3.00	

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BROOME-TIOGA												
Chenango Valley												
NYSUT		3.00	3% or 70¢/hr	3% or \$1/hr	3% or 70¢/hr	3% or 70¢/hr						3.00
Deposit												
CSEA		\$1/hr	4.00	50¢/hr	\$2.00/hr	\$1.25/hr	\$1.25/hr					4.00
Maine-Endwell												
Cust./Maint.		60¢/hr	50¢/hr	75¢/hr	75¢/hr	75¢/hr	75¢/hr					
Supp Staff (Cler & Aides)		75¢/hr	75¢/hr	70¢/hr	80¢/hr	80¢/hr	80¢/hr					
Transp		\$300 + 3.25	\$300 + 3.25	70¢/hr	70¢/hr	70¢/hr						3.25
Owego-Apalachin												
NYSUT		2.85	2.85	4.99	4.99	4.99	4.00	4.00	4.00			4.08
				* + \$0.30/hr			* + \$0.25/hr	* + \$0.10/hr				
Union Endicott												
Cafe. Workers		*3.00	3.00	3.00	4%+80¢/hr	4%+80¢/hr	4.00	4.00				3.50
Cent Office		3.00	3.00	3.00	4%+50¢/hr	4%+50¢/hr	4.00	4.00				3.40
Comp & Tech		3.00	3.00	3.00								3.00
Dist Office		3.00	3.00	3.00								3.00
Maint. Workers		3.00	2.00	2.00	\$1500+4%	\$1500+4%	4.00	4.00				3.00
School Aides		*3.00	*3.00	12.90	3.00	3.00	3.00					5.48
Transp		**3.00	**3.00	**3.00	\$2.50/hr	\$1.50/hr	\$1.50/hr					3.00
Vestal												
Paraprofessional		3.00	3.00		\$1.25/hr	90¢/hr	80¢/hr	75¢/hr				3.00
Employees		0.00	0.00	10.00	\$3.00/hr	\$1.00/hr	\$1.00/hr					3.33
Average		2.61	2.65	5.24	4.00	4.00	3.80	4.00	4.00			

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OSWEGO BOCES												
Hannibal												
CSEA		3.00	3.00	2.25	2.00	\$1.75/hr	\$1.75/hr	\$1.50/hr	\$1.50/hr			2.56
HEA		3.00	3.00	3.00	3.00	3.00	3.00	3.00				3.00
Average		3.00	3.00	2.63	2.50	3.00	3.00	3.00				
TOMPKINS-SENECA-TIOGA BOCES												Average
Dryden												
NYSUT		3.50	3.00	3.80	3.80	5.00	5.00	5.00				4.16
						+ \$1.25/hr						
Groton												
CSEA		\$1.50/hr	3.00	\$.60/hr	\$1.30-\$2/hr	50¢/hr	3.00	3.00				3.00
Newfield												
CSEA		3.00	3.00	4.50	4.50	\$ to base	3.00	3.00				3.50
				+ \$0.25/hr			+ \$0.50/hr					
South Seneca												
Local		\$1.40-2.00/hr	3.50	2.50	2.50							2.83
Trumansburg												
Local		3.00	3.25	3.00	3.25	3.50	3.50	4.00				3.36
						or 80¢-\$2/hr						
Average		3.17	3.15	3.45	3.51	4.25	3.63	3.75				

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		2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	Average
WAYNE - FINGER LAKES BOCES												
Clyde-Savannah				*based on yrs of service, 1.5% - 3%								
Support Personnel (CSEA)		3.50	2.50	%*+70¢/hr	2.50	2.50	2.50	4.00	3.75	3.75		3.13
Transp.(NYSUT)		3.50	75¢/hr	**3.00	1.50	0.00	***\$/hr	3.50	3.25			2.35
			for Drivers only, increase based on yrs of service up to \$28.50/hr				*based on yos up to \$23.50 for Monitors, \$34 for Drivers					
Dundee												
CSEA		4.00	4.00	4.00	\$\$.85-1.80/hr	4.00	4.00	4.00				4.00
Gananda												
CSEA		75¢/hr	\$1.25/hr	75¢/hr	3.80 OR	4.00	4.00	4.00				4.00
					\$.70-1.10/hr							
Geneva												
CSEA		75¢/hr	75¢/hr	75¢/hr	\$1/hr	\$1/hr	4.00	4.00	3.60			3.87
Gorham-Middlesex												
Bus Drivers (NYSUT)		\$1/hr	\$1/hr	\$1/hr	\$3/hr	\$1/hr	\$1/hr	\$1/hr				
Cust./Food Serv (NYSUT)		3.00	3.00	\$1/hr	\$1-1.40/hr	\$1/hr	\$1/hr					3.00
Teacher Aides (NYSUT)		3.00	3.00	3.75	\$1/hr	\$1/hr	\$1/hr					3.25
Honeoye												
NYSUT		3.50	3.35	*3.30	3.30	*3.50	3.00	3.00				3.23
				* +\$/hr based on yrs of service			* +\$.30-1.20/hr based on yos					
Lyons												
NYSUT		2.90	2.90	2.90	2.90	2.90	2.90	6.00	6.00	6.00		3.93
		+70¢/hr	+70¢/hr	+70¢/hr	+90¢/hr	+90¢/hr	+90¢/hr					
Manchester-Shortsville												
CSEA		+30¢/hr	+60¢/hr	+70¢/hr	+70¢/hr	\$1/hr	\$1/hr	\$1/hr				
Naples				*at least	*greater of	*greater of	*greater of	*greater of	*greater of			
CSEA		3.50	3.50	*3.75	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr			3.78
Bus Drivers (CSEA)		3.50	3.50	*3.75	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr			3.78
Newark												
Custodians (CSEA)		2.90	2.75	+ \$2.25/hr	+ \$1.75/hr	+ \$1.00/hr	+ \$1.00/hr					2.83
Tchr Aides/Asst. (NYSUT)		2.9 + 40¢/hr	2.9 + 35¢/hr	2.9 + 35¢/hr	2.5 + 55¢/hr	2.5 + 65¢/hr	2.5 + 75¢/hr					2.70
			OR Salary Rate		+ 5-17¢/hr							

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WAYNE - FINGER LAKES BOCES												Average
Palmyra-Macedon				\$2,600 Or	\$2,080 Or							
CSEA, salaried		\$2,500/sal	\$2,500/sal	3.50	3.50	3.50						3.50
CSEA, hourly		\$1.20/hr.	\$1.20/hr.	3.50	3.50	3.50						3.50
				Or \$1.25/hr	Or \$1./hr							
Penn Yan												
CSEA		3.00	3.00	3.00	3.00	3.00	\$1.15 + 4%	4.00	4.00			3.29
Phelps-Clifton Springs (NYSUT)				On 1/1/22 add \$2.50/hr								
Bus Drivers		2.25	3.50	3.50	2.00	2.50	2.50					2.71
Food Service		2.25	3.50	3.50	2.00	2.50	2.50					2.71
Nurses		2.25	3.50	3.50	2.00	2.50	2.50					2.71
Maintenance		2.25	3.50	3.50	2.00	2.50	2.50					2.71
Aides		3.00	4.30	4.50	4.50	*\$1.50+15¢/hr	4.00	4.25	4.25			4.11
Clerical		3.00	4.30	4.50	4.50	4.00	4.00	4.25	4.25			4.10
						*based on YOS						
Red Creek												
CSEA		3.00	+60¢/hr	3.00	4.50	4.00	+ \$1.50/hr	+ \$1.50/hr	4.00			3.70
Romulus												
CSEA		3¢/hr + 2.85%	3¢/hr + 2.85%	3¢/hr + 2.85%	+ \$1.50/hr	3.00	3.00	2.75				2.92
		Or \$.48/hr	Or \$.48/hr	Or \$.48/hr								
Seneca Falls												
NEA/NYSUT		3.00	3.00	2.50	2.00	3.30	3.30	3.30				2.91
				+ \$1.00/hr								
Sodus						+50¢-75¢/hr						
CSEA		3.25	3.00	3.00	3.00	3.00	3.50	3.50	3.75			3.25
Waterloo												
NEA/NYSUT		3.00	3.00	3.00	Based on YOS	4.00	4.00	4.00				3.50
Wayne												
CSEA		5.00	4.25	4.00	4.00	4.00	4.00	3.75	3.50			4.06
		Or \$1.00/hr										
Williamson												
CSEA		3.00	3.00	3.00	2.75	2.75	2.75					2.88
Average		3.11	3.35	3.45	2.97	3.07	3.28	3.89	4.04	4.88		