

| RECENT AREA TEACHER CONTRACT SETTLEMENTS      |             |             |              |              |              |              |              |             |             |             |         |                |
|-----------------------------------------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|---------|----------------|
|                                               | 2016-17     | 2017-18     | 2018-19      | 2019-20      | 2020-21      | 2021-22      | 2022-23      | 2023-24     | 2024-25     | 2025-26     | 2026-27 |                |
| <b>CAYUGA-ONONDAGA BOCES</b>                  |             |             |              |              |              |              |              |             |             |             |         | <b>Average</b> |
| BOCES                                         | 2.50        | 2.70        | 2.75         | 2.80         | 2.80         | 1.99         | 4.00         | 4.00        | 4.00        |             |         | 3.06           |
| Auburn                                        | 2.60        | 2.60        | 2.70         | 2.75         | 2.80         | 2.85         | 4.00         | 4.00        | 4.00        | 4.00        |         | 3.23           |
| Cato-Meridian                                 | 2.60        | 2.50        | 2.85         | 2.85         | 2.70         | 3.50         | 3.25         | 3.00        |             |             |         | 2.91           |
| Jordan-Elbridge                               | 2.50        | 2.80        | 2.80         | 2.80         | 2.80         | 4.00         | 4.00         | 4.00        |             |             |         | 3.21           |
| Moravia                                       | 2.50        | 2.90        | 2.85         | 2.80         | 2.80         | 2.80         | 4.25         | 4.25        | 4.25        |             |         | 3.27           |
| Port Byron                                    | 2.60        | 2.70        | 2.60         | 2.88         | 2.88         | 2.88         | 2.88         | 3.75+\$600  | 3.75        |             |         | 2.90           |
| Skaneateles                                   | 2.75        | 3.20        | 3.10         | 3.00         | 3.40         | 3.60         | 3.60         |             |             |             |         | 3.24           |
| Southern Cayuga                               | 2.75        | 2.75        | 2.75         | add \$1,900  | 3.00         | add \$1,900  | 4.75         | 4.50        |             |             |         | 3.42           |
| Union Springs                                 | 2.50        | 2.50        | 2.75         | 2.80         | 2.85         | 2.85         | 2.88         | 2.99        |             |             |         | 2.77           |
| Weedsport                                     | 2.50        | 2.75        | 2.75         | 2.75         | 2.75         | 3.00         | 3.00         |             |             |             |         | 2.79           |
| <b>Average</b>                                | <b>2.58</b> | <b>2.74</b> | <b>2.79</b>  | <b>2.83</b>  | <b>2.88</b>  | <b>3.05</b>  | <b>3.66</b>  | <b>3.82</b> | <b>4.00</b> | <b>4.00</b> |         |                |
|                                               | 2016-17     | 2017-18     | 2018-19      | 2019-20      | 2020-21      | 2021-22      | 2022-23      | 2023-24     | 2024-25     | 2025-26     | 2026-27 |                |
| <b>BROOME-TIOGA BOCES</b>                     |             |             |              |              |              |              |              |             |             |             |         | <b>Average</b> |
| Chenango Valley                               | 2.75        | 2.75        | \$2,000 cash | 3.00         | 3.00         | 3.00         | 4.0 + \$1250 | 4.25        | 3.25        |             |         | 3.14           |
| Deposit                                       | 3.00        | 3.00        | 2.99         | \$400 + 3.00 | \$400 + 3.00 | \$400 + 3.00 | \$400 + 3.00 | 3.00        | 3.00        | 3.00        |         | 3.00           |
| Maine-Endwell                                 | 2.95        | 2.95        | 2.95         | 3.10+\$300   | 3.10         | 4.90         | 2.96         | 2.96        | 2.96        |             |         | 3.22           |
| Owego-Apalachin                               | 2.85        | 2.75        | 3.00         | 3.00         | 3.00         | 3.00         | 4.00         | 4.00        | 4.00        |             |         | 3.29           |
| Union Endicott                                | 2.90        | 2.90        | 3.50         | 3.50         | 3.00         | 3.00         | 4.00         | 4.00        | 4.00        |             |         | 3.42           |
| Vestal                                        | 2.95        | 3.00        | 3.00         | 3.00         | 3.00         | 3.00         | 3.15         | 3.20        |             |             |         | 3.04           |
| Whitney Point                                 | 2.60        | 2.70        | 3.00         | 3.00         | 3.00         | 3.00+\$875   | 3.00         | 3.00        |             |             |         | 2.90           |
| <b>Average</b>                                | <b>2.86</b> | <b>2.86</b> | <b>3.07</b>  | <b>3.10</b>  | <b>3.02</b>  | <b>3.38</b>  | <b>3.42</b>  | <b>3.49</b> | <b>3.44</b> | <b>3.00</b> |         |                |
|                                               | 2016-17     | 2017-18     | 2018-19      | 2019-20      | 2020-21      | 2021-22      | 2022-23      | 2023-24     | 2024-25     | 2025-26     | 2026-27 |                |
| <b>DELAWARE-CHENANGO-MADISON-OTSEGO BOCES</b> |             |             |              |              |              |              |              |             |             |             |         |                |
| Sidney                                        | 3.20        | 4.00        | 4.00         | 4.00         | 4.00         | 3.00         | 4.00         | 4.00        | 4.00        |             |         | 3.80           |
| <b>Average</b>                                | <b>3.20</b> | <b>4.00</b> | <b>4.00</b>  | <b>4.00</b>  | <b>4.00</b>  | <b>3.00</b>  | <b>4.00</b>  | <b>4.00</b> | <b>4.00</b> |             |         |                |
|                                               | 2016-17     | 2017-18     | 2018-19      | 2019-20      | 2020-21      | 2021-22      | 2022-23      | 2023-24     | 2024-25     | 2025-26     | 2026-27 |                |
| <b>OSWEGO BOCES</b>                           |             |             |              |              |              |              |              |             |             |             |         |                |
| Hannibal                                      | 2.20        | 2.75        | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00        | 3.00        |             |         | 2.88           |
| <b>Average</b>                                | <b>2.20</b> | <b>2.75</b> | <b>3.00</b>  | <b>3.00</b>  | <b>3.00</b>  | <b>3.00</b>  | <b>3.00</b>  | <b>3.00</b> | <b>3.00</b> |             |         |                |
|                                               |             |             |              |              |              |              |              |             |             |             |         |                |
|                                               |             |             |              |              |              |              |              |             |             |             |         |                |

| RECENT AREA TEACHER 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 |
| <b>TOMPKINS-SENECA-TIOGA BOCES</b>                                                                    |              |              |                 |                 |             |                 |                 |              |              |             |             |         |
| Candor                                                                                                | 2.0 + \$500  | 3.20         | 2.0 + \$44/step | 2.0 + \$44/step | 1.25        | 2.0 + \$45/step | 2.0 + \$45/step | 3.50         |              |             |             | 2.65    |
| Dryden                                                                                                | 3.05         | 3.13         | 4.42            | 4.25            | 4.14        | 3.31            | \$200 + 4.80    | \$200 + 4.80 | \$200 + 4.80 |             |             | 3.72    |
| Groton                                                                                                | 2.70         | 6.00         | 6.00            | 3.00            | 3.00        | 3.00            | 3.50            | 7.00         | 4.50         | 4.00        | 4.00        | 4.25    |
| Lansing                                                                                               | 3.25         | 2.85         | 2.90            | 2.65            | 3.75        | 3.75            | 3.50            | 3.50         |              |             |             | 3.27    |
| Newfield                                                                                              | 2.50         | 3.25         | 3.00            | 3.25            | 3.00        | 3.00            | 3.75            | 4.00         | 4.25         |             |             | 3.33    |
| South Seneca                                                                                          | 2.75         | 3.25         | 3.25            | 3.50            | 3.50        | 3.50            | 3.50            |              |              |             |             | 3.32    |
| Trumansburg                                                                                           | 3.00         | 3.25         | 3.50            | 3.50            | 3.00        | 3.25            | 3.75            | 4.00         |              |             |             | 3.41    |
| <b>Average</b>                                                                                        | <b>2.88</b>  | <b>3.72</b>  | <b>3.85</b>     | <b>3.60</b>     | <b>3.09</b> | <b>3.30</b>     | <b>3.60</b>     | <b>4.40</b>  | <b>4.38</b>  | <b>4.00</b> | <b>4.00</b> |         |
|                                                                                                       |              |              |                 |                 |             |                 |                 |              |              |             |             |         |
|                                                                                                       |              |              |                 |                 |             |                 |                 |              |              |             |             |         |
|                                                                                                       |              |              |                 |                 |             |                 |                 |              |              |             |             |         |
|                                                                                                       |              |              |                 |                 |             |                 |                 |              |              |             |             |         |
|                                                                                                       | 2016-17      | 2017-18      |                 | 2019-20         | 2020-21     | 2021-22         | 2022-23         | 2023-24      | 2024-25      | 2025-26     | 2026-27     | Average |
| <b>WAYNE - FINGER LAKES BOCES</b>                                                                     |              |              |                 |                 |             |                 |                 |              |              |             |             |         |
| Clyde-Savannah                                                                                        | 3.50         | 3.25         | 3.25            | 3.00            | 2.0 + \$125 | 3.30            | 3.25            | 3.25         | 3.25         |             |             | 3.26    |
| Dundee                                                                                                | 3.40         | 2.50         | 4.00            | 3.25            | 3.25        | 2.75            | 2.75            | 2.75         | 2.75         |             |             | 3.04    |
| Gananda                                                                                               | 3.00         | 3.20         | 3.10            | 3.20            | 3.40        | 3.00            | 5.00            | 5.00         |              |             |             | 3.61    |
| Geneva                                                                                                | 3.50         | 3.50         | 2.50            | 3.00            | 2.50        | 2.50            | 2.70            |              |              |             |             | 2.89    |
| Gorham-Middlesex                                                                                      | 3.00         | 3.00         | 3.00            | 3.00            | 3.20        | 3.50            | 3.50            | 3.50         |              |             |             | 3.21    |
| Honeoye                                                                                               | 2.90         | 3.30         | 3.30            | 3.35            | 3.45        | 3.60            | 3.60            | 3.50         | 3.40         |             |             | 3.38    |
| Lyons                                                                                                 | 2.90 + \$700 | 2.90 + \$300 | 2.90 + \$200    | 3.10            | 3.30        | 5.10            | 3.60            | 3.60         | 3.60         |             |             | 3.72    |
| Manchester-S'ville                                                                                    | 3.00         | 2.50         | 2.50            | 2.50            | 4.50        | 4.50            | 4.00            | 4.00         |              |             |             | 3.44    |
| Naples                                                                                                | 2.50         | 2.60         | 3.50            | 3.45            | 3.35        | 3.25            | 3.50            | 3.50         |              |             |             | 3.21    |
| Newark                                                                                                | 3.00         | 3.00         | 3.25            | 3.10            | 3.20        | 3.30            | 3.30            | 3.30         | 3.30         |             |             | 3.19    |
| Palmyra-Macedon                                                                                       | 2.75         | 2.75         | 2.75            | 3.25            | 3.25        | 3.25            | 3.25            | 3.50         |              |             |             | 3.09    |
| Penn Yan                                                                                              | 2.30         | 3.00         | 3.00            | 3.00            | 3.00        | 3.0 + \$125     | 3.0 + \$125     | 4.00         | 4.00         | 4.00        |             | 3.19    |
| Phelps-Ct. Springs                                                                                    | 3.00         | 3.00         | 3.00            | 3.00            | 3.00        | 3.60            | 3.90            | 3.40         | 3.75         | 3.60        | 3.50        | 3.34    |
| Red Creek                                                                                             | 4.00         | 3.25         | 3.00            | 2.50            |             |                 | 3.90            | 3.90         | 3.90         |             |             | 3.49    |
| Romulus                                                                                               | 3.00         | 3.00         | 3.00            | 2.75            | 2.75        | 2.75            | 3.75            | 3.75         |              |             |             | 3.09    |
| Seneca Falls                                                                                          | 2.75         | 2.50         | 2.00            | 3.00            | 3.00        | 3.00            | 3.80            | 3.60         | 3.30         | add \$1200  |             | 2.99    |
| Sodus                                                                                                 | 3.00         | 3.30         | 3.30            | 3.00            | 3.00        | 3.00            | 3.00            | 3.95         | 3.75         | 3.00        | 3.00        | 3.21    |
| Waterloo                                                                                              | 3.00         | 3.00         | 3.50            | 3.50            | 3.25        | 3.25            |                 |              |              |             |             | 3.25    |
| Wayne                                                                                                 | 4.00         | 2.50         | 3.00            | 3.00            | 3.00        | 3.00            | 3.50            | 3.50         |              |             |             | 3.19    |
| Williamson                                                                                            | 2.60         | 2.50         | 3.00            | 3.00            | 3.75        | 3.15            | 3.80            | 3.50         | 3.25         | 3.25        |             | 3.18    |
| <b>Average</b>                                                                                        | <b>3.06</b>  | <b>2.93</b>  | <b>3.05</b>     | <b>3.05</b>     | <b>3.23</b> | <b>3.32</b>     | <b>3.56</b>     | <b>3.64</b>  | <b>3.48</b>  | <b>3.46</b> | <b>3.25</b> |         |
|                                                                                                       |              |              |                 |                 |             |                 |                 |              |              |             |             |         |
| <i>LYONS 2019-20, 2020-2021 and 2021-22 + \$1,000 at 21 years</i>                                     |              |              |                 |                 |             |                 |                 |              |              |             |             |         |
| <i>SODUS 2023-24: 3.45% off schedule, 2024-25: 3.25% off schedule and 2025-26: 3.00% off schedule</i> |              |              |                 |                 |             |                 |                 |              |              |             |             |         |
| <i>PENN YAN 2023-24, +\$1,500 for Teachers, +\$2,500 for Teaching Assistants</i>                      |              |              |                 |                 |             |                 |                 |              |              |             |             |         |