



THE ADVOCATE

Cayuga-Onondaga BOCES
Office of Personnel Relations
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Providing comprehensive
employment and personnel
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school districts for over
45 years.

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Effective January 1, 2024, the IRS  
standard mileage rate for business use  
is \$0.67/mile.

*The Cayuga–Onondaga BOCES Office of  
Personnel Relations*

**welcomes and wishes much success to:**

**Gregory M. Stone,**  
the recently appointed Superintendent  
at the  
**Weedsport Central School District**

## **Recent Commissioner's Decision on Short-Term Suspension Appeals**

As has been stated in past articles of *The Advocate*, the current Commissioner of Education has made clear the procedures to appeal short-term suspensions must be clearly communicated to parents. See *Appeal of J.B.W.*, 62 Ed. Dept., Decision No. 18205 (2022). In *Appeal of J.B.W.*, *supra*, the Commissioner indicated that districts could adopt a policy requiring short-term appeals to go to the board and in the absence of such a policy, the appeal could go directly to the Commissioner. In this case, the Commissioner allowed the family to skip its appeal to the board, despite the district's policy, because the district never notified the family of their process.

Recently, the Commissioner reiterated this position in *Appeal of S.R. and T.J.R.*, 63 Ed. Dept., Decision No. 18357 (2023). An 11th grade student ("Student A") asked another student ("Student B") if he wanted "to see the strap in my backpack." Student B reported this comment to a staff member, which resulted in the district searching Student A's backpack – accordion straps were discovered. Then Student A admitted he asked Student B about the strap and that he understood that "strap" also meant a gun or weapon. As a result, the principal gave the family a letter indicating a proposed 5-day suspension on October 20, 2022. Next, the district provided the family with another letter on October 21, 2022, indicating there would be a 5-day suspension between October 21, 2022 – October 27, 2022, and its policy that the family had to appeal all short-term

suspensions to the superintendent and board of education prior to the Commissioner. Nonetheless, the family appealed directly to the Commissioner, and the district argued the appeal should be dismissed for failure to exhaust administrative remedies. The Commissioner reiterated that short-term suspensions could be appealed directly to the Commissioner unless the school adopted a "reasonable and clearly communicated" policy requiring appeals to go to the board first. Since the district had a policy in place, notified the family of this policy and the parents admitted they received the notice, the Commissioner dismissed the appeal for failure to exhaust administrative remedies.

Based on these decisions, districts should examine their appeal procedures and determine whether it is appropriate for them to adopt a policy mandating that appeals concerning short-term suspensions must go to the board before the Commissioner. Additionally, districts should briefly indicate its appeals process in their short-term suspension notices when delivered to the family.

## **Superintendent Hearings: Writing a Charge Statement**

Our office has seen an uptick in excessively long charge statements for Superintendent's Hearings. Districts need to remember that they must prove whatever is in their charge statement and so providing too much information and/or detail might hinder the hearing process. Properly drafted charges will help to make the hearing run more smoothly and likely will result in consistent favorable outcomes.

Recommendations to utilize when drafting a charge:

- Be specific with only the actions that violated the code of conduct.
- Use dates, times, and locations.
- Generally, do not indicate what happened before the relevant events or why a student did what they are being charged with.
- Use phrases or words like "strike, hit, run, take, lie, without permission, failed to follow instructions, failed to act, unauthorized."

- Use direct terms. Don't equivocate. State that the student "struck" another. If the student swore or used threats, quote the student verbatim.
- Provide the relevant section(s) of the code of conduct.
- The principal, or whoever is presenting the district's case, should know the written charge to avoid surprises – everyone involved should know exactly what needs to be proven at the hearing.

#### **Example of a properly drafted charge:**

*"On November 21, 2023, in the science hallway, at approximately 9:40 am, John Smith struck Billy Johnson. John refused to leave the situation after staff broke up the fight and again struck Billy as he walked away. This conduct violates Article III, Section 2(b) of the District Code of Conduct, which prohibits students from engaging in acts of violence on school grounds."*

Areas to avoid when drafting a charge:

- Do not generalize.
- Do not provide a narrative, emotions, or feelings. Oftentimes districts simply copy and paste what was written in the referral. Unfortunately, the referral likely indicates more information than is necessary. The district can provide any additional information, including a narrative and background, that it feels is relevant through its testimony and evidence at the hearing.
- Do not use absolutes such as "always, never, all or none."
- Do not use legal terms such as "assault, robbery, felony, and misdemeanor."

#### **Example of an improperly drafted charge:**

*"On November 21, 2023, John Smith was walking down the science hallway speaking with Billy Johnson about a girl. A teacher also overheard the conversation and thought John seemed annoyed with Billy. John punched Billy for saying that the girl didn't like him, when actually she did. The girl could be seen on camera footage running and shouting something at the boys. John was angry at the teacher for breaking up the fight, yelled something inaudible and re-engaged with Billy when Billy walked away with a teacher. The*

*boys have had many fights in the past and animosity has always existed between them."*

Following the above guidelines gives the district the best opportunity to adequately prove its charges by substantial and competent evidence. Clear and concise charges should help alleviate issues as well as provide less opportunity for derailment by combative students and/or families during a hearing.

## **Workplace Violence Prevention Law Update**

In 2006, New York enacted the Workplace Violence Prevention Law (WVPL) in its adoption of Section 27-b of the Labor Law. The purpose behind this law was to require all public employers to evaluate workplaces and develop programs necessary to prevent workplace violence. However, the law excluded employers "as defined in...the education law." So, for nearly two decades, public schools were exempt from this law.

This changed on September 6, 2023, when Governor Hochul enacted legislation amending Section 27-b of the Labor Law. Chapter 351 of the Laws of 2023 (S1746/A1120) removed the longstanding exemption and made the WVPL applicable to schools. The amendment takes effect on February 3, 2024, and the New York State Education Department has issued guidance on how public school districts, charter schools, and Boards of Cooperative Educational Services (BOCES) should comply with its implementation.

However, before reviewing the timeline for compliance, it's worth briefly reviewing the statutory language. Labor Law Section 27-b, Section 1 reads:

*The purpose of this section is to ensure that the risk of workplace assaults and homicides is evaluated by affected public employers and their employees and that such employers design and implement workplace violence protection programs to prevent and minimize the hazard of workplace violence to public employees.*

In addition to this general language, Title 12 of the New York Codes of Rules and Regulations, Part 800.6, provides definitions of:

Imminent danger. Any conditions or practices in any place of employment which are such that a danger exists which could reasonably be expected to cause death or serious physical harm immediately or before the imminence of such danger can be eliminated through the enforcement procedures otherwise provided for by this Part.

Serious physical harm. Physical injury which creates a substantial risk of death, or which causes death or serious and protracted disfigurement, protracted impairment of health or protracted loss or impairment of the function of any bodily organ or a sexual offense as defined in Article 130 of the Penal Law.

Workplace Violence: Any physical assault or acts of aggressive behavior occurring where a public employee performs any work-related duty in the course of his or her employment including but not limited to:

- (i) an attempt or threat, whether verbal or physical, to inflict physical injury upon an employee;
- (ii) any intentional display of force which would give an employee reason to fear or expect bodily harm;
- (iii) intentional and wrongful physical contact with a person without his or her consent that entails some injury;
- (iv) stalking an employee with the intent of causing fear of material harm to the physical safety and health of such employee when such stalking has arisen through and in the course of employment.

With this general background of definitions in mind, all public schools and BOCES must implement the WVPL within the following timeline:

1. On or before February 3, 2024:

Employers must provide a Workplace Violence Policy Statement, which concerns the employers' workplace violence prevention

program, its goals, objectives, and a brief overview. This Statement must be posted where all employee notices are normally posted.

2. On or before March 4, 2024:

Employers must complete a risk evaluation and determination of their workplaces. This must include an evaluation of written records of prior violent incidents, relevant policies, and the physical environments of workplaces. Factors to be considered in this evaluation are set forth in Labor Law Section 27-b, Section 3 and include:

- a. Working in public settings;
- b. Working late night or early morning hours;
- c. Exchanging money with the public;
- d. Working alone or in small numbers;
- e. Uncontrolled access to the workplace; and
- f. Areas of previous security problems.

3. On or before March 19, 2024:

Employers must develop a written Workplace Violence Prevention Program (WVPP). Notably, previously developed and implemented safety and health programs that have been completed to comply with other federal, state, or local regulations, may suffice to satisfy this requirement, so long as they are modified to include the requirements of the WVPL.

4. On or before May 3, 2024:

Employers must be in full compliance with the regulations.

Lastly, all workplace violence prevention programs must provide for annual employee training, and all employees must be provided with initial training by May 3, 2024.

Additional information on the expansion of the WVPL can be found at:

<https://dol.ny.gov/news/new-york-state-department-labor-announces-broadened-workplace-violence-prevention-law-now>

Please also reach out to the Office of Labor Relations at (315) 255-7683 with any questions you may have.



## RECENT AREA TEACHER CONTRACT SETTLEMENTS

### CAYUGA-ONONDAGA BOCES

|                 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024    | 2024-2025 | 2025-2026 | 2026-2027 | 2027-2028 | AVG. |
|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|--------------|-----------|-----------|-----------|-----------|------|
| BOCES           | 2.70      | 2.75      | 2.80      | 2.80      | 1.99      | 4.00      | 4.00         | 4.00      |           |           |           | 3.13 |
| Auburn          | 2.60      | 2.70      | 2.75      | 2.80      | 2.85      | 4.00      | 4.00         | 4.00      | 4.00      |           |           | 3.30 |
| Cato-Meridian   | 2.50      | 2.85      | 2.85      | 2.70      | 3.50      | 3.25      | 3.00         |           |           |           |           | 2.95 |
| Jordan-Elbridge | 2.80      | 2.80      | 2.80      | 2.80      | 4.00      | 4.00      | 4.00         |           |           |           |           | 3.31 |
| Moravia         | 2.90      | 2.85      | 2.80      | 2.80      | 2.80      | 4.25      | 4.25         | 4.25      |           |           |           | 3.36 |
| Port Byron      | 2.70      | 2.60      | 2.88      | 2.88      | 2.88      | 2.88      | 3.75 + \$600 | 3.75      |           |           |           | 2.94 |
| Skaneateles     | 3.20      | 3.10      | 3.00      | 3.40      | 3.60      | 3.60      |              |           |           |           |           | 3.32 |
| So. Cayuga      | 2.75      | 2.75      | \$1,900   | 3.00      | \$1,900   | 4.75      | 4.50         |           |           |           |           | 3.55 |
| Union Springs   | 2.50      | 2.75      | 2.80      | 2.85      | 2.85      | 2.88      | 2.99         |           |           |           |           | 2.80 |
| Weedsport       | 2.75      | 2.75      | 2.75      | 2.75      | 3.00      | 3.00      | 3.00         | 3.25      | 3.25      |           |           | 2.94 |
|                 | 2.74      | 2.79      | 2.83      | 2.88      | 3.05      | 3.66      | 3.72         | 3.85      | 3.63      |           |           |      |

### BROOME-TIOGA BOCES

|                 |      |         |              |              |              |              |      |      |      |  |  |      |
|-----------------|------|---------|--------------|--------------|--------------|--------------|------|------|------|--|--|------|
| Chenango Valley | 2.75 | \$2,000 | 3.00         | 3.00         | 3.00         | 4.0+ \$1250  | 4.25 | 3.25 |      |  |  | 3.21 |
| Deposit         | 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    | 3.10 + \$300 | 3.10         | 4.90         | 2.96         | 2.96 | 2.96 |      |  |  | 3.25 |
| Owego-Apal.     | 2.75 | 3.00    | 3.50         | 3.00         | 3.00         | 4.00         | 4.00 | 4.00 |      |  |  | 3.34 |
| Union-Endicott  | 2.90 | 3.50    | 3.50         | 3.00         | 3.00         | 4.00         | 4.00 | 4.00 |      |  |  | 3.49 |
| Vestal          | 3.00 | 3.00    | 3.00         | 3.00         | 3.00         | 3.15         | 3.20 |      |      |  |  | 3.05 |
|                 | 2.86 | 3.07    | 3.10         | 3.02         | 3.38         | 3.42         | 3.57 | 3.55 | 3.00 |  |  |      |

### DELAWARE-CHENANGO-MADISON-OTSEGO BOCES

|        |      |      |      |      |      |      |      |      |  |  |  |      |
|--------|------|------|------|------|------|------|------|------|--|--|--|------|
| Sidney | 4.00 | 4.00 | 4.00 | 4.00 | 3.00 | 4.00 | 4.00 | 4.00 |  |  |  | 3.88 |
|--------|------|------|------|------|------|------|------|------|--|--|--|------|

### OSWEGO BOCES

|          |      |      |      |      |      |      |      |      |      |      |  |      |
|----------|------|------|------|------|------|------|------|------|------|------|--|------|
| Hannibal | 2.75 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 |      |      |  | 2.97 |
| Phoenix  |      |      | 3.00 | 3.00 | 3.00 | 3.00 | 4.00 | 4.00 | 4.00 | 4.00 |  | 3.50 |
|          | 2.75 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.50 | 3.50 | 4.00 | 4.00 |  |      |

### TOMPKINS-SENECA-TIOGA BOCES

|              |      |                 |                 |      |                 |                 |              |              |      |      |  |      |
|--------------|------|-----------------|-----------------|------|-----------------|-----------------|--------------|--------------|------|------|--|------|
| Candor       | 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       | 3.13 | 4.42            | 4.25            | 4.14 | 3.31            | \$200 + 4.80    | \$200 + 4.80 | \$200 + 4.80 |      |      |  | 3.85 |
| Groton       | 6.00 | 6.00            | 3.00            | 3.00 | 3.00            | 3.50            | 7.00         | 4.50         | 4.00 | 4.00 |  | 4.40 |
| Newfield     | 3.25 | 3.00            | 3.25            | 3.00 | 3.00            | 3.75            | 4.00         | 4.25         |      |      |  | 3.44 |
| South Seneca | 3.25 | 3.25            | 3.50            | 3.50 | 3.50            | 3.50            | 7.00         | 6.00         | 5.50 |      |  | 4.33 |
| Trumansburg  | 3.25 | 3.50            | 3.50            | 3.00 | 3.25            | 3.75            | 4.00         |              |      |      |  | 3.46 |
|              | 3.72 | 3.72            | 3.60            | 3.09 | 3.30            | 3.60            | 5.10         | 4.92         | 4.75 | 4.00 |  |      |

# RECENT AREA TEACHER CONTRACT SETTLEMENTS

## WAYNE - FINGER LAKES BOCES

|                        | 2017-2018    | 2018-2019    | 2019-2020                                                                              | 2020-2021   | 2021-2022    | 2022-2023    | 2023-2024                                                         | 2024-2025    | 2025-2026 | 2026-2027 | 2027-2028 | AVG. |
|------------------------|--------------|--------------|----------------------------------------------------------------------------------------|-------------|--------------|--------------|-------------------------------------------------------------------|--------------|-----------|-----------|-----------|------|
| Clyde-Savannah         | 3.25         | 3.25         | 3.00                                                                                   | 2.0 + \$125 | 3.30         | 3.25         | 3.25                                                              | 3.25         |           |           |           | 3.22 |
| Dundee                 | 2.50         | 4.00         | 3.25                                                                                   | 3.25        | 2.75         | 2.75         | 2.75                                                              | 2.75         |           |           |           | 3.00 |
| Gananda                | 3.20         | 3.10         | 3.20                                                                                   | 3.40        | 3.00         | 5.00         | 5.00                                                              |              |           |           |           | 3.70 |
| Geneva                 | 3.50         | 2.50         | 3.00                                                                                   | 2.50        | 2.50         | 2.70         |                                                                   |              |           |           |           | 2.78 |
| Gorham-Middlesex       | 3.00         | 3.00         | 3.00                                                                                   | 3.20        | 3.50         | 3.50         | 3.50                                                              |              |           |           |           | 3.24 |
| Honeoye                | 3.30         | 3.30         | 3.35                                                                                   | 3.45        | 3.60         | 3.60         | 3.50                                                              | 3.40         |           |           |           | 3.44 |
| Lyons                  | 2.90 + \$300 | 2.90 + \$200 | 3.10*                                                                                  | 3.30*       | 5.10         | 3.60         | 3.60                                                              | 3.60         |           |           |           | 3.72 |
| Manchester-Shortsville | 2.50         | 2.50         | 2.50                                                                                   | 4.50        | 4.50         | 4.00         | 4.00                                                              |              |           |           |           | 3.50 |
| Naples                 | 2.60         | 3.50         | 3.45                                                                                   | 3.35        | 3.25         | 3.50         | 3.50                                                              |              |           |           |           | 3.31 |
| Newark                 | 3.00         | 3.25         | 3.10                                                                                   | 3.20        | 3.30         | 3.30         | 3.30                                                              | 3.30         |           |           |           | 3.22 |
| Palmyra-Macedon        | 2.75         | 2.75         | 3.25                                                                                   | 3.25        | 3.25         | 3.25         | 3.50                                                              |              |           |           |           | 3.14 |
| Penn Yan               | 3.00         | 3.00         | 3.00                                                                                   | 3.00        | 3.0% + \$125 | 3.0% + \$125 | 4.00 + \$1500                                                     | 4.00         | 4.00      |           |           | 3.33 |
| Phelps-Cl Springs      | 3.00         | 3.00         | 3.00                                                                                   | 3.00        | 3.60         | 3.90         | 3.40                                                              | 3.75         | 3.60      | 3.50      |           | 3.38 |
| Red Creek              | 3.25         | 3.00         | 2.50                                                                                   |             |              | 3.90 + \$600 | 3.90 + \$600                                                      | 3.90 + \$600 |           |           |           | 3.41 |
| Romulus                | 3.00         | 3.00         | 2.75                                                                                   | 2.75        | 2.75         | 3.75         | 3.75                                                              | 4.00         | 4.00      | 4.00      | 4.00      | 3.31 |
| Seneca Falls           | 2.50         | 2.00         | 3.00                                                                                   | 3.00        | 3.00         | 3.80         | 3.60                                                              | 3.30         | +1,200    |           |           | 3.03 |
| Sodus                  | 3.30         | 3.30         | 3.00                                                                                   | 3.00        | 3.00         | 3.00         | 3.95                                                              | 3.75         | 3.00      | 3.00      |           | 3.23 |
|                        |              |              | * 2019-20, 2020-21, 2021-22, and 2022-23 or 2% off schedule, or \$12,000 if applicable |             |              |              | * Off Schedule: 2023-24: 3.45%, 2024-25: 3.25%, and 2025-26: 3.0% |              |           |           |           |      |
| Waterloo               | 3.00         | 3.50         | 3.50                                                                                   | 3.25        | 3.25         | 4.00         | 4.00                                                              | 4.00         | 4.00      |           |           | 3.61 |
| Wayne                  | 2.50         | 3.00         | 3.00                                                                                   | 3.00        | 3.00         | 3.50         | 3.50                                                              |              |           |           |           | 3.07 |
| Williamson             | 2.50         | 3.00         | 3.00                                                                                   | 3.75        | 3.15         | 3.80         | 3.50                                                              | 3.25         | 3.25      |           |           | 3.24 |
|                        | 2.93         | 3.05         | 3.05                                                                                   | 3.23        | 3.32         | 3.58         | 3.66                                                              | 3.56         | 3.64      | 3.50      | 4.00      |      |

\* Lyons: 2019-20 and 2020-21 + \$1,000 at 21 years; 2021-22 all unit members received an extra assignment

Denotes Current Contract  
Denotes Previous Contract

| RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS |           |           |           |           |           |                         |           |            |            |           |           |      |
|----------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-------------------------|-----------|------------|------------|-----------|-----------|------|
| CAYUGA-ONONDAGA BOCES                              |           |           |           |           |           |                         |           |            |            |           |           |      |
|                                                    | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022               | 2022-2023 | 2023-2024  | 2024-2025  | 2025-2026 | 2026-2027 | Avg. |
| <b>BOCES</b>                                       |           |           |           |           |           |                         |           |            |            |           |           |      |
| 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 |
| <b>Auburn</b>                                      |           |           |           |           |           |                         |           |            |            |           |           |      |
| 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)                                      | 2.50      | 2.50      | 2.50      | 2.50      | 2.50      | 2.50                    | 2.50      | 2.50       | 2.50       | 2.50      |           | 2.50 |
| <b>Cato-Meridian</b>                               |           |           |           |           |           |                         |           |            |            |           |           |      |
| Aides/Ass'ts (SEIU)                                | 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 |
| <b>Jordan-Elbridge</b>                             |           |           |           |           |           |                         |           |            |            |           |           |      |
| Aides/Clerical(SEIU)                               | 2.50      | 2.50      | 2.80      | 3.00      | 50¢+3.0   | 50¢+3.0                 | \$2+4.0   | \$1.50+4.0 | \$1.50+4.0 |           |           | 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./Maint (SEIU)                                 | 2.50      | 2.50      | 2.80      | 3.00      | 50¢+3.0   | 50¢+3.0                 | \$2+4.0   | \$1.5+4.0  | \$1.5+4.0  |           |           | 3.20 |
| Cafeteria (SEIU)                                   | 2.50      | 2.50      | 2.80      | 3.00      | 50¢+3.0   | 50¢+3.0                 | \$2+4.0   | \$1.5+4.0  | \$1.5+4.0  |           |           | 3.20 |
| Transportation                                     | 2.75      | 2.75      | 2.75      | 3.00      | 3.00      | 3.00                    | 4.00      | 4.00       | 4.00       |           |           | 3.20 |
| <b>Moravia</b>                                     |           |           |           |           |           | 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/hr     | 6.00       | 5.00      |           | 3.54 |
| CSEA                                               | 2.75      | 2.75      | 2.75      | 70¢/hr    | 2.75      | 70¢/hr                  | 2.75      | \$2/hr     | 6.00       | 5.00      |           | 3.54 |
| <b>Port Byron</b>                                  |           |           |           |           |           |                         |           |            |            |           |           |      |
| Aides (SEIU)                                       | 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)                                    | 2.50      | 2.50      | 2.50      | 70¢/hr    | 70¢/hr    | 70¢/hr                  | 70¢/hr    | 4.00       | 4.00       | 4.00      | 4.00      | 3.36 |
| <b>Skaneateles</b>                                 |           |           |           |           |           |                         |           |            |            |           |           |      |
| 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 |
| <b>So. Cayuga</b>                                  |           |           |           |           |           |                         |           |            |            |           |           |      |
| 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 Mech (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 |

| RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS |                   |                  |                   |                 |                  |                  |                  |                  |               |               |               |      |
|----------------------------------------------------|-------------------|------------------|-------------------|-----------------|------------------|------------------|------------------|------------------|---------------|---------------|---------------|------|
| CAYUGA-ONONDAGA BOCES cont'd                       |                   |                  |                   |                 |                  |                  |                  |                  |               |               |               |      |
|                                                    | 2016-<br>2017     | 2017-<br>2018    | 2018-<br>2019     | 2019-<br>2020   | 2020-<br>2021    | 2021-<br>2022    | 2022-<br>2023    | 2023-<br>2024    | 2024-<br>2025 | 2025-<br>2026 | 2026-<br>2027 | Avg. |
| <b>So. Cayuga cont'd</b>                           |                   |                  |                   |                 |                  |                  |                  |                  |               |               |               |      |
| 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 |
| <b>Union Springs</b>                               |                   |                  |                   |                 |                  |                  |                  |                  |               |               |               |      |
| Aides (SEIU)                                       | 2.50              | *2.50            | *2.50             | *2.50           | *2.50            | \$1/hr           | \$1/hr           | \$1/hr           | \$1/hr        |               |               | 2.50 |
| Tchr. Ass'ts (SEIU)                                | 2.50              | *2.50            | *2.50             | *2.50           | *2.50            | \$1/hr           | \$1/hr           | \$1/hr           | \$1/hr        |               |               | 2.50 |
| Bus Drivers (CSEA)                                 | 2.50              | 2.50             | 3.00              | 3.00            | 3.00             | \$1/hr           | \$1/hr           | \$1/hr           | \$1/hr        |               |               | 2.80 |
| Bus Mech (CSEA)                                    | 2.50              | 2.50             | 3.00              | 3.00            | 3.00             | \$1/hr           | \$1/hr           | \$1/hr           | \$1/hr        |               |               | 2.80 |
| Cust/Maint. (CSEA)                                 | 2.50              | 2.50             | 3.00              | 3.00            | 3.00             | \$1/hr           | \$1/hr           | \$1/hr           | \$1/hr        |               |               | 2.80 |
| Cafeteria (CSEA)                                   | 2.50              | 2.50             | 3.00              | 3.00            | 3.00             | \$1/hr           | \$1/hr           | \$1/hr           | \$1/hr        |               |               | 2.80 |
| Nurses (SEIU)                                      | 2.50              | *2.50            | *2.50             | *2.50           | *2.50            | \$1/hr           | \$1/hr           | \$1/hr           | \$1/hr        |               |               | 2.50 |
| Clerical (SEIU)                                    | 2.50              | *2.50            | *2.50             | *2.50           | *2.50            | \$1/hr           | \$1/hr           | \$1/hr           | \$1/hr        |               |               | 2.50 |
|                                                    |                   | * @ % + \$250    |                   |                 |                  |                  |                  |                  |               |               |               |      |
| <b>Weedsport</b>                                   |                   |                  |                   |                 |                  |                  |                  |                  |               |               |               |      |
| 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/hr           | 3.00             | 3.25             |               |               |               | 2.79 |
| Bus Mech (CSEA)                                    | 2.50              | 2.50             | 2.75              | 2.75            | 2.75             | \$5/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 |
| <b>C-O BOCES Avg.</b>                              | <b>2.43</b>       | <b>2.60</b>      | <b>2.73</b>       | <b>2.84</b>     | <b>2.83</b>      | <b>3.45</b>      | <b>3.32</b>      | <b>3.49</b>      | <b>4.04</b>   | <b>4.06</b>   | <b>4.00</b>   |      |
| <b>BROOME-TIOGA BOCES</b>                          |                   |                  |                   |                 |                  |                  |                  |                  |               |               |               |      |
| <b>Chenango Valley</b>                             |                   |                  |                   |                 |                  |                  |                  |                  |               |               |               |      |
| Non-Instruct. (NYSUT)                              | 3.00              | 3.00             | 3.00              | 3.00            | 3.0 or<br>70¢/hr | 3.0 or<br>\$1/hr | 3.0 or<br>70¢/hr | 3.0 or<br>70¢/hr |               |               |               | 3.00 |
| <b>Deposit</b>                                     |                   |                  |                   |                 |                  |                  |                  |                  |               |               |               |      |
| CSEA                                               | 3.00              | 3.00             | 3.00              | \$1/hr          | 4.00             | 50¢/hr           | \$2/hr           | \$1.25/hr        | \$1.25/hr     |               |               | 3.25 |
| <b>Maine-Endwell</b>                               |                   |                  |                   |                 |                  |                  |                  |                  |               |               |               |      |
| Cust./Maint.                                       | 50¢/hr            | 75¢/hr           | 65¢/hr            | 60¢/hr          | 50¢/hr           | 75¢/hr           | 75¢/hr           | 75¢/hr           | 75¢/hr        |               |               |      |
| Supp Staff                                         | \$1150-<br>\$1375 | \$950-<br>\$1225 | \$850-<br>\$1150  | 75¢/hr          | 75¢/hr           | 70¢/hr           | 80¢/hr           | 80¢/hr           | 80¢/hr        |               |               |      |
| Transp                                             | \$910-<br>\$1625  | \$860-<br>\$1525 | \$810 -<br>\$1425 | \$300 +<br>3.25 | \$300 +<br>3.25  | 70¢/hr           | 70¢/hr           | 70¢/hr           |               |               |               | 3.25 |
| <b>Owego-Apalachin</b>                             |                   |                  |                   |                 |                  |                  |                  |                  |               |               |               |      |
| NYSUT                                              | 2.50              | 2.50             | 2.85              | 2.85            | 2.85             | 4.99 +<br>30¢/hr | 4.99 +<br>30¢/hr | 4.99 +<br>30¢/hr |               |               |               | 3.57 |
| <b>Union Endicott</b>                              |                   |                  |                   |                 |                  |                  |                  |                  |               |               |               |      |
| Cafe. Workers                                      | 2.70              | 3.40             | *3.00             | *3.00           | 3.00             | 3.00             | 4.0+80¢          | 4.0+80¢          | 4.00          | 4.00          |               | 3.35 |
| Cent Office                                        | 2.70              | 3.40             | 3.00              | 3.00            | 3.00             | 3.00             | 4.0+80¢          | 4.0+80¢          | 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<br>+ 4.00 | \$1500<br>+ 4.00 | 4.00          | 4.00          |               | 3.26 |
| School Aides                                       | 2.70              | 3.40             | 3.00              | *3.00           | *3.00            | 12.9             | 3.00             | 3.00             | 3.00          |               |               | 4.43 |
| Transp                                             | 2.70              | 3.40             | 3.00              | 3.00            | 3.00             | 3.00             | \$2.50           | \$1.50           | \$1.50        |               |               | 3.03 |



| RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
|----------------------------------------------------|----------------|----------------|-------------------------------------|------------------|---------------|--------------------------------|-------------------|--------------------------------|---------------|---------------|---------------|------|
|                                                    | 2016-<br>2017  | 2017-<br>2018  | 2018-<br>2019                       | 2019-<br>2020    | 2020-<br>2021 | 2021-<br>2022                  | 2022-<br>2023     | 2023-<br>2024                  | 2024-<br>2025 | 2025-<br>2026 | 2026-<br>2027 | Avg. |
| <b>BROOME-TIOGA BOCES cont'd</b>                   |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
| <b>Vestal</b>                                      |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
| Paraprofessional                                   |                | 3.00           | 3.00                                | 3.00             | 3.00          |                                | \$1.25            | 90¢/hr                         | 80¢/hr        | 75¢/hr        |               | 3.00 |
| Employees                                          | 2.90           | 2.95           | 3.00                                | 0.00             | 0.00          | 10.0                           | \$3.00            | \$1.00                         | \$1.00        |               |               | 3.14 |
| <b>B-T BOCES Avg</b>                               | <b>2.75</b>    | <b>3.19</b>    | <b>3.17</b>                         | <b>2.61</b>      | <b>2.65</b>   | <b>5.24</b>                    | <b>4.00</b>       | <b>4.00</b>                    | <b>3.75</b>   | <b>4.00</b>   |               |      |
| <b>OSWEGO BOCES</b>                                |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
| <b>Hannibal</b>                                    |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
| CSEA                                               | 2.50           | 2.75           | 3.00                                | 3.00             | 3.00          | 2.25                           | 2.00              | \$1.75                         | \$1.75        | \$1.50        | \$1.50        | 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 |
| <b>TOMPKINS-SENECA-TIOGA BOCES</b>                 |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
| <b>Dryden</b>                                      |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
| NYSUT                                              | 2.90           | 3.75           | 3.50                                | 3.50             | 3.00          | 3.80                           | 3.80              |                                |               |               |               | 3.46 |
| <b>Groton</b>                                      |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
| CSEA                                               | 2.25           | 2.25           | 2.25                                | \$1.50/hr        | 3.00          | 60¢/hr                         | \$1.30-\$2        | 50¢/hr                         | 3.00          | 3.00          |               | 2.63 |
| <b>Newfield</b>                                    |                |                |                                     |                  |               | + 25¢/hr                       |                   |                                |               |               |               |      |
| CSEA                                               | 2.25           | 3.00           | 3.00                                | 3.00             | 3.00          | 4.50                           | 4.50              |                                |               |               |               | 3.32 |
| <b>South Seneca</b>                                |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
| Local                                              | 2.60           | 2.10           | 2.00                                | \$1.40-\$2.00/hr | 3.50          | 2.50                           | 2.50              |                                |               |               |               | 2.53 |
| <b>Trumansburg</b>                                 |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
| Local                                              | 50¢/hr         | 56¢/hr         | 3.50                                | 3.00             | 3.25          | 3.00                           | 3.25              | 3.50                           |               |               |               | 3.25 |
| <b>T-S-T BOCES Avg.</b>                            | <b>2.60</b>    | <b>2.78</b>    | <b>2.85</b>                         | <b>3.17</b>      | <b>3.15</b>   | <b>3.45</b>                    | <b>3.51</b>       | <b>3.50</b>                    | <b>3.00</b>   | <b>3.00</b>   |               |      |
| <b>WAYNE-FINGER LAKES BOCES</b>                    |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
| <b>Clyde-Savannah</b>                              |                |                |                                     |                  |               | * 1.5% - 3%, based on years    |                   |                                |               |               |               |      |
| Supp Pers (CSEA)                                   | 3.50           | 3.50           | 3.50                                | 3.50             | 2.50          | *+70¢/hr                       | 2.50              | 2.50                           | 2.50          |               |               | 3.00 |
| Transp.                                            | 3.75           | 3.60           | 3.50                                | 3.50             | 75¢/hr        | 3.00                           | 1.50              | 0.00*                          |               |               |               | 2.64 |
|                                                    |                |                |                                     |                  |               | *up to \$28.50/hr based on yrs |                   |                                |               |               |               |      |
| <b>Dundee</b>                                      |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
| CSEA                                               | 2.50           | 2.50           | 2.50                                | 4.00             | 4.00          | 4.00                           | \$1.80            | 4.00                           | 4.00          | 4.00          |               | 3.50 |
| <b>Gananda</b>                                     |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
| CSEA                                               | 50¢/hr or 3.2% | 70¢/hr or 3.2% | 70¢/hr or 3.2%                      | 75¢/hr           | \$1.25/hr     | 75¢/hr                         | \$1.10/hr or 3.8% | 4.00                           |               |               |               | 3.66 |
| <b>Geneva</b>                                      |                |                | *for 5+ yrs of service up to \$1.00 |                  |               |                                |                   |                                |               |               |               |      |
| CSEA                                               | 3.00           | 3.00           | *5¢/hr/yrs                          | 75¢/hr           | 75¢/hr        | 75¢/hr                         | \$1/hr            | \$1/hr                         |               |               |               | 3.00 |
| <b>Gorham-Middlesex (NYSUT)</b>                    |                |                |                                     |                  |               |                                |                   |                                |               |               |               |      |
| Bus Drivers                                        | 2.70           | 2.70           | \$1/hr                              | \$1/hr           | \$1/hr        | \$1/hr                         | \$3/hr            | \$1/hr                         | \$1/hr        | \$1/hr        |               | 2.70 |
| Cust./F Serv                                       | 2.50           | 50¢/hr         | 50¢/hr                              | 3.00             | 3.00          | \$1/hr                         | \$1/hr            | \$1/hr                         | \$1/hr        |               |               | 2.83 |
| Teacher Aides                                      | 2.70           | 50¢/hr         | 50¢/hr                              | 3.00             | 3.00          | 3.75                           | \$1/hr            | \$1/hr                         | \$1/hr        |               |               | 3.06 |
| <b>Honeoye</b>                                     |                |                |                                     |                  |               | *+\$/hr based on years         |                   | *+\$.30-1.20/hr based on years |               |               |               |      |
| NYSUT                                              | 3.00           | 2.95           | 2.95                                | 3.50             | 3.35          | *3.30                          | 3.30              | *3.50                          | 3.00          | 3.00          |               | 3.13 |

| RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS |                            |                                    |              |                  |                |                         |                  |                |                |             |             |      |
|----------------------------------------------------|----------------------------|------------------------------------|--------------|------------------|----------------|-------------------------|------------------|----------------|----------------|-------------|-------------|------|
| WAYNE-FINGER LAKES BOCES con't                     |                            |                                    |              |                  |                |                         |                  |                |                |             |             |      |
|                                                    | 2016-2017                  | 2017-2018                          | 2018-2019    | 2019-2020        | 2020-2021      | 2021-2022               | 2022-2023        | 2023-2024      | 2024-2025      | 2025-2026   | 2026-2027   | Avg. |
| <b>Lyons</b>                                       |                            |                                    |              |                  |                |                         |                  |                |                |             |             |      |
| 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        |             |             |      |
| <b>Manchester-S'ville</b>                          |                            |                                    |              |                  |                |                         |                  |                |                |             |             |      |
| CSEA                                               | 2.50                       | 2.50                               | 35¢/hr       | 30¢/hr           | 60¢/hr         | 70¢/hr                  | 70¢/hr           | \$1/hr         | \$1/hr         | \$1/hr      |             | 2.50 |
| <b>Naples</b>                                      |                            |                                    |              |                  |                |                         |                  | * greater of   |                |             |             |      |
| CSEA                                               | 2.80                       | 2.90                               | 2.90         | 3.50             | 3.50           | 3.75                    | 3.90             | *3.9 or 70¢/hr | *3.9 or 70¢/hr |             |             | 3.53 |
| <b>Newark</b>                                      |                            | *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      |             |             | 2.59 |
| Tehr 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   |             |             | 2.46 |
|                                                    | * 2.25-3.0% based on years |                                    |              | * OR Salary Rate |                |                         |                  |                |                |             |             |      |
| <b>Palmyra-Macedon</b>                             |                            |                                    |              |                  |                |                         |                  |                |                |             |             |      |
| CSEA, salary                                       | 2.90                       | \$2,400                            | \$2,500      | \$2,500          | \$2,500        | \$2,600 or 3.5          | \$2,080 or 3.5   | 3.50           |                |             |             | 3.35 |
| CSEA, hourly                                       | 2.90                       | \$1.15/hr                          | \$1.20/hr    | \$1.20/hr        | \$1.20/hr      | \$1.25/hr or 3.5        | \$1.00/hr or 3.5 | 3.50           |                |             |             | 3.35 |
| <b>Penn Yan</b>                                    |                            |                                    |              |                  |                |                         |                  |                |                |             |             |      |
| CSEA                                               | 2.35                       | 2.35                               | 3.00         | 3.00             | 3.00           | 3.00                    | 3.00             | 3.00           |                |             |             | 2.84 |
| <b>Phelps-CI Springs (NYSUT)</b>                   |                            |                                    |              |                  |                | On 1/1/22 add \$2.50/hr |                  |                |                |             |             |      |
| Nurses/Food Serv/Bus Driver/Maint                  | 3.00                       | 3.00                               | 3.00         | 2.25             | 3.50           | 3.50                    | 2.00             | 2.50           | 2.50           |             |             | 2.81 |
| Aides/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 |
| <b>Red Creek</b>                                   |                            |                                    |              |                  |                |                         |                  |                |                |             |             |      |
| CSEA                                               | 2.50                       | 2.50                               | \$1.00/hr    | 3.00             | +60¢/hr        | 3.00                    | 4.50             | 4.00           |                |             |             | 3.25 |
| <b>Romulus</b>                                     |                            |                                    |              |                  |                |                         |                  |                |                |             |             |      |
| 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       | 48¢/hr           | 48¢/hr         | 48¢/hr                  |                  |                |                |             |             |      |
| <b>Seneca Falls</b>                                |                            |                                    |              |                  |                |                         |                  |                |                |             |             |      |
| NEA/NYSUT                                          | 2.75                       | 2.50                               | 2.00         | 3.00             | 3.00           | 2.50                    | 2.00             |                |                |             |             | 2.54 |
| <b>Sodus</b>                                       |                            |                                    |              |                  |                |                         |                  | +50-75¢        |                |             |             |      |
| 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 |
| <b>Waterloo</b>                                    |                            |                                    |              |                  |                |                         |                  |                |                |             |             |      |
| 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 |
| <b>Wayne</b>                                       |                            |                                    |              |                  |                |                         |                  |                |                |             |             |      |
| 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 |                  |                |                         |                  |                |                |             |             |      |
| <b>Williamson</b>                                  |                            |                                    |              |                  |                |                         |                  |                |                |             |             |      |
| CSEA                                               | 2.00                       | 3.50                               | 3.25         | 3.00             | 3.00           | 3.00                    | 2.75             | 2.75           | 2.75           |             |             | 2.89 |
| <b>WFL BOCES Avg.</b>                              | <b>2.77</b>                | <b>2.85</b>                        | <b>2.85</b>  | <b>3.11</b>      | <b>3.35</b>    | <b>3.45</b>             | <b>2.97</b>      | <b>3.06</b>    | <b>3.16</b>    | <b>3.82</b> | <b>3.94</b> |      |

# AREA UNEMPLOYMENT RATES

## New York State Rate

| Year | Jan  | Feb  | Mar  | Apr  | May  | Jun  | Jul  | Aug  | Sep  | Oct  | Nov  | Dec  | Ann. Avg. |
|------|------|------|------|------|------|------|------|------|------|------|------|------|-----------|
| 2023 | 4.6% | 4.5% | 4.0% | 3.7% | 3.8% | 4.2% | 4.1% | 4.4% | 4.0% | 4.4% | 4.0% | 4.4% | 4.2%      |
| 2022 | 5.3% | 5.1% | 4.7% | 4.2% | 4.1% | 4.3% | 4.8% | 4.9% | 3.9% | 3.6% | 3.7% | 3.8% | 4.4%      |

## Syracuse, NY Metropolitan Statistical Area

| Year | Jan  | Feb  | Mar  | Apr  | May  | Jun  | Jul  | Aug  | Sep  | Oct  | Nov  | Dec  | Ann. Avg. |
|------|------|------|------|------|------|------|------|------|------|------|------|------|-----------|
| 2023 | 4.1% | 3.9% | 3.4% | 2.6% | 3.0% | 3.3% | 3.1% | 3.5% | 3.2% | 3.5% | 3.6% |      |           |
| 2022 | 4.0% | 4.2% | 3.9% | 3.3% | 3.2% | 3.4% | 3.7% | 3.7% | 3.1% | 2.5% | 2.8% | 3.0% | 3.4%      |

## Cayuga County Statistical Area

| Year | Jan  | Feb  | Mar  | Apr  | May  | Jun  | Jul  | Aug  | Sep  | Oct  | Nov  | Dec  | Ann. Avg. |
|------|------|------|------|------|------|------|------|------|------|------|------|------|-----------|
| 2023 | 4.2% | 4.0% | 3.6% | 2.6% | 2.9% | 3.0% | 3.1% | 3.6% | 3.0% | 3.3% | 3.5% |      |           |
| 2022 | 4.0% | 4.3% | 4.1% | 3.2% | 3.0% | 3.2% | 3.6% | 3.7% | 2.9% | 2.3% | 2.7% | 3.0% | 3.3%      |

## Broome County Statistical Area

| Year | Jan  | Feb  | Mar  | Apr  | May  | Jun  | Jul  | Aug  | Sep  | Oct  | Nov  | Dec  | Ann. Avg. |
|------|------|------|------|------|------|------|------|------|------|------|------|------|-----------|
| 2023 | 4.7% | 4.2% | 3.7% | 2.7% | 3.1% | 3.5% | 3.5% | 3.9% | 3.4% | 3.8% | 3.9% |      |           |
| 2022 | 4.5% | 4.6% | 4.3% | 3.5% | 3.3% | 3.7% | 4.1% | 4.1% | 3.3% | 2.7% | 3.0% | 3.2% | 3.7%      |

## Ithaca, NY Metropolitan Statistical Area

| Year | Jan  | Feb  | Mar  | Apr  | May  | Jun  | Jul  | Aug  | Sep  | Oct  | Nov  | Dec  | Ann. Avg. |
|------|------|------|------|------|------|------|------|------|------|------|------|------|-----------|
| 2023 | 3.5% | 2.9% | 2.4% | 2.0% | 2.5% | 3.0% | 2.9% | 3.2% | 2.8% | 3.2% | 2.9% |      |           |
| 2022 | 2.8% | 3.0% | 2.7% | 2.3% | 2.4% | 2.8% | 3.2% | 3.0% | 2.6% | 2.1% | 2.3% | 2.4% | 2.6%      |

## Ontario/Seneca/Wayne/Yates Statistical Area

| Year | Jan  | Feb  | Mar  | Apr  | May  | Jun  | Jul  | Aug  | Sep  | Oct  | Nov  | Dec  | Ann. Avg. |
|------|------|------|------|------|------|------|------|------|------|------|------|------|-----------|
| 2023 | 4.0% | 3.7% | 3.3% | 2.4% | 2.6% | 2.8% | 2.7% | 3.1% | 2.8% | 3.1% | 3.2% |      |           |
| 2022 | 3.6% | 3.8% | 3.6% | 2.8% | 2.7% | 2.9% | 3.1% | 3.2% | 2.6% | 2.2% | 2.5% | 2.8% | 3.0%      |

## Rochester, NY Metropolitan Statistical Area

| Year | Jan  | Feb  | Mar  | Apr  | May  | Jun  | Jul  | Aug  | Sep  | Oct  | Nov  | Dec  | Ann. Avg. |
|------|------|------|------|------|------|------|------|------|------|------|------|------|-----------|
| 2023 | 4.0% | 3.7% | 3.3% | 2.5% | 2.9% | 3.1% | 3.2% | 3.5% | 3.2% | 3.6% | 3.6% |      |           |
| 2022 | 3.9% | 4.1% | 3.8% | 3.1% | 3.1% | 3.4% | 3.7% | 3.8% | 3.1% | 2.5% | 2.8% | 2.9% | 3.4%      |

*\* Please note that 2022 data has been updated as labor force statistics for all LAUS areas are revised each year as part of the benchmarking process. The annual benchmarking process is part of the nationwide re-estimating procedure mandated by the U.S. Bureau of Labor Statistics.*

*Source: New York State Department of Labor Statistics*

[www.labor.state.ny.us](http://www.labor.state.ny.us)

# CONSUMER PRICE INDICES

| INDEX<br>1982-84<br>BASE YEAR=100 | % INCREASE<br>FROM<br>PRIOR MONTH | % INCREASE<br>FROM<br>PRIOR YEAR |
|-----------------------------------|-----------------------------------|----------------------------------|
|-----------------------------------|-----------------------------------|----------------------------------|

## November 2023

### NY-Northeastern New Jersey Area

|                                             |         |       |     |
|---------------------------------------------|---------|-------|-----|
| 1. All Urban Consumers                      | 324.520 | - 0.2 | 3.0 |
| 2. Urban Wage Earners<br>& Clerical Workers | 319.611 | - 0.2 | 3.2 |

### U.S. City Average

|                                             |         |       |     |
|---------------------------------------------|---------|-------|-----|
| 1. All Urban Consumers                      | 307.051 | - 0.2 | 3.1 |
| 2. Urban Wage Earners<br>& Clerical Workers | 301.224 | - 0.3 | 3.0 |

## December 2023

### NY-Northeastern New Jersey Area

|                                             |         |     |     |
|---------------------------------------------|---------|-----|-----|
| 1. All Urban Consumers                      | 324.691 | 0.1 | 2.9 |
| 2. Urban Wage Earners<br>& Clerical Workers | 319.627 | 0.0 | 3.1 |

### U.S. City Average

|                                             |         |       |     |
|---------------------------------------------|---------|-------|-----|
| 1. All Urban Consumers                      | 306.746 | - 0.1 | 3.4 |
| 2. Urban Wage Earners<br>& Clerical Workers | 300.728 | - 0.2 | 3.3 |

# 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-21 | 255.3                     | 1.6 | 261.6                     | 1.4 | 279.9                     | 1.4 | 285.5                     | 1.2 |
| Feb-21 | 256.8                     | 1.9 | 263.0                     | 1.7 | 281.0                     | 1.7 | 286.5                     | 1.4 |
| Mar-21 | 258.9                     | 3.0 | 264.9                     | 2.6 | 281.8                     | 2.1 | 287.5                     | 2.0 |
| Apr-21 | 261.2                     | 4.7 | 267.1                     | 4.2 | 283.9                     | 3.3 | 289.5                     | 3.2 |
| May-21 | 263.6                     | 5.6 | 269.2                     | 5.0 | 285.3                     | 3.2 | 291.0                     | 3.2 |
| Jun-21 | 266.4                     | 6.1 | 271.7                     | 5.4 | 288.3                     | 4.3 | 293.9                     | 4.1 |
| Jul-21 | 267.8                     | 6.0 | 273.0                     | 5.4 | 288.3                     | 3.7 | 293.6                     | 3.5 |
| Aug-21 | 268.4                     | 5.8 | 273.6                     | 5.3 | 289.1                     | 4.0 | 293.9                     | 3.7 |
| Sep-21 | 269.1                     | 5.9 | 274.3                     | 5.4 | 290.7                     | 4.2 | 295.5                     | 3.8 |
| Oct-21 | 271.6                     | 6.9 | 276.6                     | 6.2 | 291.8                     | 4.9 | 296.5                     | 4.3 |
| Nov-21 | 273.0                     | 7.6 | 277.9                     | 6.8 | 293.0                     | 5.5 | 297.5                     | 5.0 |
| Dec-21 | 273.9                     | 7.8 | 278.8                     | 7.0 | 292.7                     | 5.0 | 296.9                     | 4.4 |
| Jan-22 | 276.3                     | 8.2 | 281.1                     | 7.5 | 296.2                     | 5.8 | 300.2                     | 5.1 |
| Feb-22 | 278.9                     | 8.6 | 283.7                     | 7.9 | 297.0                     | 5.7 | 301.2                     | 5.1 |
| Mar-22 | 283.2                     | 9.4 | 287.5                     | 8.5 | 300.9                     | 6.8 | 305.0                     | 6.1 |
| Apr-22 | 284.6                     | 8.9 | 289.1                     | 8.3 | 303.2                     | 6.8 | 307.8                     | 6.3 |
| May-22 | 288.0                     | 9.3 | 292.3                     | 8.6 | 305.2                     | 7.0 | 309.2                     | 6.3 |
| Jun-22 | 292.5                     | 9.8 | 296.3                     | 9.1 | 309.6                     | 7.4 | 313.6                     | 6.7 |
| Jul-22 | 292.2                     | 9.1 | 296.3                     | 8.5 | 308.5                     | 7.0 | 312.6                     | 6.5 |
| Aug-22 | 291.6                     | 8.7 | 296.2                     | 8.3 | 309.0                     | 6.9 | 313.3                     | 6.6 |
| Sep-22 | 291.9                     | 8.5 | 296.8                     | 8.2 | 308.5                     | 6.1 | 313.3                     | 6.6 |
| Oct-22 | 293.0                     | 7.9 | 298.0                     | 7.7 | 308.8                     | 5.8 | 314.3                     | 6.0 |
| Nov-22 | 292.5                     | 7.1 | 297.7                     | 7.1 | 309.6                     | 5.7 | 315.0                     | 5.9 |
| Dec-22 | 291.1                     | 6.3 | 296.8                     | 6.5 | 309.9                     | 5.9 | 315.7                     | 6.3 |
| Jan-23 | 293.6                     | 6.3 | 299.2                     | 6.4 | 312.2                     | 6.0 | 318.2                     | 6.0 |
| Feb-23 | 295.1                     | 5.8 | 300.8                     | 6.0 | 313.3                     | 5.5 | 319.3                     | 6.0 |
| Mar-23 | 296.0                     | 4.5 | 301.8                     | 5.0 | 312.8                     | 4.0 | 319.0                     | 4.6 |
| Apr-23 | 297.7                     | 4.6 | 303.4                     | 4.9 | 313.2                     | 3.3 | 319.2                     | 3.7 |
| May-23 | 298.4                     | 3.6 | 304.1                     | 4.0 | 313.7                     | 2.8 | 320.0                     | 3.5 |
| Jun-23 | 299.4                     | 2.3 | 305.1                     | 3.0 | 315.1                     | 1.8 | 321.3                     | 2.5 |
| Jul-23 | 299.9                     | 2.6 | 305.7                     | 3.2 | 316.1                     | 2.5 | 322.5                     | 3.2 |
| Aug-23 | 301.6                     | 3.4 | 307.0                     | 3.7 | 318.3                     | 3.0 | 324.4                     | 3.5 |
| Sep-23 | 302.3                     | 3.6 | 307.8                     | 3.7 | 320.0                     | 3.7 | 325.6                     | 3.7 |
| Oct-23 | 302.1                     | 3.1 | 307.7                     | 3.7 | 320.2                     | 3.7 | 325.3                     | 3.5 |
| Nov-23 | 301.2                     | 3.0 | 307.0                     | 3.1 | 319.6                     | 3.2 | 324.5                     | 3.0 |
| Dec-23 | 300.7                     | 3.3 | 306.7                     | 3.4 | 319.6                     | 3.1 | 324.7                     | 2.9 |



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