



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
50 years.

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*The Cayuga–Onondaga BOCES Office
of Personnel Relations*

**welcomes and wishes much
success to:**

Mr. Kyle Colunio

the recently appointed Superintendent
at the
**South Seneca
Central School District**



Recent Commissioner’s Decision Underscores Importance of Written Charges

In *Appeal of P.M. and E.M.*, Decision No. 18,549 (Feb. 11, 2025), the Commissioner expunged a long-term suspension for a student that created AI generated nude images of fellow students. During the District’s investigation, the student admitted to creating the images at home, deleting them thereafter, that he did not share or show to anyone else, and that he told several classmates about a website where the images could be created. After a finding of guilt at a hearing, the student received a suspension of around 4 months and an appeal ensued.

According to the Commissioner, the District charged the student with: “contributing

to the disruption of the educational environment at the high school”; and (2) “creating and/or distributing artificially generated pornographic images, which convincingly resembled multiple female students, resulting in harassment, bullying, and the creation of a hostile environment for said female students.”¹ Although the student pled no contest to the charges at the hearing, the Commissioner found that the charges he admitted to did not violate Education Law² because the District presented no evidence that (1) creating the images at home created a disruption to the school community; (2) the actions did not pose a reasonably foreseeable risk the material would end up in school; and (3) there was no specific link of the off-campus conduct to the distribution of the nude pictures by other students despite the fact that the student gave others the link to create nude images.³ Additionally, the Commissioner said that the penalty was “shocking to the conscience” and ordered that the suspension be expunged from the student’s record.⁴ Once again, the

1 The District withdrew the charge referencing “distribution” at the hearing.

2 The Commissioner did not explicitly explain why the conduct did not violate the Code of Conduct.

3 The District did not explicitly charge the student with sharing the website he used to create the nude images with other students. Therefore, the student could not be found guilty of these charges since he was not given sufficient notice that those actions violated the Code of Conduct and/or Education Law.

4 In a footnote of the decision, the Commissioner expunged the short-term suspension, saying “Assuming it alleged that the student committed the same two charges presented at the long-term suspension hearing, it must be expunged for the reasons described herein.” This is very interesting because the short-term letter was not included on the record and the issue was not raised on appeal.

Commissioner emphasized that districts and hearing officers should consider more than just a prior disciplinary record, but also the honesty of the student, his/her apologies, age and developmental level, and how the district has helped the student learn to assume and accept responsibility.

This decision underscores the importance of multiple items. First, districts must write proper charges that include clear language that succinctly describes all the alleged violations of the Code of Conduct. Second, districts can still discipline students for off-campus conduct, but if the conduct did occur off-campus, the district must show that the conduct disrupted the educational environment or posed a reasonably foreseeable risk of disruption to the educational environment – neither of these items were present in this case. Third, administrators should take notice that even with an admission during an investigation and/or at the hearing, they must be prepared to explain how and why those actions violated the Code of Conduct, and in turn, Education Law. Finally, administrators should carefully consider penalty recommendations for each specific student. Following this framework should help prevent unfavorable decisions.



SENDING LETTERS OF REASONABLE ASSURANCE

New York State Unemployment Insurance Law may allow employees who are suspended or even discharged for just cause to be eligible for an economic insurance buffer – income for a limited period of time to assist in the transitional period between jobs.

While it may appear to be an uphill battle to defend against unemployment insurance, there are steps school districts can take to guard against paying employees during summer vacation or holiday recess periods for per diem employees. Districts should send letters of reasonable assurance prior to the end of each academic school year for all 10-month employees (including per diem) and before each holiday recess period for per diem employees. As the end of the academic school year approaches, the Cayuga-Onondaga BOCES Office of Personnel Relations reminds Superintendents of the need to notify district employees of an intent to continue their employment for the following school year and/or after the holiday recess period for per diem employees. Should you not do so, they may be eligible for unemployment insurance during the summer vacation period and/or holiday break.

Additionally, New York State recently amended Labor Law § 590 to require employers to notify employees of their right to file for unemployment benefits after a total or partial interruption of service, even for a brief separation, reduction in hours (less than 30 hours/week or less than \$504/week), or voluntary separation. While

this requirement may not mandate that the notice to be sent to employees receiving reasonable assurance at the end of the academic year, according to the [NYS DOL FAQs](#), this office recommends including the notice with each reasonable assurance letter it sends to applicable employees. A copy of the notice can be found [here](#). The District must provide general information on the form, which may be updated by regulation in the future, including the District's name, address and registration number.

Attached you will find sample letters for a regular classroom teacher, a substitute teacher/per diem employee, and a non-instructional employee which currently meet the requirements of the Unemployment Insurance Appeals Board and recent court decisions. Remember that our office recommends inclusion of the new notice of eligibility for unemployment benefits with each letter, as well. Care should be exercised in the use of these documents, and particular attention should be given about oral statements made by subordinate administrators. Suggestions to an employee that he/she will not be returning next year or that someone should look for alternate work may undo the notices and result in an entitlement to unemployment insurance compensation.

We also recommend that each Superintendent, or designee, be directed by a resolution of the Board of Education to initiate and forward these letters to each employee.

NOTE:

Do not send a reasonable assurance letter to any employee who will be laid off.

2025 UPDATE ON RECESS PERIODS FOR SUBSTITUTE AND PER DIEM EMPLOYEES:

While this office has recommended in years past to send letters of reasonable assurance to substitute and per diem employees at the end of each year for the following school year *and* before every holiday recess period throughout the school year if the substitute and/or per diem employee worked immediately before the holiday recess period, we understand this can be burdensome and costly for districts. Although there is greater risk of losing an unemployment case if these letters are not sent before every recess period, districts may consider a second option that involves just sending one letter at the end of each year for the following school year that specifies the reasonable assurance will continue (1) after the summer break and (2) for periods of employment immediately before and after any vacation and/or holiday term during the following school year. If only sending one letter, a district may also consider better insulating itself from a successful claim if it emails, rather than mails, the substitute and/or per diem employee a reasonable assurance reminder before every recess period to better insulate itself and slightly ease the administrative burden (this process has been approved by the Unemployment Insurance Appeals Board). The email can say:

“Consistent with the Reasonable Assurance provided you by letter at the end of the 2024–2025 school year, your Reasonable Assurance of available work will continue for periods of employment immediately before and after [Thanksgiving/Christmas/Winter/Spring Recess](#) during the 2025–2026 school year, in accordance with the approved school calendar; and you are expected to return to work as a substitute as assignments become available at the conclusion of each vacation period. We look forward to seeing you when your duties resume after the [Thanksgiving/Christmas/Winter/Spring Recess](#).”

We encourage each district to consider multiple options and chose the one that best fits its needs.

SAMPLE TEACHER LETTER

Date

Dear (Teacher):

Please be advised that the [DISTRICT] with this letter is providing you with reasonable assurance that you will perform services for the [DISTRICT] in the capacity of (blank) for the school year 2025–2026 beginning on July 1, 2025 and ending on June 30, 2026.

It is expected that you will be receiving substantially the same economic terms and conditions of employment in the upcoming school year, with your expected earnings to be no less than 90% of what you earned for the 2024–2025 school year. This assurance will also continue for periods of employment immediately before and after any vacation and/or holiday term during the school year 2025–2026. Attached please find a copy of the 2025–2026 school calendar. Additionally, please find your enclosed notice of eligibility for unemployment benefits. This form strictly provides notice of your rights – it does not guarantee or entitle you to receive unemployment insurance benefits.

Please notify this office by June 30, 2025, should you be unable to accept this employment for the 2025–2026 school year.

This reasonable assurance is being transmitted to you for the sole and express purpose of complying with the revisions of the Federal Unemployment Act enacted under Public Law 94–566 and commonly referred to as the Unemployment Insurance Amendments of 1976. These amendments require each state to provide unemployment insurance coverage to local government employees which by companion legislation was enacted in 1977 by New York State. Therefore, and as noted above, you are

presumed to have a reasonable assurance that you will perform services with the (School District) and to resume work at the beginning of the ensuing year or term and immediately following vacation periods and/or holiday recesses unless otherwise notified.

Should you have any questions, please feel free to contact the Business Office.

Chief School Officer
_____ School District

I, _____, have read the above and understand its contents and intend, **or** do not intend (circle one and return to the School District) to return to the (School District) as a regular classroom teacher.

Employee’s Signature
Regular Classroom Teacher

SAMPLE NON-INSTRUCTIONAL LETTER

Date

Dear (Employee):

Please be advised that the [DISTRICT] with this letter is providing you with reasonable assurance that you will perform services for the [DISTRICT] in the capacity of (blank) for the school year 2025–2026 beginning on July 1, 2025 and ending on June 30, 2026.

It is expected that you will be receiving substantially the same economic terms and conditions of employment in the upcoming school year, with your expected earnings to be no less than 90% of what you earned for the 2024–2025 school year. This assurance will also continue for periods of employment immediately before and after any vacation

and/or holiday term during the school year 2025–2026. Attached please find a copy of the 2025–2026 school calendar. Additionally, please find your enclosed notice of eligibility for unemployment benefits. This form strictly provides notice of your rights – it does not guarantee or entitle you to receive unemployment insurance benefits.

Please notify this office by June 30, 2025 should you be unable to accept this employment for the 2025–2026 school year.

This reasonable assurance is being transmitted to you for the sole and express purpose of complying with the revisions of the Federal Unemployment Act enacted under Public Law 94–566 and commonly referred to as the Unemployment Insurance Amendments of 1976. These amendments require each state to provide unemployment insurance coverage to local government employees which by companion legislation was enacted in 1977 by New York State. Therefore, and as noted above, you are presumed to have a reasonable assurance that you will perform services with the (School District) and to resume work at the beginning of the ensuing year or term and immediately following vacation periods and/or holiday recesses unless otherwise notified.

Should you have any questions, please feel free to contact the Business Office.

Chief School Officer
_____ School District

I, _____, have read the above and understand its contents and intend, **or** do not intend (circle one and return to the School District) to return to the (School District) as a non-instructional employee.

Employee's Signature
Non-Instructional Employee

**SAMPLE SUBSTITUTE TEACHER
(and Per Diem Employees) LETTER
FOR EACH BREAK PERIOD**

Date

Dear (Substitute Teacher/Per Diem Employee):

Please be advised that the [DISTRICT] with this letter is providing you with reasonable assurance that you will perform services for the [DISTRICT] in the capacity of substitute teacher for periods of employment immediately before and after the [Thanksgiving/Christmas/Winter/Spring Recess between \(add dates for specific recess\) Date, 202x through Date, 202x.](#)

It is anticipated that the need for substitutes following the [Thanksgiving/Christmas/Winter/Spring Recess between Date, 202x through Date, 202x](#) will remain. As long as your availability for assignments remains the same as it was prior to the [Thanksgiving/Christmas/Winter/Spring Recess](#), it is expected that you will be receiving substantially the same economic terms and conditions of employment, with your total expected earnings for the 2025–2026 school year to be no less than 90% of what you earned in the 2024–2025 school year.

Your name will be maintained in the electronic registry or list that the District used [\[specify the list or registry used\]](#) to call subs prior to the [Thanksgiving/Christmas/Winter/Spring Recess](#) and this registry or list will be used after the [Thanksgiving/Christmas/Winter/Spring Recess](#) to call substitute teachers. Please notify this office by [DATE], should you be unable to accept the employment after the [Thanksgiving/Christmas/Winter/Spring Recess](#).

Attached please find a copy of the 2025–2026 school calendar. Additionally, please

find your enclosed notice of eligibility for unemployment benefits. This form strictly provides notice of your rights – it does not guarantee or entitle you to receive unemployment insurance benefits.

This reasonable assurance is being transmitted to you for the sole and express purpose of complying with the revisions of the Federal Unemployment Act enacted under Public Law 94–566 and commonly referred to as the Unemployment Insurance Amendments of 1976. These amendments require each state to provide unemployment insurance coverage to local government employees which by companion legislation was enacted in 1977 by New York State. Therefore, and as noted above, you are presumed to have a reasonable assurance that you will perform services with the (School District) and to resume work at the beginning of the ensuing year or term and immediately following vacation periods and/or holiday recesses unless otherwise notified.

Should you have any questions, please feel free to contact the Business Office.

Chief School Officer
_____ School District

I, _____, have read the above and understand its contents and intend, **or** do not intend (circle one and return to the School District) to return to the (School District) as a substitute teacher/per diem employee.

Employee’s Signature
Substitute Teacher/Per Diem Employee

**SAMPLE SUBSTITUTE TEACHER (and Per Diem Employees) LETTER
SUMMER BREAK**

Date

Dear (Substitute Teacher/Per Diem Employee):

Please be advised that the (School District) with this letter is providing you with reasonable assurance that you will perform services for the (School District) in the capacity of substitute teacher for the school year 2025–2026 beginning on July 1, 2025 and ending on June 30, 2026.

It is anticipated that the need for substitutes during the 2025–2026 school year will remain. As long as your availability for assignments remains the same as it was during the 2024–2025 school year, it is expected that you will be receiving substantially the same economic terms and conditions of employment, with your expected earnings to be no less than 90% of what you earned for the 2024–2025 school year.

This assurance will also continue for periods of employment immediately before and after any vacation and/or holiday term during the school year 2025–2026. Attached please find a copy of the 2025–2026 school calendar. Additionally, please find your enclosed notice of eligibility for unemployment benefits. This form strictly provides notice of your rights – it does not guarantee or entitle you to receive unemployment insurance benefits.

Your name will be maintained in the electronic registry or list that the District used [[specify the list or registry used](#)] to call subs in the 2024–2025 school year and this registry or list will be used in the

2025–2026 school year to call substitute teachers. Please notify this office by June 30, 2025, should you be unable to accept this employment for the 2025–2026 school year.

This reasonable assurance is being transmitted to you for the sole and express purpose of complying with the revisions of the Federal Unemployment Act enacted under Public Law 94–566 and commonly referred to as the Unemployment Insurance Amendments of 1976. These amendments require each state to provide unemployment insurance coverage to local government employees which by companion legislation was enacted in 1977 by New York State. Therefore, and as noted above, you are presumed to have a reasonable assurance that you will perform services with the (School District) and to resume work at the beginning of the ensuing year or term and immediately following vacation periods and/or holiday recesses unless otherwise notified.

Should you have any questions, please feel free to contact the Business Office.

Chief School Officer
_____ School District

I, _____, have read the above and understand its contents and intend, **or** do not intend (circle one and return to the School District) to return to the (School District) as a substitute teacher/per diem employee.

Employee’s Signature
Substitute Teacher/Per Diem Employee

**PLEASE NOTE –
REGARDING SUBSTITUTE TEACHERS AND
OTHER PER DIEM EMPLOYEES:**

Although the last sentence has been added to the second paragraph, please note that a substitute teacher and/or other per diem employees may still ultimately be entitled to unemployment insurance if he/she did not receive at least ninety (90%) percent of the income he/she previously earned. As another alternative, the District could state in the letter of reasonable assurance of continuing employment that the substitute teacher and/or other per diem employees will work a specified number of days in the successor school year equal to the days the substitute worked during the previous school year. Once again, however, the substitute and/or other per diem employees might ultimately be entitled to unemployment insurance if he/she did not receive at least ninety (90%) percent of the income he/she previously earned.

Board Resolution, Sample:

BE IT RESOLVED, that the Board of Education for the XXX Central School District hereby approves and authorizes the Superintendent or designee to send Letters of Reasonable Assurance to all applicable employees throughout the 2025–2026 school year.

RECENT AREA TEACHER CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES												
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	AVG.
BOCES	2.75	2.80	2.80	1.99	4.00	4.00	4.00					3.19
Auburn	2.70	2.75	2.80	2.85	4.00	4.00	4.00	4.00				3.39
Cato-Meridian	2.85	2.85	2.70	3.50	3.25	3.00	4.00	3.70	3.40			3.25
Jordan-Elbridge	2.80	2.80	2.80	4.00	4.00	4.00	3.50	3.50	3.50			3.43
Moravia	2.85	2.80	2.80	2.80	4.25	4.25	4.25					3.43
Port Byron	2.60	2.88	2.88	2.88	2.88	3.75 + \$600	3.75	3.90	3.85	3.80		3.27
Skaneateles	3.10	3.00	3.40	3.60	3.60	4.00	4.00	4.00	4.00			3.63
So. Cayuga	2.75	\$1,900	3.00	\$1,900	4.75	4.50	4.10	3.75				3.81
Union Springs	2.75	2.80	2.85	2.85	2.88	2.99	4.00	3.85	3.75			3.19
Weedsport	2.75	2.75	2.75	3.00	3.00	3.00	3.25	3.25				2.97
	2.79	2.83	2.88	3.05	3.66	3.75	3.89	3.74	3.70	3.80		
BROOME-TIOGA BOCES												
Chenango Valley	\$2,000	3.00	3.00	3.00	4.0+ \$1250	4.25	3.25					3.30
Deposit	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	3.10 + \$300	3.10	4.90	2.96	2.96	2.96					3.31
Owego-Apal.	3.00	3.50	3.00	3.00	4.00	4.00	4.00					3.43
Union-Endicott	3.50	3.50	3.00	3.00	4.00	4.00	4.00					3.57
Vestal	3.00	3.00	3.00	3.00	3.15	3.20						3.06
	3.09	3.13	3.02	3.38	3.53	3.57	3.44	3.00				
DELAWARE-CHENANGO-MADISON-OTSEGO BOCES												
Sidney	4.00	4.00	4.00	3.00	4.00	4.00	4.00					3.86
OSWEGO BOCES												
Hannibal	3.00	3.00	3.00	3.00	3.00	3.00	3.00	5.00	4.00	4.00	3.50	3.41
Phoenix		3.00	3.00	3.00	3.00	4.00	4.00	4.00	4.00			3.50
	3.00	3.00	3.00	3.00	3.00	3.50	3.50	4.00	4.00	4.00	3.50	
TOMPKINS-SENECA-TIOGA BOCES												
Candor	2.0 + \$44/step	2.0 + \$44/step	1.25	2.0 + \$45/step	2.0 + \$45/step	3.50						2.38
Dryden	4.42	4.25	4.14	3.31	\$200 + 4.80	\$200 + 4.80	\$200 + 4.80					4.03
Groton	6.00	3.00	3.00	3.00	3.50	7.00	4.50	4.00	4.00			4.22
Newfield	3.00	3.25	3.00	3.00	3.75	4.00	4.25					3.46
South Seneca	3.25	3.50	3.50	3.50	3.50	7.00	6.00	5.50				4.47
Trumansburg	3.50	3.50	3.00	3.25	3.75	4.00	3.00	4.00	4.50			3.61
	4.03	3.60	2.98	3.21	3.63	5.10	4.44	4.50	4.25			

RECENT AREA TEACHER CONTRACT SETTLEMENTS

WAYNE - FINGER LAKES BOCES

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	AVG.
Clyde-Savannah	3.25	3.00	2.0 + \$125	3.30	3.25	3.25	3.25					3.22
Dundee	4.00	3.25	3.25	2.75	2.75	2.75	2.75					3.07
Gananda	3.10	3.20	3.40	3.00	5.00	5.00	4.00	4.00				3.81
Geneva	2.50	3.00	2.50	2.50	2.70	4.00	4.00	3.70	3.20			3.12
Gorham-Middlesex	3.00	3.00	3.20	3.50	3.50	3.50						3.28
Honeoye	3.30	3.35	3.45	3.60	3.60	3.50	3.40					3.46
Lyons	2.90 + \$200	3.10*	3.30*	5.10	3.60	3.60	3.60					3.72
Manchester-Shortsville	2.50	2.50	4.50	4.50	4.00	4.00	4.25	4.00	4.00			3.81
Naples	3.50	3.45	3.35	3.25	3.50	3.50	4.25	4.25	4.25	4.00		3.73
Newark	3.25	3.10	3.20	3.30	3.30	3.30	3.30					3.25
Palmyra-Macedon	2.75	3.25	3.25	3.25	3.25	3.50	4.25	4.25	4.25	4.25	4.00	3.47
Penn Yan	3.00	3.00	3.00	3.0% + \$125	3.0% + \$125	4.00 + \$1500	4.00	4.00				3.40
Phelps-Cl Springs	3.00	3.00	3.00	3.60	3.90	3.40	3.75	3.60	3.50			3.42
Red Creek	3.00	2.50			3.90 + \$600	3.90 + \$600	3.90 + \$600					3.44
Romulus	3.00	2.75	2.75	2.75	3.75	3.75	4.00	4.00	4.00	4.00		3.34
Seneca Falls	2.00	3.00	3.00	3.00	3.80	3.60	3.30	+1,200				3.10
Sodus	3.30	3.00	3.00	3.00	3.00	3.95	3.75	3.00	3.00			3.22
		* 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	3.50	3.50	3.25	3.25	4.00	4.00	4.00	4.00				3.69
Wayne	3.00	3.00	3.00	3.00	3.50	3.50	4.25	4.00	4.00	3.75		3.50
Williamson	3.00	3.00	3.75	3.15	3.80	3.50	3.25	3.25				3.34
	3.05	3.05	3.23	3.32	3.58	3.68	3.75	3.84	3.78	4.00	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											
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Avg.
BOCES											
Aides (CSEA)	2.75	2.80	1.99	1.99	1.99	3.00					2.42
Non-Instructional	2.80	2.80	1.99	4.00	4.00	4.00					3.27
Auburn											
Aides/Clerical (NYSUT)	2.90	2.85	2.80	2.75	2.75	2.75	\$2/hr				2.80
Bus Drivers (CSEA)	2.95	2.95	2.95	2.90	2.90	4.00	4.00	4.00	3.00	3.00	3.27
Cust/Maint. (CSEA)	2.95	2.95	2.95	2.90	2.90	4.00	4.00	4.00	3.00	3.00	3.27
Nurses (SEIU)	2.50	2.50	2.50	2.50	2.50	2.50	2.50	3.00	3.00		2.61
Cato-Meridian											
Aides/Ass'ts (SEIU)	45¢/hr	45¢/hr	7.00	10.00	10.00	4.00	4.00	4.00			6.50
Bus Drivers (CSEA)	2.25	2.25	10.00	3.00	3.00	3.00					3.92
Cust./Maint. (CSEA)	2.25	2.25	5.00	3.00	3.00	3.00					3.08
Jordan-Elbridge											
Aides/Clerical(SEIU)	3.00	50¢+3.0	50¢+3.0	\$2+4.0	\$1.50+4.0	\$1.50+4.0					3.00
Bus Drivers	3.00	3.00	3.00	4.00	4.00	4.00					3.00
Cust./Maint (SEIU)	3.00	50¢+3.0	50¢+3.0	\$2+4.0	\$1.5+4.0	\$1.5+4.0					3.00
Cafeteria (SEIU)	3.00	50¢+3.0	50¢+3.0	\$2+4.0	\$1.5+4.0	\$1.5+4.0					3.00
Transportation	3.00	3.00	3.00	4.00	4.00	4.00					3.50
Moravia			On 1/1/22 add \$1.40/hr								
Aides/Ass't (CSEA)	70¢/hr	2.75	70¢/hr	2.75	\$2/hr	6.00	5.00				4.13
CSEA	70¢/hr	2.75	70¢/hr	2.75	\$2/hr	6.00	5.00				4.13
Port Byron											
Aides (SEIU)	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Cust./Maint. (CSEA)	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Cafeteria (CSEA)	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Nurse (CSEA)	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Clerical (SEIU)	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Skaneateles											
Aides (CSEA)	3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
Tchr Ass't (CSEA)	3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
Cust./Maint (CSEA)	3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
Nurses (CSEA)	3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
Clerical (CSEA)	3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
So. Cayuga											
Aides (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Tchr. Ass't (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Bus Drivers (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Bus Mech (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Cust./Maint (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Cafeteria (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES cont'd											
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Avg.
So. Cayuga cont'd											
Nurses (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Clerical (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Union Springs											
Aides (SEIU)	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1,750	\$1,750	\$1,750	\$1,750	
Tchr. Ass'ts (SEIU)	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1,750	\$1,750	\$1,750	\$1,750	
Bus Drivers (CSEA)	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr					3.00
Bus Mech (CSEA)	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr					3.00
Cust/Maint. (CSEA)	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr					3.00
Cafeteria (CSEA)	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr					3.00
Nurses (SEIU)	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1,750	\$1,750	\$1,750	\$1,750	
Clerical (SEIU)	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$2,080	\$2,080	\$2,080	\$2,080	
	*+\$250										
Weedsport											
Aides (CSEA)	2.75	2.75	2.75	3.00	3.25	\$1.50/hr	\$1+3.25	3.50			3.00
Bus Drivers (CSEA)	2.75	2.75	\$5/hr	3.00	3.25	\$1.50/hr	\$1+3.25	3.50			3.00
Bus Mech (CSEA)	2.75	2.75	\$5/hr	3.00	3.25	\$1.50/hr	\$1+3.25	3.50			3.00
Cust/Maint. (CSEA)	2.75	2.75	2.75	3.00	3.25	\$1.50/hr	\$1+3.25	3.50			3.00
C-O BOCES Avg.	2.84	2.83	3.45	3.32	3.49	3.90	4.03	3.83	3.63	3.00	
BROOME-TIOGA BOCES											
Chenango Valley											
Non-Instruct. (NYSUT)	3.00	3.0 or 70¢/hr	3.0 or \$1/hr	3.0 or 70¢/hr	3.0 or 70¢/hr						3.00
Deposit											
CSEA	\$1/hr	4.00	50¢/hr	\$2/hr	\$1.25/hr	\$1.25/hr					4.00
Maine-Endwell											
Cust./Maint.	60¢/hr	50¢/hr	75¢/hr	75¢/hr	75¢/hr	75¢/hr					
Supp Staff	75¢/hr	75¢/hr	70¢/hr	80¢/hr	80¢/hr	80¢/hr					
Transp	\$300 + 3.25	\$300 + 3.25	70¢/hr	70¢/hr	70¢/hr						3.25
Owego-Apalachin											
NYSUT	2.85	2.85	4.99 + 30¢/hr	4.99 + 30¢/hr	4.99 + 30¢/hr	4.00 + 25¢/hr	4.00 + 10¢/hr	4.00 + 10¢/hr			4.08
Union Endicott											
Cafe. Workers	*3.00	3.00	3.00	4.0+80¢	4.0+80¢	4.00	4.00				3.50
Cent Office	3.00	3.00	3.00	4.0+80¢	4.0+80¢	4.00	4.00				3.40
Comp & Tech	3.00	3.00	3.00								3.00
Dist Office	3.00	3.00	3.00								3.00
Maint. Workers	3.00	2.00	2.00	\$1500 + 4.00	\$1500 + 4.00	4.00	4.00				3.00
School Aides	*3.00	*3.00	12.9	3.00	3.00	3.00					5.48
Transp	3.00	3.00	3.00	\$2.50	\$1.50	\$1.50					3.00

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

BROOME-TIOGA BOCES cont'd											
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Avg.
Vestal											
Paraprofessional	3.00	3.00		\$1.25	90¢/hr	80¢/hr	75¢/hr				3.00
Employees	0.00	0.00	10.0	\$3.00	\$1.00	\$1.00					3.33
B-T BOCES Avg	2.61	2.65	5.24	4.00	4.00	3.80	4.00	4.00			
OSWEGO BOCES											
Hannibal											
CSEA	3.00	3.00	2.25	2.00	\$1.75	\$1.75	\$1.50	\$1.50			2.56
HEA	3.00	3.00	3.00	3.00	3.00	3.00	3.00				3.00
TOMPKINS-SENECA-TIOGA BOCES											
Dryden											
					+ \$1.25/hour						
NYSUT	3.50	3.00	3.80	3.80	5.00	5.00	5.00				4.16
Groton											
CSEA	\$1.50/hr	3.00	60¢/hr	\$1.30-\$2	50¢/hr	3.00	3.00				3.00
Newfield											
			+ 25¢/hr			+ 50¢/hr					
CSEA	3.00	3.00	4.50	4.50	\$ to base	3.00	3.00				3.50
South Seneca											
Local	\$1.40-\$2.00/hr	3.50	2.50	2.50							2.83
Trumansburg											
Local	3.00	3.25	3.00	3.25	3.50	3.50	4.00				3.36
T-S-T BOCES Avg.	3.17	3.15	3.45	3.51	4.25	3.63	3.75				
WAYNE-FINGER LAKES BOCES											
Clyde-Savannah											
			* 1.5% - 3%, based on years								
Supp Pers (CSEA)	3.50	2.50	*+70¢/hr	2.50	2.50	2.50					2.70
Transp.	3.50	75¢/hr	3.00	1.50	0.00*	*\$/hr	3.50	3.25			2.35
			*up to \$28.50/hr based on yrs			*up to \$34/hr based on yrs					
Dundee											
CSEA	4.00	4.00	4.00	\$1.80	4.00	4.00	4.00				4.00
Gananda											
CSEA	75¢/hr	\$1.25/hr	75¢/hr	\$1.10/hr or 3.8%	4.00	4.00	4.00				4.00
Geneva											
CSEA	75¢/hr	75¢/hr	75¢/hr	\$1/hr	\$1/hr	4.00	4.00	3.60			3.87
Gorham-Middlesex (NYSUT)											
Bus Drivers	\$1/hr	\$1/hr	\$1/hr	\$3/hr	\$1/hr	\$1/hr	\$1/hr				
Cust./F Serv	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr					3.00
Teacher Aides	3.00	3.00	3.75	\$1/hr	\$1/hr	\$1/hr					3.25
Honeoye											
			*+\$/hr based on years		*+\$.30-1.20/hr based on years						
NYSUT	3.50	3.35	*3.30	3.30	*3.50	3.00	3.00				3.23

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

WAYNE-FINGER LAKES BOCES con't

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Avg.
Lyons											
NYSUT	2.90	2.90	2.90	2.90	2.90	2.90					2.90
	+70¢/hr	+70¢/hr	+70¢/hr	+90¢/hr	+90¢/hr	+90¢/hr					
Manchester-S'ville											
CSEA	30¢/hr	60¢/hr	70¢/hr	70¢/hr	\$1/hr	\$1/hr	\$1/hr				
Naples											
					* greater of						
CSEA	3.50	3.50	3.75	3.90	*3.9 or 70¢/hr	*3.9 or 70¢/hr					3.74
Newark											
Custodians (CSEA)	2.90	2.75	\$2.25/hr	\$1.75/hr	\$1.00/hr	\$1.00/hr					2.83
Tchr Aides/Asst (NYSUT)	* 2.9 + 40¢/hr	* 2.9 + 35¢/hr	* 2.9 + 35¢/hr	2.5 + 55¢/hr	2.5 + 65¢/hr	2.5 + 75¢/hr					2.70
	* OR Salary Rate										
Palmyra-Macedon											
CSEA, salary	\$2,500	\$2,500	\$2,600 or 3.50	\$2,080 or 3.50	3.50						3.50
CSEA, hourly	\$1.20/hr	\$1.20/hr	\$1.25/hr or 3.50	\$1.00/hr or 3.50	3.50						3.50
Penn Yan											
						+\$1.15					
CSEA	3.00	3.00	3.00	3.00	3.00	4.00	4.00	4.00			3.29
Phelps-CI Springs											
			On 1/1/22 add \$2.50/hr								
Nurses/Food Serv/Bus Driver/Maint	2.25	3.50	3.50	2.00	2.50	2.50					2.71
Aides/Clerical	3.00	4.30	4.50	4.50	4.00	4.00	4.25	4.25			4.10
Red Creek											
CSEA	3.00	+60¢/hr	3.00	4.50	4.00	+\$1.50	+\$1.50	4.00			3.70
Romulus											
CSEA	3¢/hr +2.85%	3¢/hr +2.85%	3¢/hr +2.85%	\$1.50/hr	3.00	3.00	2.75				2.92
	48¢/hr	48¢/hr	48¢/hr								
Seneca Falls											
NEA/NYSUT	3.00	3.00	2.50	2.00							2.91
Sodus											
					+50-75¢						
CSEA	3.25	3.00	3.00	3.00	3.00	3.50	3.50	3.75			3.25
Waterloo											
NEA/NYSUT	3.00	3.00	3.00	% based on YOS	4.00	4.00	4.00				3.50
Wayne											
CSEA	5.00	4.25	4.00	4.00	4.00	4.00	3.75	3.50			4.06
	or \$1/hr										
Williamson											
CSEA	3.00	3.00	3.00	2.75	2.75	2.75					2.88
WFL BOCES Avg.	3.11	3.35	3.45	2.97	3.07	3.28	3.72	3.83			

AREA UNEMPLOYMENT RATES

New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.6%												
2024	4.3%	4.5%	4.2%	3.9%	4.2%	4.3%	4.9%	4.9%	4.0%	4.1%	4.2%	4.1%	4.3%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.2%												
2024	4.4%	4.5%	4.2%	3.7%	3.8%	3.7%	4.1%	4.0%	3.1%	3.2%	3.3%	3.5%	3.8%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.6%												
2024	4.5%	4.7%	4.3%	3.8%	3.6%	3.5%	4.2%	4.0%	3.0%	3.1%	3.2%	3.5%	3.8%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.8%												
2024	5.0%	4.9%	4.5%	4.0%	4.1%	4.1%	4.6%	4.5%	3.4%	3.6%	3.6%	4.0%	4.2%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	3.4%												
2024	3.5%	3.5%	3.2%	2.9%	3.5%	3.8%	3.9%	3.9%	2.9%	2.9%	3.0%	3.0%	3.3%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.2%												
2024	4.4%	4.5%	4.1%	3.5%	3.4%	3.3%	3.6%	3.4%	2.7%	2.8%	2.9%	3.3%	3.5%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.1%												
2024	4.3%	4.4%	4.1%	3.7%	3.8%	3.7%	4.1%	4.0%	3.1%	3.2%	3.3%	3.4%	3.8%

** Please note that 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

CONSUMER PRICE INDICES

INDEX 1982-84 BASE YEAR=100	% INCREASE FROM PRIOR MONTH	% INCREASE FROM PRIOR YEAR
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January 2025

NY-Northeastern New Jersey Area

1. All Urban Consumers	341.144	0.7	4.0
2. Urban Wage Earners & Clerical Workers	335.448	0.8	3.9

U.S. City Average

1. All Urban Consumers	317.671	0.7	3.0
2. Urban Wage Earners & Clerical Workers	311.172	0.7	3.0

February 2025

NY-Northeastern New Jersey Area

1. All Urban Consumers	342.333	0.3	4.2
2. Urban Wage Earners & Clerical Workers	336.648	0.4	4.2

U.S. City Average

1. All Urban Consumers	319.082	0.4	2.8
2. Urban Wage Earners & Clerical Workers	312.460	0.4	2.7

COST OF LIVING UPDATE

ALL CITIES

NY - NORTHEASTERN NEW JERSEY

Month	Revised Wage Earner Index	%	All Urban Consumers Index	%	Revised Wage Earner Index	%	All Urban Consumers Index	%
Jan-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
Jan-24	302.2	2.9	308.4	3.1	322.8	3.4	328.0	3.1
Feb-24	304.3	3.1	310.3	3.2	323.1	3.1	328.6	2.9
Mar-24	306.5	3.5	312.3	3.5	324.3	3.7	329.8	3.4
Apr-24	307.8	3.4	313.5	3.4	325.8	4.0	331.3	3.8
May-24	308.2	3.3	314.1	3.3	326.7	4.1	332.6	3.9
Jun-24	308.1	2.9	314.2	3.0	329.2	4.5	334.8	4.2
Jul-24	308.5	2.9	314.5	2.9	330.3	4.5	335.6	4.1
Aug-24	308.6	2.4	314.8	2.5	330.9	3.9	336.5	3.7
Sep-24	309.0	2.2	315.3	2.4	332.4	3.9	337.9	3.8
Oct-24	309.4	2.4	315.7	2.6	332.1	3.7	338.2	4.0
Nov-24	309.0	2.6	315.5	2.7	332.6	4.1	338.5	4.3
Dec-24	309.1	2.9	315.6	2.9	332.8	4.1	338.6	4.3
Jan-25	311.2	3.0	317.7	3.0	335.4	3.9	341.1	4.0
Feb-25	312.5	2.7	319.1	2.8	336.6	4.2	342.3	4.2
Mar-25								
Apr-25								
May-25								
Jun-25								
Jul-25								
Aug-25								
Sep-25								
Oct-25								
Nov-25								
Dec-25								

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The BOCES provides equal access to community and youth organizations.

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