



# THE ADVOCATE

Cayuga-Onondaga BOCES  
Office of Personnel Relations  
1879 West Genesee Street Road  
Auburn, New York 13021-9430

## Office of Personnel Relations

**Randy J. Ray**  
Director of Personnel Relations

**Nicholas Minderler**  
**Mark Detwiler**  
**Stacy Tamburrino**  
Labor Relations Specialists

**Jack Mekeel**  
Safety Coordinator

**Christine Barbagallo**  
**Kelly Walsh**  
Administrative Assistants

Telephone: (315) 255-7683 or  
(315) 253-0361  
FAX: (315) 255-7625  
Email: [kwalsh@cayboces.org](mailto:kwalsh@cayboces.org)

---

Providing comprehensive  
employment and personnel  
relations services to local  
school districts for over  
45 years.

## VOLUME XLIV NOVEMBER - DECEMBER 2024

### IN THIS ISSUE ....

- ✦ **FREEDOM OF INFORMATION ACT: NEW LAW REQUIRES NOTICE TO EMPLOYEES WHEN DISCIPLINE RECORDS ARE REQUESTED**
- ✦ **TRENDS IN STUDENT DISCIPLINE: WORDS OF CAUTION**
- ✦ **AS THE HOLIDAY SEASON APPROACHES.....**
- ✦ **AREA TEACHERS AND NON-INSTRUCTIONAL SETTLEMENTS**
- ✦ **AREA UNEMPLOYMENT RATES FOR OCTOBER 2024**
- ✦ **CONSUMER PRICE INDICES FOR SEPTEMBER AND OCTOBER 2024**



## **Freedom of Information Act: New Law Requires Notice to Employees When Discipline Records Are Requested**

On September 4, 2024, Governor Hochul signed legislation amending Article 6 of the New York State Public Officer's Law, which is also known as the Freedom of Information Act ("FOIL"). The legislation amended FOIL to include Subsection 6 to Section 87, which provides:

*"All agencies subject to the requirements of this article shall develop a policy regarding providing a notification to public employees in the event that the agency is responding to a request for such employee's disciplinary records."*

Prior to this amendment of the law, employers had no obligation to notify employees when a FOIL request was made concerning their disciplinary records. Now, employers must adopt a policy regarding notification to employees.

The law does not specify the length or manner of notification. However, employers drafting a policy to comply with Section 87(6) should consider streamlining their notice to the relevant employee with the same time that they have to respond to the requester. Pursuant to Section 89(3), employers have five (5) business days to respond to the requesting party with an

acknowledgment of receipt of the FOIL request together with a statement of the approximate date that the request will be approved or denied. For purposes of efficiency, where discipline records are requested, employers should consider simply sending the relevant employee a copy of the initial response required to be sent to the requester. This will provide the employee time to discuss the request with their union, if they are a union member, to ask any questions of the employer, and to make any objections to the request.

Please reach out to our office with any questions.



## **Trends in Student Discipline: Words of Caution**

In 2023, a bill was introduced into the New York Senate entitled the "Judith Kaye School Solutions Not Suspensions Act." This bill proposed rewriting New York Education Law, Section 3214, in significant ways. The suggested changes included striking much of the existing law and removing district discretion to impose suspensions under certain circumstances. The bill did not move forward and the statutory rules governing student discipline have not changed.

However, recent cases being issued by the Commissioner of Education are drastically changing the interpretation of the law. These decisions are sending clear messages that the Commissioner will enforce strict compliance with procedural requirements and, also, that she will use her authority to weigh-in and cast judgments on penalties, with little deference to decisions made by the Boards of Education.

In the first nine months of 2024, the Commissioner issued three decisions which sustained both short and long-term suspension appeals and expunged all of the records.

In the first decision, Appeal of P.M., 63 Ed. Dept., Dec. No. 18378 (February 13, 2024), a student was charged, pled guilty and was suspended for an altercation with another student in the high school hallway. In the midst of pushing each other, the students pushed a teacher, who had asked them to stop. The altercation occurred on or about June 8, 2023. After a Superintendent's Hearing, the district suspended the student for 10-weeks, beginning in the 2023–2024 school year until November 10, 2023. The case was appealed in August 2023, and the Commissioner considered whether the suspension was excessive.

At the outset of her review, the Commissioner cited her own prior decisions as precedent for the legal standard to determine whether the suspension should be upheld. She stated that “the test to be applied in reviewing a penalty is whether it is so shocking to the conscience as to warrant substitution of the Commissioner’s judgment for that of the board of education.” Notably, her standard is different from the standard used in New York Article 78 proceedings, which occur when courts review decisions by boards and administrative agencies.

In an Article 78 proceeding, it is settled law that the judicial review is limited to

reviewing whether an administrative board or body abused their discretion. New York courts may not substitute their judgment for that of a board or administrative body. Moreover, New York courts will not disturb or second-guess a board decision, unless there is a showing that it was arbitrary or capricious, or unsupported by the record, or an abuse of discretion, or lacked a rational basis. See 6 NYJur.2d Article 78, Section 13.

In the Appeal of P.M., the Commissioner recognized that there was a rational basis and that the record supported the 10-week suspension. She specifically acknowledged that the student admitted the conduct, and she stated that “pushing anyone is unacceptable.” Yet, she characterized the misconduct as “innocuous,” because the students “were friends” and because “no one was harmed.” Accordingly, she overturned the suspension, but not because the record was lacking or because the Board acted in an arbitrary way, but simply because she did not agree with the decision.

The second and third decisions by the Commissioner occurred back-to-back in September 2024. In both Appeal of C.A., 64 Ed. Dept., Dec No. 18493 (September 9, 2024) and Appeal of E.F., 64 Ed. Dept., Dec No. 18494 (September 11, 2024), the Commissioner overturned short-term suspensions on procedural grounds and a long-term suspension for being excessively punitive.

In the Appeal of C.A., a short-term suspension was challenged. In this case, a student was observed drawing swastikas in a classroom. The next day, the middle/high school assistant principal, who was acting for the principal, called the student’s parents to inform them of an incident and to schedule an informal conference. The day after that, the assistant principal met with the student’s parents and, at the meeting, provided a copy of the notice of

the short-term suspension. The student was suspended at the end of the meeting.

The Commissioner overturned the short-term suspension, citing Education Law 3214(3)(b)(1) and 8 NYCRR 100.2(1)(4) as support for the legal requirement that “notice and opportunity for an informal conference must take place prior to the suspension of the student, unless the student’s presence poses a continuing danger or persons or property or an ongoing threat of disruption to the academic process.” The Commissioner held that notice and opportunity were not reasonably given in this case because the parent did not receive the written notice of the conference beforehand.

The district tried to rely upon evidence of a sworn affidavit from the assistant principal, which had stated that he had called the parent the day before to schedule the informal conference. However, the Commissioner stated that “oral communication provided insufficient notice.” The notice must be in writing and provided by personal delivery, express mail delivery, or an equivalent means, before the date and time of the conference to suffice.

Notably, the Commissioner went on to comment on the merits of the case and said that she felt that the record was “unclear as to whether, or to what extent, the student understood the meaning associated with the swastikas.” The Commissioner opined that “Both the student and the school community would have been better served if, for example, the student was required to complete a research assignment on the hateful ideology associated with the swastika...”

Yet, there is no legal authority that allows a school district to require a student to write a research assignment as a penalty for misconduct. Decisions issued by the former Commissioner of Education expressly state the contrary. In the Appeal of D.M., 38

Ed Dept Rep, Decision No. 13976 (July 30, 1998) and Appeal of J.G., 39 Ed. Dept. Rep., Decision No. 14270 (December 21, 1999), the former Commissioner stated, “The only permissible penalty under Education Law “3214” is suspension from school attendance,” and a “district can impose only those penalties it could legally impose under “3214.” He went on to say that “It is well settled that a school district may not impose community service or alcohol/drug assessments as penalties under Education Law “3214.”

With this legal background in mind, it is confounding that the Commissioner recommended a “research assignment” in Appeal of C.A. That suggestion calls into question years of legal precedent, and creates confusion over the parameters of penalties available to school districts.

Two days after the Appeal of C.A. was issued, the Commissioner went even further in the Appeal of E.F. and overturned both a short-term suspension and long-term suspension in one case. Factually speaking, this case is significant because it involved a student who posted a gun threat on social media. Given the reports of school shootings and heightened concerns for school safety, it would seem that in the case of a gun threat, a school district might have latitude in their response. However, the Commissioner overturned both suspensions with the stroke of a pen.

In the Appeal of E.F., the student posted a video of another student saying, “Hey guys, I am going to be bringing a gun to RCK Football Homecoming Game and you are going to see the outcome live.” The video was posted on Friday, October 20, 2023, the day before the homecoming game and displayed the student’s name at the top of the post. The district cancelled all homecoming events that evening as well as its senior night.

On Sunday, October 22, 2023, the

principal delivered a notice of the short-term suspension. The district offered a conference as early as 7:30 a.m. that Monday since the suspension was to begin on Monday morning. The parents requested a hearing that Monday afternoon, instead, and the district accommodated their request. Notably, the short-term suspension notice failed to include language that the student posed a continuing danger and ongoing threat of disruption to the academic process.

Unlike the Appeal of C.A., in this case, the district provided the written notice the day before the informal conference, and the parents were given two times as opportunities for the meeting. However, the Commissioner still held that the district failed to comply with the strict procedural requirements because it had suspended the student the morning before the conference. She reasoned that the parents did not receive a reasonable “opportunity” for the conference. The Commissioner noted that “respondent cannot seek refuge in the continuing danger/ongoing threat of disruption exception as it failed to indicate such in the written notice.”

The word “opportunity” is defined by the Merriam-Webster Dictionary as “an occasion or situation that makes it possible to do something that you want to do or have to do, or the possibility of doing something.” The former Commissioner commented on this definition in the Appeal of D.M., saying, “opportunity can most simply be defined as a ‘chance.’ This definition is consistent with respondents’ interpretation of Education Law “3214...”

In the Appeal of E.F., the parents were given a couple of chances to have an informal conference and, in fact, they had a meeting on the date and time they requested. The fact that the student was suspended just a few hours before that meeting would seem to be justified out of the interests of safety and protection of

the school community from a gun threat. Yet, the Commissioner did not consider the definition of “opportunity” in her decision, but, instead, relied strictly on compliance with the process.

The Commissioner went on to also overturn the long-term suspension in Appeal of E.F. Similar to her decision in the Appeal of P.A., the Commissioner stated that the “test to be applied in reviewing a penalty is whether it is so shocking to the conscience as to warrant substitution of her judgment for that of the Board of Education.” However, she expanded upon this test and went on to identify factors to be considered in this analysis, namely: “(1) the nature of the student’s offense; (2) their age and developmental level; (3) their prior discipline history (if any); (4) the extent to which suspension is necessary to ensure the safety of the school community; (5) the extent to which the district has attempted to help the student learn to accept responsibility for their behavior; and (6) other equitable factors.”

The Commissioner acknowledged that the student admitted his conduct to a police officer, but she took issue with the fact that there was no evidence showing how the student came into possession of the video, what his motive was, or with whom it was shared. Based on these concerns and the fact that the student had a minimal prior discipline history, the Commissioner sustained the appeal.

Surprisingly, the Commissioner spent no time discussing the disruption that ensued from the admitted misconduct, which caused the entire school community to lose their homecoming and senior night events. Nor was there any discussion of the extent the suspension was necessary to ensure the safety of the school community. Rather, the Commissioner substituted her judgment for that of the School Board without considering all of her own factors and without balancing them, accordingly. That



lack of analysis is, in the Commissioner's own words, "shocking to the conscience."

Again, it is important to note that Education Law Section 3214 has not changed. However, it is equally as important to understand that the interpretation of the law is changing by the Commissioner's recent decisions. The cases of Appeal of P.M., Appeal of C.A., and Appeal of E.F., send clear and unequivocal messages that the procedural requirements for short-term suspensions must be strictly adhered to, and that long-term suspensions will be overturned if the Commissioner disagrees with them.

The Office of Labor Relations regularly reviews Commissioner Decisions relating to Student Discipline. If you have any questions or concerns, please reach out to us at (315) 255-7683.

## **MINIMUM WAGE INCREASE:**

Beginning on January 1, 2025,  
all employees in New York State  
must receive at least  
**\$15.50 an hour.**



## **As the Holiday Season Approaches....**

A reminder that Skoros v. City of New York, the New York City Department of Education et al, 437 F.3d 1 (2d Cir 2006), remains good law in New York. In Skoros, the City of New York issued a "Holiday Display Memo," to all of its public schools providing that (a) the display of secular holiday symbol decorations was permitted; (b) holiday displays shall not appear to promote any single holiday; (c) holiday displays should be temporary in nature; and (d) the primary purpose of all holidays displays shall be to promote understanding for all individuals regarding their beliefs, values and customs. The U.S. Court of Appeals for the Second Circuit upheld the City's policy in Skoros.

The Second Circuit Court reasoned that the policy in Skoros was "plainly stated" to promote pluralism and to "foster a mutual understanding and respect for the many beliefs and customs," of our communities. It required that any decorations be displayed with other decorations reflecting different beliefs or customs, and, specifically stated that no school display was permitted to "appear to promote any single holiday."

While Skoros remains good law in New York State, following the Supreme Court's decision in Kennedy v. Bremerton, 597 U.S. 507 (2022), this area of law is in a state of flux. As such, districts should act with caution to make sure that any permitted holiday displays are inclusive of any relevant holidays or tradition and any rules or policies are evenly applied. By being as objective as possible, you can ensure a happy holiday season.

# 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					2.98
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	3.72	3.66			

## 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					3.00
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			

## 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.
<b>BOCES</b>											
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
<b>Auburn</b>											
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
<b>Cato-Meridian</b>											
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
<b>Jordan-Elbridge</b>											
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
<b>Moravia</b>			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
<b>Port Byron</b>											
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
<b>Skaneateles</b>											
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
<b>So. Cayuga</b>											
Aides (CSEA)	2.75	50¢/hr	3.25	3.25	3.25						3.13
Tchr. Ass't (CSEA)	2.75	50¢/hr	3.25	3.25	3.25						3.13
Bus Drivers (CSEA)	2.75	50¢/hr	3.25	3.25	3.25						3.13
Bus Mech (CSEA)	2.75	50¢/hr	3.25	3.25	3.25						3.13
Cust./Maint (CSEA)	2.75	50¢/hr	3.25	3.25	3.25						3.13
Cafeteria (CSEA)	2.75	50¢/hr	3.25	3.25	3.25						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.
<b>So. Cayuga cont'd</b>											
Nurses (CSEA)	2.75	50¢/hr	3.25	3.25	3.25						3.13
Clerical (CSEA)	2.75	50¢/hr	3.25	3.25	3.25						3.13
<b>Union Springs</b>											
Aides (SEIU)	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr					2.50
Tchr. Ass'ts (SEIU)	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr					2.50
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					2.50
Clerical (SEIU)	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr					2.50
	*+\$250										
<b>Weedsport</b>											
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
<b>C-O BOCES Avg.</b>	<b>2.84</b>	<b>2.83</b>	<b>3.45</b>	<b>3.32</b>	<b>3.49</b>	<b>3.90</b>	<b>4.03</b>	<b>3.83</b>	<b>3.63</b>	<b>3.00</b>	
<b>BROOME-TIOGA BOCES</b>											
<b>Chenango Valley</b>											
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
<b>Deposit</b>											
CSEA	\$1/hr	4.00	50¢/hr	\$2/hr	\$1.25/hr	\$1.25/hr					4.00
<b>Maine-Endwell</b>											
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
<b>Owego-Apalachin</b>											
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
<b>Union Endicott</b>											
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.
<b>Vestal</b>											
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>B-T BOCES Avg</b>	<b>2.61</b>	<b>2.65</b>	<b>5.24</b>	<b>4.00</b>	<b>4.00</b>	<b>3.80</b>	<b>4.00</b>	<b>4.00</b>			
<b>OSWEGO BOCES</b>											
<b>Hannibal</b>											
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
<b>TOMPKINS-SENECA-TIOGA BOCES</b>											
<b>Dryden</b>					+ \$1.25/hour						
NYSUT	3.50	3.00	3.80	3.80	5.00	5.00	5.00				4.16
<b>Groton</b>											
CSEA	\$1.50/hr	3.00	60¢/hr	\$1.30-\$2	50¢/hr	3.00	3.00				3.00
<b>Newfield</b>			+ 25¢/hr			+ 50¢/hr					
CSEA	3.00	3.00	4.50	4.50	\$ to base	3.00	3.00				3.50
<b>South Seneca</b>											
Local	\$1.40-\$2.00/hr	3.50	2.50	2.50							2.83
<b>Trumansburg</b>											
Local	3.00	3.25	3.00	3.25	3.50	3.50	4.00				3.36
<b>T-S-T BOCES Avg.</b>	<b>3.17</b>	<b>3.15</b>	<b>3.45</b>	<b>3.51</b>	<b>4.25</b>	<b>3.63</b>	<b>3.75</b>				
<b>WAYNE-FINGER LAKES BOCES</b>											
<b>Clyde-Savannah</b>			* 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					
<b>Dundee</b>											
CSEA	4.00	4.00	4.00	\$1.80	4.00	4.00	4.00				4.00
<b>Gananda</b>											
CSEA	75¢/hr	\$1.25/hr	75¢/hr	\$1.10/hr or 3.8%	4.00	4.00	4.00				4.00
<b>Geneva</b>											
CSEA	75¢/hr	75¢/hr	75¢/hr	\$1/hr	\$1/hr	4.00	4.00	3.60			3.87
<b>Gorham-Middlesex (NYSUT)</b>											
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
<b>Honeoye</b>			*+\$/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.
<b>Lyons</b>											
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					
<b>Manchester-S'ville</b>											
CSEA	30¢/hr	60¢/hr	70¢/hr	70¢/hr	\$1/hr	\$1/hr	\$1/hr				
<b>Naples</b>					* greater of						
CSEA	3.50	3.50	3.75	3.90	*3.9 or 70¢/hr	*3.9 or 70¢/hr					3.74
<b>Newark</b>											
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										
<b>Palmyra-Macedon</b>											
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
<b>Penn Yan</b>						+\$1.15					
CSEA	3.00	3.00	3.00	3.00	3.00	4.00	4.00	4.00			3.29
<b>Phelps-CI Springs</b>			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
<b>Red Creek</b>											
CSEA	3.00	+60¢/hr	3.00	4.50	4.00	+\$1.50	+\$1.50	4.00			3.70
<b>Romulus</b>											
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								
<b>Seneca Falls</b>											
NEA/NYSUT	3.00	3.00	2.50	2.00							2.91
<b>Sodus</b>					+50-75¢						
CSEA	3.25	3.00	3.00	3.00	3.00	3.50	3.50	3.75			3.25
<b>Waterloo</b>											
NEA/NYSUT	3.00	3.00	3.00	% based on YOS	4.00	4.00	4.00				3.50
<b>Wayne</b>											
CSEA	5.00	4.25	4.00	4.00	4.00	4.00	3.75	3.50			4.06
	or \$1/hr										
<b>Williamson</b>											
CSEA	3.00	3.00	3.00	2.75	2.75	2.75					2.88
<b>WFL BOCES Avg.</b>	<b>3.11</b>	<b>3.35</b>	<b>3.45</b>	<b>2.97</b>	<b>3.07</b>	<b>3.28</b>	<b>3.72</b>	<b>3.83</b>			

# AREA UNEMPLOYMENT RATES

## New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	4.4%	4.5%	4.2%	3.9%	4.2%	4.3%	4.9%	4.9%	4.0%	4.1%			
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%

## Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	4.4%	4.5%	4.2%	3.7%	3.8%	3.7%	4.1%	4.0%	3.1%	3.2%			
2023	4.1%	3.9%	3.4%	2.6%	3.0%	3.3%	3.1%	3.5%	3.2%	3.5%	3.6%	4.1%	3.4%

## Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	4.5%	4.7%	4.3%	3.8%	3.6%	3.5%	4.2%	4.0%	3.0%	3.1%			
2023	4.2%	4.0%	3.6%	2.6%	2.9%	3.0%	3.1%	3.6%	3.0%	3.3%	3.5%	4.2%	3.4%

## Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	5.0%	4.9%	4.5%	4.0%	4.1%	4.1%	4.6%	4.5%	3.4%	3.6%			
2023	4.7%	4.2%	3.7%	2.7%	3.1%	3.5%	3.5%	3.9%	3.4%	3.8%	3.9%	4.7%	3.8%

## Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	3.5%	3.5%	3.2%	2.9%	3.5%	3.8%	3.9%	3.9%	2.9%	2.9%			
2023	3.5%	2.9%	2.4%	2.0%	2.5%	3.0%	2.9%	3.2%	2.8%	3.2%	2.9%	3.5%	2.9%

## Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	4.4%	4.5%	4.1%	3.5%	3.4%	3.3%	3.6%	3.4%	2.7%	2.8%			
2023	4.0%	3.7%	3.3%	2.4%	2.6%	2.8%	2.7%	3.1%	2.8%	3.1%	3.2%	3.9%	3.1%

## Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	4.3%	4.4%	4.1%	3.7%	3.8%	3.7%	4.1%	4.0%	3.1%	3.2%			
2023	4.0%	3.7%	3.3%	2.5%	2.9%	3.1%	3.2%	3.5%	3.2%	3.6%	3.6%	4.1%	3.4%

*\* Please note that 2023 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 1982-84 BASE YEAR=100	% INCREASE FROM PRIOR MONTH	% INCREASE FROM PRIOR YEAR
-----------------------------------	-----------------------------------	----------------------------------

## September 2024

### NY-Northeastern New Jersey Area

1. All Urban Consumers	337.889	0.4	3.8
2. Urban Wage Earners & Clerical Workers	332.371	0.5	3.9

### U.S. City Average

1. All Urban Consumers	315.301	0.2	2.4
2. Urban Wage Earners & Clerical Workers	309.046	0.1	2.2

## October 2024

### NY-Northeastern New Jersey Area

1. All Urban Consumers	338.166	0.1	4.0
2. Urban Wage Earners & Clerical Workers	332.140	- 0.1	3.7

### U.S. City Average

1. All Urban Consumers	315.664	0.1	2.6
2. Urban Wage Earners & Clerical Workers	309.358	0.1	2.4

# 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-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
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								
Dec-24								

# THE ADVOCATE STAFF

## Editorial Assistant & Desktop Publisher:

Kelly Walsh

## Contributors:

Randy J. Ray •

Nick Minderler • Mark Detwiler • Stacy Tamburrino

## Published by:

Cayuga-Onondaga BOCES

Office of Personnel Relations

1879 West Genesee Street Road

Auburn, NY 13021-9430

Telephone: 315-255-7683 • Fax: 315-255-7625

*\* All Rights Reserved*

## PAST ISSUES OF “THE ADVOCATE”

Past issues of “The Advocate” can be read and/or downloaded for your reference at your convenience.

Simply go to our website at [www.cayboces.org](http://www.cayboces.org), navigate through Professional Services, then Labor Relations, then click the link to “The Advocate” newsletter.

## NOTICE OF NON-DISCRIMINATION

The Cayuga-Onondaga BOCES does not discriminate on the basis of an individual’s actual or perceived race, color, religion, creed, ethnicity, national origin, citizenship status, age, marital status, partnership status, disability, predisposing genetic characteristics, sexual orientation, gender/sex, military status, veteran status, domestic violence victim status or political affiliation, and additionally does not discriminate against students on the basis of weight, gender identity, gender expression, and religious practices or any other basis prohibited by New York state and/or federal non-discrimination laws in employment or its programs and activities. The BOCES provides equal access to community and youth organizations.

Inquiries regarding the District’s non-discrimination policies should be directed to:

Randy J. Ray

Director of Personnel Relations and Civil Rights Compliance Officer

1879 West Genesee Street Road

Auburn, NY 13021

(315) 255-7683

[rray@cayboces.org](mailto:rray@cayboces.org)