



# ADVOCATE

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

**VOLUME XXXVIII  
JANUARY-FEBRUARY  
2018**

## Office of Personnel Relations

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

**J. Ryan Hatch**  
**Nicholas Minderler**  
**Bryan Georgiady**  
Labor Relations Specialists

**Mark W. Snyder**  
Safety Coordinator

**Ariel Maciulewicz**  
**Kelly M. Walsh**  
Administrative Support

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  
40 years.

## IN THIS ISSUE ....

- ✦ **WELCOME NEW CHIEF  
SCHOOL OFFICERS**
- ✦ **SENDING LETTERS OF  
REASONABLE  
ASSURANCE**
- ✦ **A CONCISE REVIEW OF  
NEW YORK'S  
MANDATORY LEAVE  
LAWS**
- ✦ **AREA TEACHER AND  
NON-INSTRUCTIONAL  
SETTLEMENTS**
- ✦ **AREA UNEMPLOYMENT  
RATES FOR DECEMBER  
2017**
- ✦ **CPI FOR JANUARY 2018**

# WELCOME NEW CHIEF SCHOOL OFFICERS



w e l c o m e

The Cayuga-Onondaga BOCES Office of Personnel Relations welcomes and wishes much success to:

**DR. TERRY WARD,**  
the recently appointed  
Superintendent at the  
**CATO-MERIDIAN  
CENTRAL SCHOOL DISTRICT**

and

**ANDREW DOELL,**  
the recently appointed  
Superintendent at the  
**BLOOMFIELD  
CENTRAL SCHOOL DISTRICT**



## SENDING LETTERS OF REASONABLE ASSURANCE

In 1944, the New York State Legislature enacted what is now known as the Unemployment Insurance Law as an economic insurance buffer for workers who lost their jobs as a result of a layoff. The statute provided that a laid off employee who lost his or her job through no fault of his or her own would receive an income for a limited period of time to assist in the transitional period between jobs.

Today the law has been liberalized to the extent that employees who are suspended or even discharged for just cause may still be eligible for this insurance benefit. For example, a teacher in one school district was suspended for a two-year period after being judged incompetent by a tenure hearing panel. The teacher applied for and was ultimately granted unemployment insurance because the suspension for incompetency was not sufficient grounds to preclude the instructor from receiving the unemployment insurance benefit. The decision of the Unemployment Insurance Appeal Board, which reversed the decision of the administrative law judge, suggested that had the tenure hearing panel issued a suspension for misconduct, the teacher would not have been eligible for unemployment insurance. Additionally, the Appellate Division of the Supreme Court of New York, Third Department has specifically found that school districts should also provide per diem employees notices of reasonable assurance for period following holiday recess periods.

There are steps school districts can take to guard against paying employees during summer vacation or holiday recess periods for per diem employees. As the end of the academic school year approaches and before holiday recess periods for per diem employees, 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 or holiday break.

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. Care should be exercised in the use of these documents, and particular attention should be given about oral statements made by subordinate administrations. 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 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.

\*\*\*\*\*

### 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 2018–2019 beginning on July 1, 2018 and ending on June 30, 2019.

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 2017–2018 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 2018–2019. Attached please find a copy of the 2018–2019 school calendar.

Please notify this office by June 30, 2018, should you be unable to accept this employment for the 2018–2019 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 2018–2019 beginning on July 1, 2018 and ending on June 30, 2019.

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 2017–2018 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 2018–2019. Attached please find a copy of the 2018–2019 school calendar.

Please notify this office by June 30, 2018 should you be unable to accept this employment for the 2018–2019 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 [Spring Recess between April 23, 2018 through April 27, 2018](#).

It is anticipated that the need for substitutes following the [Spring Recess between April 23, 2018 through April 27, 2018](#) will remain. As long as your availability for assignments remains the same as it was prior to the [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 2017–2018 school year to be no less than 90% of what you earned in the 2016–2017 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 [Spring Recess](#) and this registry or list will be used after the [Spring Recess](#) to call substitute teachers. Please notify this office by [DATE], should you be unable to accept the employment after the Spring Recess.

Attached please find a copy of the 2017–2018 school calendar.

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  
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 2018–2019 beginning on July 1, 2018 and ending on June 30, 2019.

It is anticipated that the need for substitutes during the 2018–2019 school year will remain. As long as your availability for assignments remains the same as it was during the 2017–2018 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 2017–2018 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 2018–2019. Attached please find a copy of the 2018–2019 school calendar.

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 2017–2018 school year and this registry or list will be used in the 2018–2019 school year to call substitute teachers. Please notify this office by June 30, 2018, should you be unable to accept this employment for the 2018–2019 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  
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.



# A CONCISE REVIEW OF NEW YORK'S MANDATORY EMPLOYMENT LEAVE LAWS

Most school districts are now familiar with the New York Paid Family Leave law that took effect on January 1, 2018. That law does *not* apply on a mandatory basis to school districts; each district may independently choose whether to opt in. However, New York state laws are filled with a myriad of other mandatory leave provisions which do apply to all school districts and BOCES.

The mandatory leave laws guarantee certain types of time off for qualified school district employees. Each law is specifically tailored for a unique circumstance or situation, and each has its own unique set of rules. Some of the laws entitle employees to fully or partially compensated leave time (i.e., paid time off *without* the use of accrued leave). Others only entitle a qualifying employee to unpaid leave, although accrued time may be used to cover the time off. Each law also carries a different set of requirements for providing advance notice before the leave is taken.

As long as the employee meets his or her notice obligations, the qualifying leave request cannot be refused. Even if an employee lacks any accrued leave time, he or she is entitled to take "deduct" time. Employees are not required to inform employers that a leave request is guaranteed by law. Therefore, personnel supervisors should be familiar with all of the circumstances and situations covered by mandatory

leave laws, so no employee's protected request is inadvertently denied.

## Cancer Screening Leave

All school district employees may take up to four hours of compensated leave per year for personal cancer screenings. The leave must be paid at the employee's regular rate, without any deduction to accrued leave. *Note that this law was recently expanded.* Previously, this leave was only available for breast cancer or prostate cancer screenings. As of December 18, 2017, employees may take up to four hours of compensated leave per year to be screened for *any* type of cancer.

## Voting Leave

This law's applicability depends on an employee's scheduled shift time. An employee may take time off on election days, but only if the assigned shift schedule does not permit at least four consecutive hours of non-working time before or after the shift during the hours when local polls are open. The employee may take as much leave as necessary, up to four hours, until he or she has four consecutive free hours to vote. The first two hours of this leave must be compensated at the employee's normal rate. The final two hours are unpaid. This leave is only available to registered voters, and the employee is required to provide notice of the intent to take the leave no more than 10 days in advance and no less than 2 days in advance.

## Breast Milk Collection Leave

For up to three years after childbirth, nursing mothers may take extra breaks during their normal working time to collect breast milk. The specific break schedule must be tailored for each employee's individual needs, although Department of Labor guidance advises that two or three 20-30 minute breaks during each shift is generally appropriate. At a minimum, the employee must be able to collect breast milk at least once every three hours. Additionally, the employer must provide a comfortable private space for the collection process. This leave is unpaid, but the employee must be given the opportunity to come in early or stay late in order to make up the lost working time during each shift. The employee must inform the employer of the need to take breaks for this purpose, but does not need to provide a certification or doctor's note.

### **Jury Duty Leave**

All employees may take leave for jury duty. The leave may last as long as necessary to meet the employee's jury commitment. Even if an employee works during the evening or nighttime hours, he or she is entitled to miss the shift following a day of jury duty. By law, the employer must compensate the employee up to \$40 in normal wages for the first three days of leave. After that, the leave is unpaid. Employees must provide advance notice of their jury summons.

### **Blood Donation Leave**

Any employee who works more than 20 hours per week is entitled to one of two different leave options for donating blood. The first option entitles the employee to three hours of leave per year to donate blood away from work. The second option entitles the employee to at least two extra break periods per year to contribute to an on-site blood drive. Employees who plan to donate off-site must give 2-3 days of notice, or up to 10 days if the employee performs a critical function. This leave is unpaid for off-site donations, but must be compensated for on-site blood drives.

### **Bone Marrow Donation Leave**

Any employee who works more than 20 hours per week is entitled to at least 24 work hours of unpaid leave to undergo a bone marrow donation procedure. The work hours may be spread over multiple work days, to cover the donation procedure as well as the recovery period. Employees are not required to provide advance notice before taking bone marrow donation leave. Also, there is no limit on how many times per year this leave may be utilized.

### **Military Spousal Leave**

This leave applies to spouses of military servicemembers who work an average of 20 or more hours per week. Eligible employees are entitled to take up to 10 days of unpaid leave, but *only* during periods of time when the servicemember spouse is officially on leave from a deployment to a combat theater or war zone. The employee is not required to give any notice before taking this leave, nor is the employee required to provide certification upon return from military spousal leave.

### **Crime Victim Leave**

Any employee who is the victim of a crime (or is legally representing a victim of a crime) may take time off to attend activities related to the prosecution of the injustice. For example, leave must be granted for meetings with police or district attorneys, pre-trial activities, or testifying at a criminal trial. This type of leave also covers an employee's court visits to enforce an order of protection. Each employee is entitled to an open-ended amount of unpaid leave for those purposes.

### **Volunteer Emergency Responder Leave**

This leave applies to employees who are volunteer firefighters or volunteer ambulance personnel. These employees are permitted to take unpaid leave without warning, but only for the purpose of responding to a declared state of emergency. Regular training events are not covered. To qualify, each employee must provide written notice of his or her status as a first responder. Also, an employer has the right to limit or restrict this form of leave when the employee's sudden absences would create an undue hardship for the employer.

Unless otherwise stated above, each of the types of leave described above permit the employer to request documentary certification verifying that the leave was taken for the proper reason. The certification may take the form of a doctor's note or a verified statement from some other authority.

Additionally, this article only lists the minimum benefits required by law. School districts are always free to provide leave arrangements that are more generous than the legal minimums. Alternate terms can be established through a school district policy statement or they can be negotiated with a unit during bargaining process. However, alternative arrangements may never establish terms that are more strict for the employee than what the laws provide.

## RECENT AREA TEACHER CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES												
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	AVG.
BOCES	1.50	1.75	2.25	2.25	2.25	2.50	2.70	2.75	2.80			2.31
Auburn	3.00	0.00	2.25	2.25	2.60	2.60	2.60					2.19
Cato-Meridian	3.80	2.00	2.00	2.00	2.70	2.60	2.50					2.51
Jordan-Elbridge	0.50	2.01	2.18	2.50	2.50	2.50	2.80	2.80	2.80			2.29
Moravia	2.00	2.00	0.00	2.50	2.50	2.50	2.90	2.85	2.80			2.23
Port Byron	2.00	2.00	2.00	2.00	2.50	2.60	2.70	2.60				2.30
Skaneateles	1.50	1.50	1.50	2.50	2.60	2.75						2.06
So. Cayuga	2.00	2.00	2.00	2.25	2.25	2.75	2.75	2.75				2.34
Union Springs	2.00	2.00	2.00	2.00	2.50	2.50	2.50					2.21
Weedsport	0.00	2.00	2.00	2.00	2.50	2.50	2.75	2.75	2.75			2.14
	<b>1.83</b>	<b>1.73</b>	<b>1.82</b>	<b>2.23</b>	<b>2.49</b>	<b>2.58</b>	<b>2.69</b>	<b>2.75</b>	<b>2.79</b>			
BROOME-TIOGA BOCES												
Chenango Valley	2.75	2.75	2.75	2.75	2.75	2.75	2.75					2.75
Deposit	2.50	2.00	2.50	2.50	3.00	3.00	3.00	2.99				2.69
Maine-Endwell	4.50	4.50	2.60	2.80	2.95							3.47
Owego-Apal.	2.95	2.95	2.00	2.00	2.95	2.85	2.75					2.64
Union-Endicott	2.70	2.70	2.70	2.70	2.60	2.90	2.90					2.74
Vestal		\$1,500	2.60	2.95	2.95	2.95						2.86
Whitney Point	3.50	0.00	2.20	2.20	2.50	2.60	2.70					2.24
	<b>3.15</b>	<b>2.48</b>	<b>2.48</b>	<b>2.56</b>	<b>2.81</b>	<b>2.84</b>	<b>2.82</b>	<b>2.99</b>				
GENESEE VALLEY BOCES												
Geneseo	2.00	2.00	2.00	3.00	3.00	3.00	3.75	3.60	3.50			2.87
OSWEGO BOCES												
Hannibal	0.00	1.75	1.75	2.20	2.20	2.20	2.75	3.00	3.00	3.00		2.19
Oswego	0.00	1.75	2.00	2.00	2.00	0.00	3.00	3.00	3.00			1.86
	<b>0.00</b>	<b>1.75</b>	<b>1.88</b>	<b>2.10</b>	<b>2.10</b>	<b>1.10</b>	<b>2.88</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>		
TOMPKINS-SENECA-TIOGA BOCES												
BOCES	4.00											4.00
Candor		2.00	2.00	1.5 + \$1000	1.5 + \$1000	2.0 + \$500						2.00
Dryden	2.60	3.00	3.00	3.00	3.00	3.05						2.94
Groton	3.50	3.50	2.50	2.60	2.70	2.70	6.00	6.00	6.0/5.0/4.0			3.80
									% depends on years			
Ithaca	2.00	2.00	2.00	2.00	2.00	4.50	\$1,930	3.00				2.50
Lansing	3.50	2.70	2.70	3.00	3.00	3.25	2.85	2.90	2.65			2.95
Newfield	2.00	2.00	3.00	3.50	2.75	2.50	3.25	3.00	3.25			2.81
South Seneca	1.50	1.50	2.45	2.45	1.45	2.75	3.25	3.25				2.33
Trumansburg	2.70	2.70	3.00	3.00	2.50	3.00	3.25	3.50	3.50			3.02
	<b>2.73</b>	<b>2.43</b>	<b>2.58</b>	<b>2.79</b>	<b>2.49</b>	<b>3.11</b>	<b>3.72</b>	<b>3.61</b>	<b>3.13</b>			

## RECENT AREA TEACHER CONTRACT SETTLEMENTS

### WAYNE - FINGER LAKES BOCES

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	AVG.
BOCES	1.90	1.90	2.50	2.45	2.45	3.00	3.00					2.46
Bloomfield	3.60	3.35	1.98	2.00	2.00							2.59
Canandaigua	3.85	2.00	2.69	2.65	2.57							2.75
Clyde-Savannah	5.00	2.25	2.25	2.25	2.25	3.50	3.25	3.25				3.00
Dundee	2.60	2.50	2.50	3.00	3.30	3.40	2.50	4.00	3.25	3.25		3.03
Gananda	2.75	2.60	2.60	2.75	3.00	3.00	3.20					2.84
Geneva	4.15	2.00	2.00	2.00	3.00	3.50	3.50	2.50				2.83
Gorham-Middlesex	2.25	2.25	2.50	2.50	2.50	3.00	3.00	3.00	3.00			2.67
Honeoye	2.50	2.50	2.50	2.75	2.75	2.90	3.30	3.30	3.35	3.45		2.93
Lyons	3.37	3.88	2.50 + \$1,000	2.50 + \$600	2.70 + \$300	2.90 + \$700	2.90 + \$300	2.90 + \$200				3.63
Manchester-Shortsville	1.80	2.00	2.00	2.00	2.50	3.00	2.50	2.50	2.50			2.31
Marion	2.80	2.00	2.00	2.40	2.25	3.00	3.25	3.50	3.65			2.29
Naples	2.25	2.25	2.25	2.25	2.50	2.50	2.60					2.37
Newark	2.50	1.25	2.50	2.50	3.00	3.00	3.00					2.54
N Rose-Wolcott	1.00	2.47	1.90	2.00	2.30							1.93
Palmyra-Macedon	3.90	2.48	3.90	2.50	1.75 + \$500	2.75	2.75	2.75				3.00
Penn Yan	2.29	2.29	1.90	2.00	2.00	2.30	3.00	3.00	3.00			2.10
Phelps-CI Springs	2.89	2.89	2.00	2.00	2.00	3.00	3.00	3.00	3.00			2.64
Red Creek	2.75	2.75	2.50	2.40	2.40	4.00	3.25	3.00	2.50			2.84
Romulus	3.50	3.50	1.50	1.50	5.00	3.00	3.00	3.00				3.00
Seneca Falls	3.50	3.45	2.00	2.00	3.00	2.75	2.50	2.00				2.65
Sodus	3.80	2.00	2.00	2.20	3.00	3.00	3.30	3.30				2.83
					* 2015-16 and 2016-17 3.0 percent settlement for on-step unit members							
Victor	4.00	2.00	2.50	2.50	3.10	3.10	3.10					2.90
Waterloo	3.72	2.00	1.50	1.75	1.95	3.00	3.00					2.42
Wayne	3.00	2.00	3.00	2.00	3.50	4.00	2.50					2.86
Williamson	3.00	2.00	2.25	2.50	2.50	2.60	2.50	3.00	3.00	3.75	3.15	2.75
	<b>3.03</b>	<b>2.41</b>	<b>2.29</b>	<b>2.27</b>	<b>2.70</b>	<b>3.06</b>	<b>2.95</b>	<b>3.01</b>	<b>3.03</b>	<b>3.35</b>	<b>3.15</b>	

Denotes Current Contract  
Denotes Previous Contract

**RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS**

<b>CAYUGA-ONONDAGA BOCES</b>												
	<b>2011-2012</b>	<b>2012-2013</b>	<b>2013-2014</b>	<b>2014-2015</b>	<b>2015-2016</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>Avg.</b>
<b>BOCES</b>												
Aides (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	2.70	2.75	2.80		2.38
Tchr. Ass't	2.00	2.00	2.00									2.20
Non-Instructional	2.00	2.00	2.00	2.00	2.50	2.50	2.70	2.75				2.31
<b>Auburn</b>												
Aides/Clerical (NYSUT)	3.35	3.00	1.00	2.00	2.00	2.60	2.60	2.60				2.39
Bus Drivers (CSEA)	3.30	2.90	0.00	2.25	2.25	2.60	2.60	2.60				2.31
Cust/Maint. (CSEA)	3.30	2.90	0.00	2.25	2.25	2.60	2.60	2.60				2.31
Nurses (SEIU)	2.00	0.00	2.00									1.33
<b>Cato-Meridian</b>												
Aides/Ass'ts (SEIU)	4.75	50¢/hr	50¢/hr	50¢/hr	75¢/hr	75¢/hr	75¢/hr					4.75
Bus Drivers (CSEA)	2.00	2.00	2.00	2.00	2.00	2.00	2.50	2.50	2.25	2.25		2.15
Cust./Maint. (CSEA)	2.00	2.00	2.00	2.00	2.00	2.00	2.50	2.50	2.25	2.25		2.15
<b>Jordan-Elbridge</b>												
Aides/Clerical(SEIU)	3.00	3.00	3.00	3.00	2.50	2.50	2.50					2.79
Bus Drivers	2.00	2.00	2.00									2.00
Cust./Maint (SEIU)	3.00	3.00	3.00	3.00	2.50	2.50	2.50					2.79
Cafeteria (SEIU)	3.00	3.00	3.00	3.00	2.50	2.50	2.50					2.79
Transportation			1.00	1.00	1.00							1.00
<b>Moravia</b>												
Aides/Ass't (CSEA)	4.00	2.00	0.00	2.00	2.00	2.75	2.75	2.75				2.28
CSEA	4.00	2.00	0.00	2.00	2.00	2.75	2.75	2.75				2.28
<b>Port Byron</b>												
Aides (SEIU)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	2.50				2.25
Cust./Maint. (CSEA)	1.60	1.40	2.00	2.00	2.00	2.50	2.50	2.50				2.06
Cafeteria (CSEA)	1.60	1.40	2.00	2.00	2.00	2.50	2.50	2.50				2.06
Nurse (CSEA)	1.60	1.40	2.00	2.00	2.00	2.50	2.50	2.50				2.06
Clerical (SEIU)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	2.50				2.25
<b>Skaneateles</b>												
Aides (CSEA)	1.50	1.50	1.50	2.50	2.60							1.92
Tchr Ass't (CSEA)	1.50	1.50	1.50	2.50	2.60							1.92
Cust./Maint (CSEA)	1.50	1.50	1.50	2.50	2.60							1.92
Nurses (CSEA)	1.50	1.50	1.50	2.50	2.60							1.92
Clerical (CSEA)	1.50	1.50	1.50	2.50	2.60							1.92
<b>So. Cayuga</b>												
Aides (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
Tchr. Ass't (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
Bus Drivers (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
Bus Mech (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
Cust./Maint (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
Cafeteria (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38

**RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS**

<b>CAYUGA-ONONDAGA BOCES cont'd</b>												
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Avg.
<b>So. Cayuga cont'd</b>												
Nurses (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
Clerical (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr					2.38
<b>Union Springs</b>												
Aides (SEIU)	3.00	2.00	2.00	2.50	2.50	2.50						2.42
Tchr. Ass'ts (SEIU)	3.00	2.00	2.00	2.50	2.50	2.50						2.42
Bus Drivers (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00		2.45
Bus Mech (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00		2.45
Cust/Maint. (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00		2.45
Cafeteria (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00		2.45
Nurses (SEIU)	3.00	2.00	2.00	2.50	2.50	2.50						2.42
Clerical (SEIU)	3.00	2.00	2.00	2.50	2.50	2.50						2.42
<b>Weedsport</b>												
Aides (CSEA)	4.00	1.95	1.95	1.95	2.50	2.50	2.50					2.48
Bus Drivers (CSEA)	4.00	1.95	1.95	1.95	2.50	*2.50	*2.50					2.47
					*Bus drivers @ % + 30¢							
Bus Mech (CSEA)	4.00	1.95	1.95	1.95	2.50	2.50	2.50					2.48
Cust/Maint. (CSEA)	4.00	1.95	1.95	1.95	2.50	2.50	2.50					2.48
Nurses, Clerical	4.00											4.00
<b>C-O BOCES Avg.</b>	<b>2.55</b>	<b>2.09</b>	<b>1.90</b>	<b>2.27</b>	<b>2.35</b>	<b>2.49</b>	<b>2.54</b>	<b>2.68</b>	<b>2.75</b>	<b>2.76</b>		
<b>BROOME-TIOGA BOCES</b>												
<b>Chenango Valley</b>												
Non-Instruct. (NYSUT)	3.30	3.30	2.25	2.50	2.90	3.00	3.00	3.00	3.00			2.92
<b>Deposit</b>												
CSEA	4.00	2.00	2.00	3.00	3.00	3.00	3.00	3.00				2.88
<b>Maine-Endwell</b>												
Cust./Maint.	2.00	2.00	2.00	50¢/hr	50¢/hr	50¢/hr						2.00
School Lunch	4.60											4.60
Supp Staff	4.50	4.50	2.95	3.00	3.15							3.62
Transp	3.00	3.00	\$600	\$700	\$800							3.00
<b>Owego-Apalachin</b>												
NYSUT	4.00	0.00	1.99	1.99	2.50	2.50	2.50					2.21
<b>Union Endicott</b>												
Cafe. Workers	2.70	2.70	2.70	2.70	2.70	2.70	3.40	*3.00	*3.00	3.00	3.00	2.84
Cent Office	2.70	2.70	2.70	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00	2.87
Comp & Tech	2.70	2.70	2.70	2.70	2.70	2.70		3.00	3.00	3.00	3.00	2.82
Dist Office	2.70	2.70	2.70	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00	2.87
Maint. Workers	2.70	2.70	2.70	2.70	2.70	2.70	3.40	5.00	3.00	2.00	2.00	2.87
School Aides	2.70	2.70	2.70	2.70	2.70	2.70	3.40	3.00	*3.00	*3.00		2.83
Transp	2.70	2.70	2.70	2.70	2.70	2.70	3.40	3.00	3.00	3.00		2.84
								*@ % + 25¢/hour				

**RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS**

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Avg.
<b>BROOME-TIOGA BOCES cont'd</b>												
<b>Vestal</b>												
Paraprofessional							3.00	3.00	3.00	3.00		3.00
Employees						2.90	2.95	3.00				2.95
<b>Whitney Point</b>												
Aides/Food Serv (NYSUT)	0.00	2.25	2.25	2.50	2.50	2.50						2.20
<b>B-T BOCES Avg</b>	<b>2.95</b>	<b>2.57</b>	<b>2.49</b>	<b>2.66</b>	<b>2.75</b>	<b>2.73</b>	<b>3.17</b>	<b>3.20</b>	<b>3.00</b>	<b>2.83</b>	<b>2.80</b>	
<b>OSWEGO BOCES</b>												
<b>Hannibal</b>												
CSEA	0.00	1.75	1.75	1.95	2.00	2.50	2.75	3.00				1.96
HEA	0.00	1.75	1.75	2.20	2.20	2.20	2.25					1.76
<b>Oswego</b>												
CSEA	1.00	2.00	2.00	2.00	2.00	0.00	3.00	3.00	3.00	3.00		2.10
<b>Osw. BOCES Avg.</b>	<b>0.33</b>	<b>1.83</b>	<b>1.83</b>	<b>2.05</b>	<b>2.07</b>	<b>1.57</b>	<b>2.67</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>		
<b>TOMPKINS-SENECA-TIOGA BOCES</b>												
<b>BOCES</b>												
Local												
<b>Candor</b>												
Local	2.00	2.00										2.00
<b>Dryden</b>												
NYSUT	2.50	2.20	3.00	2.85	2.66	2.90	3.75	3.50	3.50			2.98
<b>Groton</b>												
CSEA	2.85	2.85	2.50	2.75	2.75	2.25	2.25	2.25				2.56
<b>Ithaca</b>												
Supp Prof.				2.00	3.00	2.00	2.00					2.47
<b>Lansing</b>												
NYSUT	3.90		90¢/hr	3.50	60¢/hr	3.00						3.58
<b>Newfield</b>												
CSEA	1.95	2.25	2.50	1.50	2.25	2.25	3.00	3.00	3.00	3.00		2.47
<b>South Seneca</b>												
Local	5.00	1.00	2.00	2.00	2.00	2.60	2.10	2.00				2.34
<b>Trumansburg</b>												
Local	2.00	2.25	2.50	2.50	2.50	50¢/hr	56¢/hr	3.50				2.54
<b>T-S-T Avg.</b>	<b>2.89</b>	<b>2.09</b>	<b>2.50</b>	<b>2.44</b>	<b>2.53</b>	<b>2.50</b>	<b>2.62</b>	<b>2.85</b>	<b>3.25</b>	<b>3.00</b>		

**RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS**

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Avg.
<b>WAYNE-FINGER LAKES BOCES</b>												
<b>BOCES</b>												
NYSUT	3.50	3.75	1.90	2.75	2.45	2.45						2.90
<b>Bloomfield</b>												
NEA/NYSUT	3.40	3.40	1.95	1.85	1.85							2.49
<b>Canandaigua</b>												
Cust./Maint.	3.00	3.00	3.00	3.00	3.00							3.00
Cler./Aides			3.00	2.40	2.40							2.60
Food Service	3.50	4.00	2.25	2.25	3.00	3.00	3.00					3.00
Bus Drivers	3.75	2.25	2.25	2.25								2.63
Monitors	3.50	4.00	2.25	2.00	3.47	2.40	2.35					2.85
<b>Clyde-Savannah</b>												
Supp Pers (CSEA)	4.25	4.00	2.50	2.50	2.50	3.50	3.50	3.50	3.50			3.31
Transp.	4.50	4.00	2.00	2.00	2.00	3.75	3.60	3.50	3.50			3.21
<b>Dundee</b>												
CSEA	3.20	2.00	2.00	2.00	2.00	2.50	2.50	2.50				2.34
<b>Gananda</b>												
CSEA	2.50	1.40	2.80	2.80	2.80							2.46
<b>Geneva</b>												
CSEA	0.00	2.00	2.00	2.00	3.00	3.00	3.00					2.14
<b>Gorham-Middlesex</b>												
Bus Drivers (NYSUT)	3.70	1.90	2.25	2.25	2.70	2.70	2.70					2.60
Cust./F Serv (NYSUT)	3.70	3.75	3.75	2.70	2.70	2.50	50¢/hr	50¢/hr	3.00	3.00		3.14
Teacher Aides (NYSUT)	2.75	2.50	2.25	2.70	2.70	2.50	50¢/hr	50¢/hr	3.00	3.00		2.68
<b>Honeoye</b>												
NYSUT	2.50	2.50	2.50	2.75	2.50	3.00	2.95	2.95				2.71
<b>Lyons</b>												
NYSUT	3.00	3.00	2.50	2.50	2.50	1.80	1.80	1.80				2.36
						+ 54¢/hr	+ 54¢/hr	+ 54¢/hr				
<b>Manchester-S'ville</b>												
CSEA	1.80	1.00	1.90	1.90	2.50	2.50	2.50					2.01
<b>Marion</b>												
CSEA	3.50	1.75	1.75	1.75	1.75							2.10
<b>Naples</b>												
CSEA	3.50	3.50	2.70	2.70	2.70	2.80	2.90	2.90				2.96

**RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS**

<b>WAYNE-FINGER LAKES BOCES cont'd</b>												
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Avg.
<b>Newark</b>												
Custodians (CSEA)	2.50	1.25	2.00	2.00	2.40	2.00						2.03
Tchr Aides/Asst (NYSUT)	2.30	1.50	1.50	2.40	2.00	*2.25	*2.25	1.50				1.96
						* 2016-17 & 2017-18 2.25-3.0% based on years						
<b>N Rose-Wolcott</b>												
NYSUT	0.00	1.90	1.90	1.90	1.95							1.53
<b>Palmyra-Macedon</b>												
CSEA	3.90	3.90	2.90	2.90	2.90	2.90	\$2,400/salary	\$2,500/salary	\$2,500/salary	\$2,500/salary		3.23
						or	\$1.15/hr	\$1.20/hr	\$1.20/hr	\$1.20/hr		
<b>Penn Yan</b>												
CSEA	3.90	2.25	2.25	2.25	2.25	2.35	2.35					2.51
<b>Phelps-CI Springs (NYSUT)</b>												
Nurses/Food Serv/ Bus Driv/Maint	4.05	4.05	2.00	2.00	2.00	3.00	3.00	3.00	3.00			2.90
Aides/Clerical	2.89	2.89	2.00	2.00	2.00	3.00	3.00	3.00	3.00			2.64
<b>Red Creek</b>												
CSEA	4.50	2.75	2.00	2.00	* 3.50	2.50	2.50					2.71
					* 2015-16 % based on hire date							
<b>Romulus</b>												
CSEA	4.00	1.50	1.50	3.00	3.00	3.00						2.67
<b>Seneca Falls</b>												
NEA/NYSUT	2.00	2.00	2.00	2.00	3.00	2.75	2.50	2.00				2.28
<b>Sodus</b>												
CSEA	3.00	2.00	2.00	2.00	2.00							2.20
<b>Victor</b>												
CSEA	1.00	1.00	1.50	2.00	2.00	2.00						1.58
<b>Waterloo</b>												
NEA/NYSUT	2.00	2.00	1.50	1.75	1.95	3.00	3.00					2.17
<b>Wayne</b>												
CSEA		2.50	2.50	2.70	2.90	2.90	2.70	2.90				2.73
<b>Williamson</b>												
CSEA	2.70	2.80	3.00	2.00	1.75	2.00	3.50	3.25	3.00	3.00		2.70
<b>WFL BOCES Avg.</b>	<b>3.13</b>	<b>2.85</b>	<b>2.27</b>	<b>2.28</b>	<b>2.44</b>	<b>2.73</b>	<b>2.83</b>	<b>2.81</b>	<b>3.09</b>	<b>3.00</b>		

# AREA UNEMPLOYMENT RATES

## New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2017	4.9%	5.0%	4.4%	4.2%	4.3%	4.5%	4.9%	4.9%	4.7%	4.6%	4.5%	4.4%	4.6%
2016	5.3%	5.3%	5.1%	4.6%	4.3%	4.7%	5.0%	4.9%	4.9%	4.8%	4.5%	4.5%	4.8%

## Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2017	5.5%	5.7%	4.9%	4.7%	4.6%	5.0%	5.0%	4.8%	4.8%	4.6%	5.1%	5.1%	5.0%
2016	5.6%	5.5%	5.2%	4.7%	4.4%	4.7%	4.9%	4.7%	4.9%	4.6%	4.6%	5.0%	4.9%

## Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2017	5.9%	6.1%	5.3%	4.7%	4.3%	4.6%	4.9%	4.8%	4.5%	4.3%	4.9%	5.0%	4.9%
2016	6.1%	6.0%	5.8%	5.1%	4.5%	4.5%	4.8%	4.7%	4.7%	4.6%	4.6%	5.1%	5.0%

## Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2017	6.2%	6.3%	5.4%	5.3%	5.0%	5.6%	5.5%	5.2%	5.1%	4.9%	5.5%	5.6%	5.5%
2016	6.3%	6.1%	5.8%	5.3%	4.8%	5.3%	5.5%	5.1%	5.3%	5.1%	5.0%	5.3%	5.4%

## Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2017	4.3%	4.3%	3.8%	3.8%	3.8%	4.9%	4.8%	4.4%	4.3%	4.0%	4.3%	3.9%	4.2%
2016	4.6%	4.3%	4.0%	3.9%	3.8%	4.6%	4.5%	4.2%	4.3%	3.9%	3.8%	3.8%	4.1%

## Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2017	5.5%	5.6%	4.9%	4.5%	4.1%	4.4%	4.3%	4.2%	4.2%	4.1%	4.7%	4.9%	4.6%
2016	5.5%	5.4%	5.2%	4.5%	4.0%	4.3%	4.3%	4.2%	4.4%	4.2%	4.3%	4.8%	4.6%

## Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2017	5.2%	5.4%	4.8%	4.6%	4.5%	4.8%	5.0%	4.9%	4.7%	4.6%	5.1%	5.0%	4.9%
2016	5.2%	5.1%	4.9%	4.5%	4.2%	4.5%	4.8%	4.6%	4.8%	4.5%	4.5%	4.7%	4.7%

*Source: New York State Department of Labor  
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
-----------------------------------	-----------------------------------	----------------------------------

## December 2017

### NY-Northeastern New Jersey Area

1. All Urban Consumers	269.564	0.1	1.6
2. Urban Wage Earners & Clerical Workers	264.436	0.1	1.8

### U.S. City Average

1. All Urban Consumers	246.524	-0.1	2.1
2. Urban Wage Earners & Clerical Workers	240.526	-0.1	2.2

## January 2018

### NY-Northeastern New Jersey Area

1. All Urban Consumers	270.771	0.4	1.4
2. Urban Wage Earners & Clerical Workers	265.660	0.5	1.6

### U.S. City Average

1. All Urban Consumers	247.867	0.5	2.1
2. Urban Wage Earners & Clerical Workers	241.919	0.6	2.1

# 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-16	231.1	1.2	236.9	1.4	255.0	0.7	260.3	0.8
Feb-16	231.0	0.7	237.1	1.0	255.2	0.5	260.9	0.6
Mar-16	232.2	0.5	238.1	0.9	256.0	0.7	261.5	0.7
Apr-16	233.4	0.8	239.3	1.1	257.3	1.0	262.6	1.0
May-16	234.4	0.7	240.2	1.0	257.7	0.7	263.3	0.9
Jun-16	235.3	0.6	241.0	1.0	258.4	0.8	264.0	1.0
Jul-16	234.8	0.4	240.6	0.8	258.2	0.8	263.9	1.0
Aug-16	234.9*	0.7*	240.9*	1.1*	258.4*	0.9*	264.2*	1.1*
Sep-16	235.5	1.2	241.4	1.5	259.1	1.0	264.6	1.0
Oct-16	235.7	1.4	241.7	1.6	259.0	1.2	264.7	1.2
Nov-16	235.2	1.5	241.4	1.7	259.3	1.6	265.2	1.6
Dec-16	235.4	2.0	241.4	2.1	259.8	2.1	265.4	2.1
Jan-17	236.9	2.5	242.8	2.5	261.4	2.5	266.9	2.5
Feb-17	237.5	2.8	243.6	2.7	262.1	2.7	267.7	2.6
Mar-17	237.7	2.3	243.8	2.4	262.2	2.4	267.6	2.3
Apr-17	238.4	2.1	244.5	2.2	262.5	2.0	267.9	2.0
May-17	238.6	1.8	244.7	1.9	262.8	2.0	268.2	1.8
Jun-17	238.8	1.5	244.9	1.6	263.2	1.9	268.7	1.8
Jul-17	238.6	1.6	244.8	1.7	262.6	1.7	268.1	1.6
Aug-17	239.4	1.9	245.5	1.9	263.5	2.0	268.7	1.7
Sep-17	240.9	2.3	246.8	2.2	265.3	2.4	270.1	2.1
Oct-17	240.6	2.1	246.7	2.0	264.6	2.2	269.6	1.8
Nov-17	240.7	2.3	246.7	2.2	264.2	1.9	269.4	1.6
Dec-17	240.5	2.2	246.5	2.1	264.4	1.8	269.6	1.4
Jan-18	241.9	2.1	247.9	2.1	265.7	1.6	270.8	1.4
Feb-18								
Mar-18								
Apr-18								
May-18								
Jun-18								
Jul-18								
Aug-18								
Sep-18								
Oct-18								
Nov-18								
Dec-18								

# THE ADVOCATE STAFF

## Editorial Assistant & Desktop Publisher:

Kelly M. Walsh

## Contributors:

Randy J. Ray • J. Ryan Hatch • Nicholas Minderler •  
Bryan Georgiady • Mark W. Snyder

## 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.caybores.org](http://www.caybores.org), navigate through Management Services, then Labor Relations Service, 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:

J. Ryan Hatch  
Labor Relations Specialist and Civil Rights Compliance Officer  
1879 West Genesee Street Road  
Auburn, NY 13021  
(315) 255-7683  
[rhatch@caybores.org](mailto:rhatch@caybores.org)