



THE ADVOCATE

Cayuga-Onondaga BOCES
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WELCOME CHRISTINE BARBAGALLO TO THE OPR TEAM

If you called our office recently, you may have noticed a new voice on the phone. We are happy to have Christine Barbagallo as our new Administrative Assistant.

Please join us in welcoming Christine and wishing her the best in her new position!



Update on New Sexual Harassment Training Requirements

As part of the Governor's initiative to combat sexual harassment in the workplace, New York Labor Law §201-g now requires that all employers adopt a model sexual harassment policy and provide all employees with yearly training on sexual harassment prevention. Given this initiative, the State has recently created a website to specifically address the new requirements and provide a draft model sexual harassment policy and draft sexual harassment prevention training materials: <https://www.ny.gov/programs/combating-sexual-harassment-workplace>. The open comment period on the "draft" policy and training materials expired on September 12, 2018, and the guidance on the website has been recently updated.

An important question that you may be asking is, "who should receive the yearly training?" New York Labor Law §201-g(2)(c) states in part, "[s]uch sexual harassment

prevention training shall be provided to all employees on an annual basis." The key words in the law are "all employees."

According to the FAQ on the State's website, non-employees include, "independent contractors, "gig" workers, and temporary workers. Also included are persons providing equipment repair, cleaning services, or any other services provided pursuant to a contract with the employer." It should be noted that in this context "temporary workers" are workers that are hired through a "temp" company/ agency. Likewise, persons providing "equipment repair," "cleaning services," and those providing services "pursuant to a contract with the employer" are only considered non-employees if the district has contracted with an outside company to provide for that specific service, like cleaning services, and the people providing the service are not specifically hired by the district. These non-employees should be trained by the company that they actually work for.

So, who are a school district's employees? As a rule, it is anyone the Board of Education appoints by name. You may ask, "are per diem substitutes employees for whom a district has to provide sexual harassment prevention training?" It appears that per diem substitutes will most likely be considered "employees" for whom districts will need to provide sexual harassment prevention training. The Federal Department of Labor classifies substitute teachers as "on-call" employees. Districts must also give substitute teachers reasonable assurance letters to prevent them from collecting unemployment insurance. Also, names of substitute teachers are appointed to a "sub" list by the boards of education.

The recently created website provides some FAQs and guidance that is worth reviewing. The new FAQs highlight some changes from the previous guidance, notes on some of the substantive changes appear below in italics.

Q1. Who is considered an employee for the training requirement? And when does the training need to be completed?

A1. "Employee" includes all workers, regardless of immigration status. Employee also includes exempt or non-exempt employees, part-time workers, seasonal workers, and temporary workers. All employees must complete the model training or a comparable training that meets the minimum standards by **Oct. 9, 2019**.

(Previously the training needed to be completed by January 1, 2019).

Q2. How often must employees receive sexual harassment training?

A2. Employees must be trained at least once per year. In subsequent years, this may be based on the calendar year, anniversary of each employee's start date, or any other date the employer chooses.

Q3. How soon do new employees need to be trained?

A3. As employers may be liable for the actions of employees immediately upon hire, the State encourages training as soon as possible. Employers should distribute the policy to employees prior to commencing work and should have it posted.

(Previously the training for new employees needed to be completed within 30 calendar days of commencing employment).

Q4. If an employer has previously provided training that meets or exceeds the requirements, must employees be retrained?

A4. Employees must receive training on an annual basis. If employees have already received training this year, but it did NOT meet all new requirements, employers need only provide supplemental training to ensure all requirements are met.

Q5. Is there a minimum number of training hours employees must complete each year?

A5. No, as long as they receive training that meets or exceeds the minimum standards.

To ensure that all employees receive the required training once a year, it is our advice that districts should have employees who have received the training sign off on that fact. This could be individual statements from each employee stating that they received the training or having a "sign-in" sheet for employees to sign after completion of the district's training. Either way, it should include a statement similar to, "the undersigned has/have completed the sexual harassment prevention training on _____."

We also suggest keeping it simple and using the school year as the starting and ending point to determine the "at least once per year" requirement for the training. If the employee was trained last school year, the employee needs to be trained again this school year.

To ensure that all employees are trained with the model sexual harassment prevention training or a similar substitute before October 9, 2019, you may need to do three things. First, make sure that the training employees have already received this year complies with the model training. We suggest making sure that the district keeps a copy of any training that was conducted and contacting the person/entity that completed the training for any necessary updates so that the training complies with the model training. The Office of Personnel Relations' 2018-19 training is based on the model training.

Next, the district should use their data base of employees and identify those that have received the training and those that have not. If necessary, the district should schedule additional training for

those employees who have not yet received the model sexual harassment prevention training.

Finally, the district should take measures to ensure that new employees receive the yearly training. It should be noted again that under the draft guidance the model sexual harassment prevention training was required for new employees within thirty (30) days of being hired. The new guidance states that the training should happen “as soon as possible” “[a]s employers may be liable for the actions of employees immediately upon hire”. Therefore, it is our recommendation to provide a copy of the district’s sexual harassment policy to new employees as soon as possible and have the employee sign-off on the fact that they have received and reviewed the policy. Then schedule a convenient time, as soon as practicable, to have new hires trained.

Please note, there is no set amount of time for the training. However, at a minimum it must: (i) be interactive; (ii) include an explanation of sexual harassment consistent with guidance; (iii) include examples of conduct that would constitute unlawful sexual harassment; (iv) include information concerning the federal and state statutory provisions concerning sexual harassment and remedies available to victims of sexual harassment; (v) include information concerning employees’ rights of redress and all available forums for adjudicating complaints; and (vi) include information addressing conduct by supervisors and any additional responsibilities for such supervisors. The Office of Personnel Relations’ sexual harassment prevention training typically does not run over thirty (30) minutes.

In response to these new requirements from the State, several organizations have created on-line training programs. You could check with your school insurance carrier to see if the carrier has such a service.

It should also be noted that if a new

employee has already received sexual harassment prevention training by another employer within the year as defined by the district (e.g. the school year), then another training may not be needed. Regardless, the burden of making sure that the new employee has received the “model” sexual harassment prevention training is still on the district. If the training the new employee received from his/her prior employer was insufficient, the burden is on the district to provide “supplemental training” to ensure that all requirements are met. It may be more efficient to simply have each new employee take the model sexual harassment prevention training provided by the district rather than going through the effort to verify whether the training he/she received from a prior employer meets the requirements for the model training.

Please contact our office if you have any questions concerning the implementation of these new requirements or the training we provide.



Section 75 Rights Extended to Labor Class Employees

Wasting no time to further endear himself to public sector employees, Governor Cuomo signed into legislation a significant change to Civil Service Law § 75 on September 7, 2018. Effective immediately, labor class employees are now entitled to due process under § 75 after five years of employment.

Notwithstanding any additional protections

under collective bargaining agreements, due process generally requires the following before disciplining certain civil service employees: (1) right to representation during an interview when the employee is the potential subject of discipline; and (2) charges placed against the employee for misconduct and incompetence that must be proved at a hearing. Prior to the change in law, these rights only applied to competitive class employees (i.e. account clerks, full-time custodians, typists, maintenance mechanics, secretaries), certain war veterans and volunteer firefighters, and non-competitive employees after five years of employment (i.e. bus drivers, teacher aides, cooks, food service supervisors). Labor class employees (i.e. laborers, cleaners, food service helpers and monitors) received no due process protection unless stated in a collective bargaining agreement.* Generally, these classifications allowed for districts to discipline and remove labor class employees without much hassle. However, with the change in law, districts are now mandated to follow procedural safeguards for labor class employees that may require extra time and money.

For some districts, the new law might not have a big impact because collective bargaining agreements could have been providing extra due process or just cause protections to labor class employees already. However, other districts may need to re-evaluate how they discipline labor class employees under § 75 and/or collective bargaining agreements. Finally, this law will apply to all current labor class employees, not just new hires. Therefore, employees who have been in the district for 5+ years will receive these protections immediately.

**Please note that although many positions share similar classifications from county to county, the listed positions may be different in each county's civil service rules.*



Commissioner of Education Admonishes School Board After DASA Investigation

The Commissioner of Education issued a recent decision regarding a district's mishandling of a DASA complaint and investigation. In May 2017, a male student ("Student A") sent a text message to another male student ("Student B") containing "sexual and derogatory comments" about a female student ("Student C") and his desire to perform sexual acts with Student C and another female student on a deserted island. Student B showed the message to Student C. The high school vice principal became aware and did a preliminary investigation. The vice principal determined that a DASA investigation was necessary and completed a DASA complaint on behalf of Student C. The complaint was given to the principal, who was the DASA Coordinator. Student C subsequently filed her own DASA complaint.

After the complaints were filed, the vice principal determined that because the principal interacted with Student A and Student C on a frequent basis, it would be more appropriate for the vice principal to do the investigation. The vice principal concluded the investigation in June 2017 and determined that Student A "did not commit an act of discrimination, harassment or bullying within the meaning of DASA." Subsequently, during the following school year in October 2017, the

district instituted a stay away agreement and safety plan for Students A and C, which would last through June 30, 2018.

When the parent of Student C appealed the vice principal's decision, the district engaged outside counsel to perform another investigation. Outside counsel concluded its investigation in November 2017 and determined that there was no DASA violation. Although Student A made the comments and received discipline under the Code of Conduct for those comments, the investigation concluded the comments did not create a hostile environment, unreasonably interfere with the student's mental, physical or emotion well-being, the texts were not widely disseminated and the texts were not sent to intimidate, threaten or scare Student C. Additionally, the report determined that there was no pattern of similar behavior, despite an incident in 2015 concerning a "rape story" that Student A allegedly made about Student C. Outside counsel determined that this report was unsubstantiated because Student A said he did not start that story, despite a text exchange allegedly between Student A and Student C from 2016 that showed Student A apologizing for the "rape story."

The district accepted the conclusions from its outside counsel. Per board policy, the parent appealed the findings to the board of education. The board refused to render a decision because it believed its decision would be viewed by the parent as biased. Moreover, the district rescinded the stay away agreement and safety plan in January 2018. The parent finally appealed the decision to the Commissioner of Education.

The Commissioner dismissed the appeal for being moot because Student A and Student C graduated in June 2018. Nonetheless, the Commissioner made several "observations" about how the district handled the DASA investigation. First, she indicated that there should have been a more thorough investigation about the 2015 "rape story"

other than asking Student A if he was the author, especially in light of the alleged apology from Student A in a text message. Second, she said the district should update its DASA policy because it did not fully address the possibility of emotional harm from bullying and harassment as required by law. Third, the Commissioner contemplated whether the district should appoint a new DASA Coordinator. She reasoned that the principal might always have a "conflict" and never fulfill the duties of DASA Coordinator because a principal is likely always close with students involved in these cases. Finally, the Commissioner admonished the school board for failing to consider and decide the appeal because it failed to follow its own DASA appeals procedures. She noted that the board is obligated to follow all relevant laws and policies. Therefore, the Commissioner directed the Office of Student Support Services to provide guidance and technical assistance to the district to assure proper investigation to all DASA complaints.

This decision underscores the importance of having up-to-date board policies, properly investigating all possible violations of DASA (even new allegations that come up during an investigation), making sure DASA Coordinators are capable of investigating complaints and following all board policies throughout the process. Despite the Commissioner's dismissal, there could have been a different outcome if both students had not graduated. If your district needs assistance with DASA investigation, our office is available to provide guidance.

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	2.85	2.85			2.59
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	2.75	2.80	2.85		2.39
Weedsport	0.00	2.00	2.00	2.00	2.50	2.50	2.75	2.75	2.75			2.14
	1.83	1.73	1.82	2.23	2.49	2.58	2.69	2.76	2.80	2.85		
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	2.95	2.95	2.95				3.28
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	3.50	3.50	3.00	3.00	2.93
Vestal		\$1,500	2.60	2.95	2.95	2.95	3.00	3.00	3.00	3.00		2.93
Whitney Point	3.50	0.00	2.20	2.20	2.50	2.60	2.70					2.24
	3.15	2.48	2.48	2.56	2.81	2.86	2.86	3.11	3.25	3.00	3.00	
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
	0.00	1.75	1.88	2.10	2.10	1.10	2.88	3.00	3.00	3.00		
TOMPKINS-SENECA-TIOGA BOCES												
BOCES	4.00											4.00
Candor		2.00	2.00	1.5 + \$1000	1.5 + \$1000	2.0 + \$500						1.80
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			3.83
									% 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
	2.73	2.43	2.58	2.79	2.49	3.11	3.72	3.61	3.60			

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			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				2.95
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	3.50	3.45	3.35	3.25	2.74
Newark	2.50	1.25	2.50	2.50	3.00	3.00	3.00	3.25	3.10	3.20		2.73
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-Cl 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	3.50	3.50	3.25	3.25	2.77
Wayne	3.00	2.00	3.00	2.00	3.50	4.00	2.50	3.00	3.00	3.00	3.00	2.90
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
	3.03	2.41	2.29	2.27	2.70	3.10	2.94	3.05	3.06	3.32	3.16	

Denotes Current Contract
Denotes Previous Contract

RECENT AREA NON-INSTRUCTIONAL 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												
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	2.00	2.50	2.50	2.70	2.75				2.31
Non-Instructional	2.00	2.00	2.00	2.00	2.50	2.50	2.70	2.75				2.31
Auburn												
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
Cato-Meridian												
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
Jordan-Elbridge												
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
Moravia												
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
Port Byron												
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
Skaneateles												
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
So. Cayuga												
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

CAYUGA-ONONDAGA BOCES cont'd												
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Avg.
So. Cayuga cont'd												
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
Union Springs												
Aides (SEIU)	3.00	2.00	2.00	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50		2.45
Tchr. Ass'ts (SEIU)	3.00	2.00	2.00	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50		2.45
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	*2.50	*2.50	*2.50	*2.50		2.45
Clerical (SEIU)	3.00	2.00	2.00	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50		2.45
							* @ % + \$250					
Weedsport												
Aides (CSEA)	4.00	1.95	1.95	1.95	2.50	2.50	2.50	2.75	2.75	2.75		2.56
Bus Drivers (CSEA)	4.00	1.95	1.95	1.95	2.50	*2.50	*2.50	2.75	2.75	2.75		2.56
					*Bus drivers @ % + 30¢							
Bus Mech (CSEA)	4.00	1.95	1.95	1.95	2.50	2.50	2.50	2.75	2.75	2.75		2.56
Cust/Maint. (CSEA)	4.00	1.95	1.95	1.95	2.50	2.50	2.50	2.75	2.75	2.75		2.56
Nurses, Clerical	4.00											4.00
C-O BOCES Avg.	2.55	2.09	1.90	2.27	2.35	2.49	2.55	2.71	2.75	2.75		
BROOME-TIOGA BOCES												
Chenango Valley												
Non-Instruct. (NYSUT)	3.30	3.30	2.25	2.50	2.90	3.00	3.00	3.00	3.00			2.92
Deposit												
CSEA	4.00	2.00	2.00	3.00	3.00	3.00	3.00	3.00				2.88
Maine-Endwell												
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
Owego-Apalachin												
NYSUT	4.00	0.00	1.99	1.99	2.50	2.50	2.50					2.21
Union Endicott												
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	2.87
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.
BROOME-TIOGA BOCES cont'd												
Vestal												
Paraprofessional							3.00	3.00	3.00	3.00		3.00
Employees						2.90	2.95	3.00				2.95
Whitney Point												
Aides/Food Serv (NYSUT)	0.00	2.25	2.25	2.50	2.50	2.50						2.20
B-T BOCES Avg	2.95	2.57	2.49	2.66	2.75	2.73	3.17	3.20	3.00	2.83	2.80	
OSWEGO BOCES												
Hannibal												
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
Oswego												
CSEA	1.00	2.00	2.00	2.00	2.00	0.00	3.00	3.00	3.00	3.00		2.10
Osw. BOCES Avg.	0.33	1.83	1.83	2.05	2.07	1.57	2.67	3.00	3.00	3.00		
TOMPKINS-SENECA-TIOGA BOCES												
BOCES												
Local												
Candor												
Local	2.00	2.00										2.00
Dryden												
NYSUT	2.50	2.20	3.00	2.85	2.66	2.90	3.75	3.50	3.50			2.98
Groton												
CSEA	2.85	2.85	2.50	2.75	2.75	2.25	2.25	2.25				2.56
Ithaca												
Supp Prof.				2.00	3.00	2.00	2.00					2.47
Lansing												
NYSUT	3.90		90¢/hr	3.50	60¢/hr	3.00						3.58
Newfield												
CSEA	1.95	2.25	2.50	1.50	2.25	2.25	3.00	3.00	3.00	3.00		2.47
South Seneca												
Local	5.00	1.00	2.00	2.00	2.00	2.60	2.10	2.00				2.34
Trumansburg												
Local	2.00	2.25	2.50	2.50	2.50	50¢/hr	56¢/hr	3.50				2.54
T-S-T Avg.	2.89	2.09	2.50	2.44	2.53	2.50	2.62	2.85	3.25	3.00		

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.
WAYNE-FINGER LAKES BOCES												
BOCES												
NYSUT	3.50	3.75	1.90	2.75	2.45	2.45						2.80
Bloomfield												
NEA/NYSUT	3.40	3.40	1.95	1.85	1.85							2.49
Canandaigua												
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
Clyde-Savannah												
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
Dundee												
CSEA	3.20	2.00	2.00	2.00	2.00	2.50	2.50	2.50				2.34
Gananda												
CSEA	2.50	1.40	2.80	2.80	2.80							2.46
Geneva												
CSEA	0.00	2.00	2.00	2.00	3.00	3.00	3.00					2.14
Gorham-Middlesex												
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
Honeoye												
NYSUT	2.50	2.50	2.50	2.75	2.50	3.00	2.95	2.95				2.71
Lyons												
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				
Manchester-S'ville												
CSEA	1.80	1.00	1.90	1.90	2.50	2.50	2.50					2.01
Marion												
CSEA	3.50	1.75	1.75	1.75	1.75							2.10
Naples												
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

WAYNE-FINGER LAKES BOCES cont'd												
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Avg.
Newark							*or starting rate +1.2% if greater					
Custodians (CSEA)	2.50	1.25	2.00	2.00	2.40	2.00	* 50¢/hr	2.90	2.90			2.24
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						
N Rose-Wolcott												
NYSUT	0.00	1.90	1.90	1.90	1.95							1.53
Palmyra-Macedon												
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		
Penn Yan												
CSEA	3.90	2.25	2.25	2.25	2.25	2.35	2.35					2.51
Phelps-CI Springs (NYSUT)												
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
Red Creek												
CSEA	4.50	2.75	2.00	2.00	* 3.50	2.50	2.50					2.71
					* 2015-16 % based on hire date							
Romulus												
CSEA	4.00	1.50	1.50	3.00	3.00	3.00						2.67
Seneca Falls												
NEA/NYSUT	2.00	2.00	2.00	2.00	3.00	2.75	2.50	2.00				2.28
Sodus												
CSEA	3.00	2.00	2.00	2.00	2.00							2.20
Victor												
CSEA	1.00	1.00	1.50	2.00	2.00	2.00						1.58
Waterloo												
NEA/NYSUT	2.00	2.00	1.50	1.75	1.95	3.00	3.00	3.00	3.00	3.00	3.00	2.42
Wayne												
CSEA		2.50	2.50	2.70	2.90	2.90	2.70	2.90				2.73
Williamson												
CSEA	2.70	2.80	3.00	2.00	1.75	2.00	3.50	3.25	3.00	3.00		2.70
WFL BOCES Avg.	3.13	2.85	2.27	2.28	2.44	2.73	2.83	2.82	3.07	3.00	3.00	

AREA UNEMPLOYMENT RATES

New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	5.1%	5.1%	4.8%	4.3%	3.7%	4.2%	4.2%	4.1%	3.8%				
2017	5.2%	5.3%	4.7%	4.4%	4.4%	4.6%	4.9%	4.9%	4.6%	4.4%	4.4%	4.4%	4.7%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	6.0%	6.2%	5.6%	4.9%	4.1%	4.4%	4.3%	4.1%	3.7%				
2017	5.8%	5.9%	5.2%	4.8%	4.8%	5.0%	5.1%	5.0%	5.0%	4.7%	5.0%	5.2%	5.1%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	6.4%	6.5%	6.1%	5.2%	4.3%	4.4%	4.5%	4.3%	3.6%				
2017	6.3%	6.4%	5.6%	4.8%	4.5%	4.6%	5.0%	5.0%	4.6%	4.4%	4.9%	5.1%	5.1%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	6.8%	7.0%	6.3%	5.5%	4.5%	5.0%	5.0%	4.7%	4.1%				
2017	6.6%	6.5%	5.7%	5.4%	5.2%	5.6%	5.6%	5.4%	5.2%	5.0%	5.4%	5.6%	5.6%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	4.7%	4.7%	4.2%	3.9%	3.3%	4.2%	4.0%	3.7%	3.3%				
2017	4.7%	4.6%	4.0%	3.8%	4.0%	5.0%	5.0%	4.6%	4.5%	4.1%	4.3%	4.0%	4.4%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	5.7%	6.0%	5.5%	4.6%	3.7%	3.9%	3.6%	3.5%	3.3%				
2017	5.8%	5.8%	5.1%	4.5%	4.3%	4.4%	4.3%	4.3%	4.3%	4.2%	4.5%	4.9%	4.7%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2018	5.6%	5.9%	5.4%	4.8%	4.0%	4.3%	4.3%	4.2%	3.7%				
2017	5.5%	5.6%	5.0%	4.6%	4.7%	4.9%	5.1%	5.0%	4.8%	4.7%	4.9%	5.0%	5.0%

** Please note that 2017 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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August 2018

NY-Northeastern New Jersey Area

1. All Urban Consumers	274.441	0.1	2.2
2. Urban Wage Earners & Clerical Workers	269.304	0.1	2.2

U.S. City Average

1. All Urban Consumers	252.146	0.1	2.7
2. Urban Wage Earners & Clerical Workers	246.336	0.1	2.9

September 2018

NY-Northeastern New Jersey Area

1. All Urban Consumers	275.455	0.4	2.0
2. Urban Wage Earners & Clerical Workers	270.298	0.4	1.9

U.S. City Average

1. All Urban Consumers	252.439	0.1	2.3
2. Urban Wage Earners & Clerical Workers	246.565	0.1	2.3

COST OF LIVING UPDATE

ALL CITIES

NY - NORTHEASTERN NEW JERSEY

Month	Revised Wage Earner Index	%	All Urban Consumers Index	%	Revised Wage Earner Index	%	All Urban Consumers Index	%
Jan-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	243.0	2.3	249.0	2.2	267.2	1.9	272.2	1.7
Mar-18	243.5	2.4	249.6	2.4	267.1	1.9	272.2	1.7
Apr-18	244.6	2.6	250.5	2.5	267.9	2.1	273.0	1.9
May-18	245.8	3.0	251.6	2.8	269.0	2.3	274.0	2.2
Jun-18	246.2	3.1	252.0	2.9	269.3	2.3	274.2	2.0
Jul-18	246.2	3.2	252.0	2.9	269.1	2.5	274.1	2.2
Aug-18	246.3	2.9	252.1	2.7	269.3	2.2	274.4	2.2
Sep-18	246.6	2.3	252.4	2.3	270.3	1.9	275.5	2.0
Oct-18								
Nov-18								
Dec-18								

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