



# THE ADVOCATE

Cayuga-Onondaga BOCES  
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## Office of Personnel Relations

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

## VOLUME XXXIX MARCH - APRIL 2019

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# 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 the 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.

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## 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 2019-2020 beginning on July 1, 2019 and ending on June 30, 2020.

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 2018-2019 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 2019–2020. Attached please find a copy of the 2019–2020 school calendar.

Please notify this office by June 30, 2019, should you be unable to accept this employment for the 2019–2020 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*

assurance that you will perform services for the [DISTRICT] in the capacity of (blank) for the school year 2019–2020 beginning on July 1, 2019 and ending on June 30, 2020.

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 2018–2019 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 2019–2020. Attached please find a copy of the 2019–2020 school calendar.

Please notify this office by June 30, 2019 should you be unable to accept this employment for the 2019–2020 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*

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**SAMPLE NON-INSTRUCTIONAL LETTER**

Date

Dear (Employee):

Please be advised that the [DISTRICT] with this letter is providing you with reasonable

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**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 15, 2019 through April 19, 2019](#).

It is anticipated that the need for substitutes following the [Spring Recess between April 15, 2019 through April 19, 2019](#) 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 2018–2019 school year to be no less than 90% of what you earned in the 2017–2018 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 2018–2019 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*

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**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 2019–2020 beginning on July 1, 2019 and ending on June 30, 2020.

It is anticipated that the need for substitutes during the 2019–2020 school year will remain. As long as your availability for assignments remains the same as it was during the 2018–2019 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 2018–2019 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 2019–2020. Attached please find a copy of the 2019–2020 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 2018–2019 school year and this registry or list will be used in the 2019–2020 school year to call substitute teachers. Please notify this office by June 30, 2019, should you be unable to accept this employment for the 2019–2020 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

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**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.

## Non-Teacher Candidates for Coaching Positions



Soon, boards of education will appoint coaches for the 2019–2020 school year. Coaching appointments can often be an issue in districts as impassioned parents and community members have specific opinions on who should or who shouldn't coach a particular sport. During the time when coaching applications are being submitted to districts, our office often receives questions about non-teacher candidates for these positions.

Regardless of whether the position is paid or unpaid, the New York State Department of Education ("SED") only recognizes five (5) categories of individuals that may coach interscholastic sports. If your coaching candidate will not fall under one of these categories when the season begins, they cannot be appointed.

Coaches that hold a valid teaching certificate must fall into one of three categories: a certified physical education teacher; a certified teacher in an area other than physical education; or a certified teacher in an area other than physical education who began coaching before September 1, 1974. If two or more equally qualified certified teacher coaching candidates apply for a position then the board may appoint any one of them; unless the applicable collective bargaining agreement notes a preference.

Non-teacher coaches (i.e. community members and/or non-teaching staff) must hold either a Temporary Coaching License (“TCL”) or a Professional Coaching License (“PCL”) in the specific sport that he/she is coaching. The board of education cannot appoint a candidate with only a TCL over a teacher who has met all other requirements to coach or an applicant with a PCL. However, a certified teacher candidate does not have to be given preference over an equally qualified applicant with a PCL, unless the applicable collective bargaining agreement gives the teacher a preference.

#### *Requirements for Certified Teachers*

A physical education teacher may coach any sport in any school with successful completion of CPR and First Aid training before the season. A certified teacher in an area other than physical education may coach any sport in any school, but has to successfully complete CPR and First Aid training before the season begins, and then complete three additional coaching courses within a timeframe set forth by the SED (three and five years from initial appointment, respectively, and a course on concussions every two years). A certified teacher who began coaching before September 1, 1974, may continue to coach any sport in the school district in which he or she began coaching.

#### *Requirements for Temporary Coaching License (Initial)*

A temporary coach must receive his or her sport specific TCL license before the season begins. The requirements for the TCL application through SED’s TEACH system are as follows:

- Complete qualifying First Aid and CPR/AED training,
- Complete a qualifying course on Child Abuse Identification,
- Complete a qualifying School Violence Prevention and Intervention (SAVE) workshop,
- Complete a qualifying Training in Harassment, Bullying, Cyber bullying, and Discrimination in Schools: Prevention and Intervention (DASA) Training workshop,
- Complete fingerprinting clearance,
- Compliance with concussion training, every 2 years, and
- A recommendation from the district including verification that a certified teacher or person with a PCL did not apply.

#### *Requirements for TCL 1<sup>st</sup> Renewal*

TCLs are only good for one year. Therefore, the candidate must apply for a renewal each year through SED’s TEACH system and it must include the following:

- Applicant meets all TCL requirements above,
- Completion or enrolled in a qualifying course on Principles, Philosophy and Organization of Athletics in Education, and
- There has been less than 5 years since the initial TCL was issued.

#### *Requirements for TCL 2<sup>nd</sup> – 4<sup>th</sup> Renewals*

- Applicant meets all TCL requirements above,
- Completion of a qualifying course on Principles, Philosophy and Organization of Athletics in Education, and
- Completion of approved sport specific courses in Health Sciences Applied to Coaching and Theory and Techniques of Coaching (sport specific) within five years of initial appointment.

#### *Requirements for Professional Coaching License (Initial)*

PCLs, like TCLs, are sport specific and require at least three years of coaching the same sport as a licensed coach. The PCL application through SED’s TEACH system requires the following:

- Completion of a qualifying course on Philosophy, Principles and Organization of Athletics in Education,
- Completion of a qualifying course on Health Sciences Applied to Coaching,
- Completion of a qualifying course on Theory and Techniques of Coaching (sport specific),
- Complete qualifying First Aid and CPR/AED training prior to the season,
- Complete three years of sport specific coaching as a licensed coach for that sport,
- Completion of a qualifying course on Child Abuse Identification,
- Completion of a qualifying course on School Violence Prevention and Intervention (SAVE),
- Completion of a qualifying course on Training in Harassment, Bullying, Cyber bullying, and Discrimination in Schools: Prevention and Intervention (DASA),

- Complete fingerprinting clearance,
- Compliance with concussion training, every 2 years, and
- Any applicable fees.

#### Requirements for PCL Renewal

PCLs renewals are good for three years. A renewal application must be made through SED's TEACH system for another three-year PCL which must be submitted with the following:

- Applicant meets all PCL requirements above,
- Verification that the applicant has received satisfactory evaluations for each of the three years of coaching, and
- Any applicable fees.

Districts are required to have a principal or athletic director supervise and evaluate TCL and PCL coaches yearly on the following: communication and interpersonal skills, including interactions with colleagues, students, parents and the general public; supervisory, organizational, and leadership capabilities; knowledge and proficiency in first aid, CPR, sexual abuse guidelines, and other athlete injury-related protocols and procedures; and adherence to guidelines for purchasing equipment, uniforms and related supplies and for storing and maintaining sports equipment. See 8 CRR-NY Sec. 135.4(c)(7)

It is the responsibility of each board of education to ensure that the coaches they appoint meet the minimum requirements set forth by SED. After appointment, it is the superintendent's responsibility to make sure that all coaches complete all necessary courses that may be needed after the initial appointment. SED's TEACH system should be checked to ensure compliance for each coach.

SED has issued a guide that more fully sets forth the requirements for certified teachers and non-teacher coaches, see <http://www.nysed.gov/common/nysed/files/programs/curriculum-instruction/coaching-course-guidelines-final-01292018.pdf>. If you have any other questions, please feel free to contact our office.

## Employee Leave Time for Voting

As part of the New York State 2019–2020 Budget, an amendment to *New York Election Law § 3-110* was adopted affecting the rules about employees taking leave time to vote in the general elections. See *New York Election Law § 1-102* (applicable to “electing an individual to any party position or nominating or electing an individual to any federal, state, county, city, town or village office, or deciding any ballot question submitted to all the voters of the state or the voters of any county or city, or deciding any ballot question submitted to the voters of any town or village at the time of a general election”). Numerous administrative decisions have recognized that the applicability of the *Election Law* does not generally apply to school district elections, see *generally Appeal of the Bd. of ED. of The Hilton Central Sch. Dist.*, 56 Ed Dept, Decision No. 17091(2017).

Previously, an employee was entitled to two (2) hours of leave time, without the loss of pay, only if they did not have four (4) consecutive hours between the opening of polls and the beginning of his or her working shift, or four (4) consecutive hours between the end of their work shift and the closing of polls. The amendment now gives all employees up to three (3) hours to vote, without loss of pay, in any election with the only requirement being that an employee must request the paid time from their employer at least two (2) days in advance. The changes take effect immediately.

Under the new language, employers may designate when the time is taken, either at the start or at the end of the employee's regularly scheduled shift. Left in place is the requirement that employers conspicuously post a notice setting forth the provisions of this law, at least ten (10) days prior to the election and keep the notice posted until the polls are closed. The noted change essentially guarantees paid time off for registered voters.

Legal issues that remain unanswered are questions about whether employers will be able to ask for proof that an employee actually voted and/or how long it took to vote, and whether the three (3) hours is for the year or for each election.

Anticipating that many employees will be requesting paid time to vote in a general election, some school districts are considering structuring their calendar to ameliorate an influx of leave requests. One possibility is to pre-plan for substitutes on election day and for those that seek time off to balance the leave time between the first half of the day and the second half of the day. Another is to schedule a half-day for students on election day and designate the last three hours of the work day as paid time for employees to vote. Finally, some districts are considering scheduling a superintendent's day on election day so that the absence of employees will not affect student services. The list is certainly not exhaustive. If you have other ideas, we ask that you please share them.

Please see the sample notice below which can also be found at <https://www.elections.ny.gov/NYSBOE/elections/AttentionEmployees.pdf>.

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## ATTENTION ALL EMPLOYEES

### TIME ALLOWED

### EMPLOYEES TO VOTE ON ELECTION DAY

### N.Y. ELECTION LAW SECTION 3-110<sup>1</sup>

- **AS A REGISTERED VOTER, YOU MAY TAKE OFF UP TO 3 HOURS, WITHOUT LOSS OF PAY, TO ALLOW YOU TIME TO VOTE.**
- **YOU MAY TAKE TIME OFF AT THE BEGINNING OR END OF YOUR WORKING SHIFT, AS YOUR EMPLOYER MAY DESIGNATE, UNLESS OTHERWISE MUTUALLY AGREED.**
- **YOU MUST NOTIFY YOUR EMPLOYER NOT LESS THAN 2 DAYS BEFORE THE DAY OF THE ELECTION THAT YOU WILL TAKE TIME OFF TO VOTE.**

Rev 04.19.2019

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<sup>1</sup> EMPLOYERS: NOT LESS THAN TEN WORKING DAYS BEFORE ANY ELECTION DAY, EVERY EMPLOYER SHALL POST CONSPICUOUSLY IN THE PLACE OF WORK WHERE IT CAN BE SEEN AS EMPLOYEES COME OR GO TO THEIR PLACE OF WORK, A NOTICE SETTING FORTH THE PROVISIONS OF THIS LAW. SUCH NOTICE SHALL BE KEPT POSTED UNTIL THE CLOSE OF THE POLLS ON ELECTION DAY.

## 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	2.70	2.75	2.80	2.85	2.40
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
	<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>2.76</b>	<b>2.79</b>	<b>2.83</b>	<b>2.85</b>	
BROOME-TIOGA BOCES												
Chenango Valley	2.75	2.75	2.75	2.75	2.75	2.75	2.75	\$2,000	3.00	3.00	3.00	2.81
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
	<b>3.15</b>	<b>2.48</b>	<b>2.48</b>	<b>2.56</b>	<b>2.81</b>	<b>2.86</b>	<b>2.86</b>	<b>3.11</b>	<b>3.17</b>	<b>3.00</b>	<b>3.00</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						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				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
	<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>3.60</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			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	3.50	3.50	3.30	3.30	3.30		2.66
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	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
	<b>3.03</b>	<b>2.41</b>	<b>2.29</b>	<b>2.27</b>	<b>2.70</b>	<b>3.10</b>	<b>2.94</b>	<b>3.05</b>	<b>3.06</b>	<b>3.32</b>	<b>3.16</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	2.00	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
<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	2.80				2.79
Bus Drivers	2.00	2.00	2.00	2.00	2.00	2.50	2.50	2.50				2.19
Cust./Maint (SEIU)	3.00	3.00	3.00	3.00	2.50	2.50	2.50	2.80				2.79
Cafeteria (SEIU)	3.00	3.00	3.00	3.00	2.50	2.50	2.50	2.80				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	50¢/hr	2.75%	50¢/hr		2.45
Tchr. Ass't (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75%	50¢/hr		2.45
Bus Drivers (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75%	50¢/hr		2.45
Bus Mech (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75%	50¢/hr		2.45
Cust./Maint (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75%	50¢/hr		2.45
Cafeteria (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75%	50¢/hr		2.45

**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	50¢/hr	2.75%	50¢/hr		2.45
Clerical (CSEA)	2.00	2.50	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75%	50¢/hr		2.45
<b>Union Springs</b>												
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					
<b>Weedsport</b>												
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
<b>C-O BOCES Avg.</b>	<b>2.55</b>	<b>2.09</b>	<b>1.90</b>	<b>2.26</b>	<b>2.34</b>	<b>2.49</b>	<b>2.54</b>	<b>2.70</b>	<b>2.75</b>	<b>2.75</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	2.87
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.
<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						2.80
<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>								*for 5+ yrs of service up to \$1.00				
CSEA	0.00	2.00	2.00	2.00	3.00	3.00	3.00	*5¢/hr/yr	+ 75¢/hr	+75¢/hr		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>							*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						
<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	3.00	3.00	3.00	3.00	2.42
<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>2.82</b>	<b>3.07</b>	<b>3.00</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.
2019	4.6%	4.4%											
2018	5.0%	5.1%	4.6%	4.0%	3.7%	4.1%	4.2%	4.0%	3.6%	3.6%	3.5%	3.9%	4.1%

## Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2019	4.7%	4.6%											
2018	5.8%	5.8%	5.1%	4.4%	3.9%	4.3%	4.2%	3.8%	3.6%	3.5%	3.6%	4.2%	4.3%

## Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2019	5.1%	5.0%											
2018	6.1%	6.0%	5.5%	4.7%	4.0%	4.2%	4.3%	4.1%	3.5%	3.5%	3.6%	4.3%	4.5%

## Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2019	5.4%	5.1%											
2018	6.6%	6.6%	5.8%	5.0%	4.3%	4.8%	4.8%	4.5%	4.0%	3.9%	3.9%	4.5%	4.9%

## Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2019	3.9%	3.9%											
2018	4.7%	4.7%	3.9%	4.0%	3.7%	5.1%	4.9%	4.4%	3.9%	3.6%	3.4%	3.2%	4.1%

## Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2019	4.5%	4.5%											
2018	5.5%	5.7%	5.0%	4.2%	3.5%	3.8%	3.5%	3.4%	3.2%	3.1%	3.2%	3.9%	4.0%

## Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2019	4.5%	4.4%											
2018	5.4%	5.5%	4.9%	4.3%	3.9%	4.2%	4.1%	4.0%	3.6%	3.5%	3.5%	4.0%	4.2%

*\* \*\*Please note that 2018 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
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## February 2019

### NY-Northeastern New Jersey Area

1. All Urban Consumers	275.823	0.2	1.3
2. Urban Wage Earners & Clerical Workers	270.250	0.2	1.2

### U.S. City Average

1. All Urban Consumers	252.776	0.4	1.5
2. Urban Wage Earners & Clerical Workers	246.218	0.4	1.3

## March 2019

### NY-Northeastern New Jersey Area

1. All Urban Consumers	276.570	0.3	1.6
2. Urban Wage Earners & Clerical Workers	271.123	0.3	1.5

### U.S. City Average

1. All Urban Consumers	254.202	0.6	1.9
2. Urban Wage Earners & Clerical Workers	247.768	0.6	1.8



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