



# THE ADVOCATE

Cayuga-Onondaga BOCES  
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Providing comprehensive  
employment and personnel  
relations services to local  
school districts for over  
50 years.

## VOLUME XLV JULY - AUGUST 2025

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*The Cayuga-Onondaga BOCES  
Office of Personnel Relations*

**WELCOMES AND WISHES  
MUCH SUCCESS TO:**

**Dee Froio,**  
the recently appointed Superintendent  
at the  
**Cato-Meridian Central School District**  
  
**and**

**Jesse Harper,**  
the recently appointed Superintendent  
at the  
**Newfield Central School District**



**Tenure as a  
Teaching Assistant  
Does Not Reduce  
the Tenure Period  
When Moving Into a  
Teaching Role**

Occasionally the situation arises where a tenured teaching assistant moves into a teaching role. Conventionally, when someone has achieved tenure in a different position, they are entitled to a

shortened tenure period of three-years in a new tenure track position. However, that is not the case when an individual moves from a teaching assistant to a teaching role. In such a situation the conventional, four-year, tenure period applies. The logic for this application is found in the statute itself, and changes to the relevant law.

Prior to 2007, the Commissioner read the law at the time to mean that moving from a teaching assistant to a teacher position entitled someone to a shortened tenure period. However, in 2007, the Third Department clarified the meaning of the statute. In *Putnam Northern Westchester Board of Cooperative Educational Services v. Millis, et al.*, a tenured teaching assistant moved to a probationary teaching position. *Id.* at 1063. Two years into a three-year appointment, her probationary appointment was ended. *Id.* The Teaching Assistant argued that she was entitled to a reduced, two-year probationary appointment, and given that more than two years had elapsed, she earned tenure by estoppel. *Id.* Citing its prior decisions, the Commissioner agreed with the Teaching Assistant. *Id.*

Upon appeal to the Third Department, the Court disagreed reasoning that the legislative history evinced an intent to grant a reduced tenure period to those with experience teaching. *Id.* at 1064. They then reasoned that this did not apply to teaching assistants as they worked under the supervision of a certified teacher and, for example, were not responsible for teaching content like lesson plans. *Id.* Therefore, they found that time spent in a teaching assistant position did not reduce the tenure period when moving into a teaching role, and the appeal was granted. *Id.* at 1065. As a result, the Teaching Assistant did not earn tenure by estoppel, and the case was properly dismissed. *Id.*

This reasoning is also found in the language of the statute. Prior to 2015, Education Law § 3012 read, “that in the case of a teacher who has been appointed on tenure in another school district within the state, the school district where currently employed, or a [BOCES] ... the probationary period shall not exceed two years.” When amended in 2015, a sentence was added after the above to read, “in the case of a classroom teacher, the teacher demonstrates that he or she received an [APPR] rating pursuant to section three thousand twelve-c or section three hundred twelve-d in his or her **final year** of service in such other school district or board of cooperative educational services.” (emphasis added). This language makes plain that a classroom teacher only gets a reduced tenure period if they had an APPR evaluation in the prior year of service. As teaching assistants are not evaluated under these statutes, so they cannot be entitled to a reduced period when moving into a teaching role.

This begs the question, what is the tenure period for an employee moving from one teaching assistant position to another? The answer is likely a reduced tenure period of three years, as they meet all the requirements as defined by the statute and current Commissioner precedent. They are a teacher, as that has been broadly interpreted by the Commissioner, moving into a teaching position that does not require APPR review, and so is qualified for a reduced tenure period.

Please reach out to our office with any questions regarding the above.



## Artificial Intelligence and the Civil Service Law

It hasn't taken long for the state to weigh in on the intersection of artificial intelligence and the Civil Service Law. In a recent action, the state enacted a new section 10 to Civil Service Law § 80 which reads as follows:

“10. (a) The use of artificial intelligence systems as defined by section one hundred three-e of the state technology law shall not affect (i) the existing rights of employees pursuant to an existing collective bargaining agreement, or (ii) the existing representational relationships among employee organizations or the bargaining relationships between the employer and an employee organization.

(b) The use of such artificial intelligence systems shall not result in the: (i) discharge, displacement or loss of position, including partial displacement such as a reduction in the hours of non-overtime work, wages, or employment benefits, or result in the impairment of existing collective bargaining agreements; or (ii) transfer of existing duties and functions currently performed by employees of the state or any agency or public authority thereof to an artificial intelligence system.

(c) The use of an artificial intelligence system shall not alter the rights or benefits, and privileges, including but not limited to terms and conditions of employment, civil service status, and collective bargaining unit membership

status of all existing employees of the state or any agency or public authority thereof shall be preserved and protected.”

This new section restricts the use of artificial intelligence in the public sector by, in large part, defining it like a contractor. Artificial intelligence cannot affect collective bargaining rights and obligations, or be transferred duties of current employees, and cannot result in the discharge, displacement or loss of position, including partial displacement, like behavior that results in a reduction to hours, pay, or benefits. In sum, employers can use artificial intelligence, but not if it is to the detriment of the workforce, as defined by the law. This law is effective July 1, 2025 through July 1, 2028.

In addition to the above, Senate Bill S7599C and Assembly Bill A8295D were passed in June. The text of these bills is nearly identical to the above changes to the Civil Service Law, but they apply to any employee covered by a collective bargaining agreement. For our purposes, these bills effectively extend the above discussed protections for Civil Service employees to teachers and administrators. While not yet signed by the Governor, we expect it will be soon. As of publication, it does not have an effective date.

These laws significantly limit the way that employers can engage artificial intelligence tools to modernize their workspaces. Also, given the laws are new, there is no record of their application or enforcement, leading to many questions on its implementation in the workplace. We recommend districts analyze their current use of artificial intelligence tools to ensure they are not in violation of these new requirements. If you have questions or concerns about your practices, we recommend you reach out to our office for guidance.



## Commissioner Expunges Another Penalty

In line with the Commissioner’s recent trend, another appeal regarding student discipline has resulted in the expungement of a long-term suspension. In *Appeal of N.T.*, Decision No. 18,575 (June 30, 2025), the Commissioner found a suspension of one calendar year for sending a threatening message on social media was too severe and not proportionate to the offense committed. In this case, a 12-year-old student sent a message via Snapchat to another student stating, “Newfane and [L]ockport schools better watch out! We gunna shoot dat bitch,” followed by a laughing emoji. The District charged the student with making “terrorist threats of actions...or violence... within our school community.” During the investigation, the student admitted to law enforcement that she sent the message. At the hearing, the student again admitted to creating and sending the message. In addition, the student testified at the hearing that she made a copy of the post made by someone else and sent it to a student because the other student did not believe that such a threatening post existed.

Despite multiple admissions, the Commissioner found issues with the finding of guilt and length of suspension. First, the Commissioner concluded that the hearing officer failed to examine



the context of the threat. According to the decision, the hearing officer failed on three separate occasions to include evidence submitted in support of the student's version of events. The Commissioner believed this was a crucial misstep because the hearing officer never considered the fact that the student was just passing on a threat made by someone else, which the Commissioner felt was relevant before determining culpability. In the Commissioner's opinion, merely reproducing a threat and sending it to one student via social media was not enough to show that the 12-year-old student could reasonably predict the message would be shared beyond one student.<sup>1</sup> Since the hearing officer did not consider the student's version of events and the hearing officer did not properly ascertain the student's culpability, the hearing was flawed, and the penalty was "inappropriately punitive."<sup>2</sup> Therefore, despite an admission, the Commissioner expunged the entire suspension and declined to provide an alternate length of suspension.

This decision, along with other recent decisions, leads to a couple of interesting conclusions. First, the Commissioner looks much closer at the length of suspension and will find ways to expunge suspensions that are viewed as too long – sometimes finding minute errors to topple the entire case. Therefore, even with an admission, districts and hearing officers must understand how important it

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1 It is interesting that in the decision, the Commissioner said that sharing a single message on social media is not foreseeable to be distributed but also cited to prior decisions that said sharing messages on social media were foreseeable to be shared to district officials.

2 The Commissioner determined that the prior disciplinary record was minor, unrelated to the offense and the District did not attempt to help the student learn from the situation other than suspension.

is to investigate, draft charges, present a solid case and recommend penalties that fit the violations – context is important. Second, the Commissioner once again emphasized additional factors for districts to consider, like how the district has explained to students why their actions were improper, before implementing long-term suspensions. Third, based on this decision, it appears hearing officers need to consider intent, even after an admission, before rendering culpability determinations. Regardless of the appropriateness of these decisions, districts must be aware of them to understand the risks involved with certain violations and corresponding penalties.



## **Board Member Virtual Attendance: Open Meetings Law Requirements**

All boards of education must follow the requirements in New York State's Open Meetings Law when holding board meetings. A basic requirement is that there must be a quorum of board members to hold a meeting. A quorum is a simple majority. Generally, a quorum of the board must be physically present together in one location, or multiple locations that are open to the public and

connected via videoconferencing. This brief FAQ is designed as a refresher to emphasize when it is appropriate for a board member to attend and participate virtually.

### ***When can an individual member attend virtually?<sup>1</sup>***

A board member can attend virtually if certain conditions are met. First, there must be a resolution and written procedures adopted by the board and posted conspicuously on the district's website to govern virtual attendance. Second, there must be "extraordinary circumstances" requiring the board member to attend virtually. Third, there must be an in-person quorum.<sup>2</sup> Fourth, proper notice is given to the public.

### ***What are "extraordinary circumstances?"***

As defined by NY Public Officers Law § 103-a(2)(c), they include "disability, illness, caregiving responsibilities, or any other significant or unexpected factor or event which precludes the member's physical attendance at such meeting." Notably, this is a high bar, and this definition does not include the ability to attend virtually due to recreational purposes. Therefore, board members should not be allowed to attend board meetings virtually if they are on vacation or absent due to some other personal circumstances that are not

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1 As currently written, the ability to attend virtually expires on July 1, 2026.

2 A board member attending virtually may count as part of the in-person quorum if the board member has a disability, as defined as "(a) a physical, mental or medical impairment...which prevents the exercise of a normal bodily function or is demonstrable by medically accepted clinical or laboratory diagnostic techniques or (b) a record of such an impairment or (c) a condition regarded by others as such an impairment." See NY Executive Law § 292(21).

extraordinary. Remember, even if there are "extraordinary circumstances," there must otherwise be a quorum of the board physically present.

### ***What are the notice requirements for virtual attendance?***

Public Officers Law § 103-a(2)(f) states "the public notice for the meeting shall inform the public that videoconferencing will be used, where the public can view and/or participate in such meeting... and identify the physical location for the meeting where the public can attend." This means that the public must be informed that videoconferencing for "extraordinary circumstances" will be used at least 72 hours prior to the meeting. If a board member falls ill within those 72 hours, the notice requirements would likely not be met and that board member would not be able to participate virtually. Additionally, the law requires these meetings to be recorded, posted or linked to the district's website within 5 business days following the meeting, and that the public must also be given the opportunity to participate and/or comment virtually. See NY Pub. Off. Law § 103-a(2)(g), (h).



# RECENT AREA TEACHER CONTRACT SETTLEMENTS

## CAYUGA-ONONDAGA BOCES

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	AVG.
BOCES	2.75	2.80	2.80	1.99	4.00	4.00	4.00					3.19
Auburn	2.70	2.75	2.80	2.85	4.00	4.00	4.00	4.00				3.39
Cato-Meridian	2.85	2.85	2.70	3.50	3.25	3.00	4.00	3.70	3.40			3.25
Jordan-Elbridge	2.80	2.80	2.80	4.00	4.00	4.00	3.50	3.50	3.50			3.43
Moravia	2.85	2.80	2.80	2.80	4.25	4.25	4.25	3.85	3.85	3.80		3.55
Port Byron	2.60	2.88	2.88	2.88	2.88	3.75 + \$600	3.75	3.90	3.85	3.80		3.27
Skaneateles	3.10	3.00	3.40	3.60	3.60	4.00	4.00	4.00	4.00			3.63
So. Cayuga	2.75	\$1,900	3.00	\$1,900	4.75	4.50	4.10	3.75				3.81
Union Springs	2.75	2.80	2.85	2.85	2.88	2.99	4.00	3.85	3.75			3.19
Weedsport	2.75	2.75	2.75	3.00	3.00	3.00	3.25	3.25				2.97
	2.79	2.83	2.88	3.05	3.66	3.75	3.89	3.76	3.73	3.80		

## BROOME-TIOGA BOCES

Chenango Forks						4.75	4.50	4.25				4.50
Chenango Valley	\$2,000	3.00	3.00	3.00	4.0+ \$1250	4.25	3.25	4.00	4.00			3.42
Deposit	2.99	\$400 + 3.00	\$400 + 3.00	\$400 + 3.00	\$400 + 3.00	3.00	3.00	3.00				3.00
Maine-Endwell	2.95	3.10 + \$300	3.10	4.90	2.96	2.96	2.96					3.31
Owego-Apal.	3.00	3.50	3.00	3.00	4.00	4.00	4.00	4.00	4.00	4.00		3.60
Union-Endicott	3.50	3.50	3.00	3.00	4.00	4.00	4.00					3.57
Vestal	3.00	3.00	3.00	3.00	3.15	3.20						3.06
	3.09	3.13	3.02	3.38	3.53	3.74	3.62	3.81	4.00	4.00		

## DELAWARE-CHENANGO-MADISON-OTSEGO BOCES

Sidney	4.00	4.00	4.00	3.00	4.00	4.00	4.00					3.86
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## CITI BOCES

Hannibal	3.00	3.00	3.00	3.00	3.00	3.00	3.00	5.00	4.00	4.00	3.50	3.41
Phoenix		3.00	3.00	3.00	3.00	4.00	4.00	4.00	4.00			3.50
	3.00	3.00	3.00	3.00	3.00	3.50	3.50	4.00	4.00	4.00	3.50	

## TOMPKINS-SENECA-TIOGA BOCES

Candor	2.0 + \$44/step	2.0 + \$44/step	1.25	2.0 + \$45/step	2.0 + \$45/step	3.50	3.50	3.50	3.50			2.94
Dryden	4.42	4.25	4.14	3.31	\$200 + 4.80	\$200 + 4.80	\$200 + 4.80					4.03
Groton	6.00	3.00	3.00	3.00	3.50	7.00	4.50	4.00	4.00			4.22
Newfield	3.00	3.25	3.00	3.00	3.75	4.00	4.25	\$2K+ 3.50	5.00	\$2K+ 2.75		3.55
South Seneca	3.25	3.50	3.50	3.50	3.50	7.00	6.00	5.50				4.47
Trumansburg	3.50	3.50	3.00	3.25	3.75	4.00	3.00	4.00	4.50			3.61
	4.03	3.60	2.98	3.21	3.63	5.10	4.25	4.25	4.25	2.75		

# RECENT AREA TEACHER CONTRACT SETTLEMENTS

## WAYNE - FINGER LAKES BOCES

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	AVG.
Clyde-Savannah	3.25	3.00	2.0 + \$125	3.30	3.25	3.25	3.25	3.25				3.22
Dundee	4.00	3.25	3.25	2.75	2.75	2.75	5.50	5.00	4.00			3.69
Gananda	3.10	3.20	3.40	3.00	5.00	5.00	4.00	4.00				3.81
Geneva	2.50	3.00	2.50	2.50	2.70	4.00	4.00	3.70	3.20			3.12
Gorham-Middlesex	3.00	3.00	3.20	3.50	3.50	3.50	4.50	4.50	4.50			3.69
Honeoye	3.30	3.35	3.45	3.60	3.60	3.50	3.40	4.00	4.00	3.75	3.75	3.61
Lyons	2.90 + \$200	3.10*	3.30*	5.10	3.60	3.60	3.60					3.72
Manchester-Shortsville	2.50	2.50	4.50	4.50	4.00	4.00	4.25	4.00	4.00			3.81
Naples	3.50	3.45	3.35	3.25	3.50	3.50	4.25	4.25	4.25	4.00		3.73
Newark	3.25	3.10	3.20	3.30	3.30	3.30	3.30	3.00 + \$900 **	3.00 + \$750	3.00 + \$600		3.25
Palmyra-Macedon	2.75	3.25	3.25	3.25	3.25	3.50	4.25	4.25	4.25	4.25	4.00	3.47
Penn Yan	3.00	3.00	3.00	3.0% + \$125	3.0% + \$125	4.00 + \$1500	4.00	4.00				3.40
Phelps-Cl Springs	3.00	3.00	3.00	3.60	3.90	3.40	3.75	3.60	3.50			3.42
Red Creek	3.00	2.50			3.90 + \$600	3.90 + \$600	3.90 + \$600					3.44
Romulus	3.00	2.75	2.75	2.75	3.75	3.75	4.00	4.00	4.00	4.00		3.34
Seneca Falls	2.00	3.00	3.00	3.00	3.80	3.60	3.30	+1,200	4.00	4.00	4.00	3.10
Sodus	3.30	3.00	3.00	3.00	3.00	3.95	3.75	3.00	3.00			3.22
		* 2019-20, 2020-21, 2021-22, and 2022-23 or 2% off schedule, or \$12,000 if applicable				* Off Schedule: 2023-24: 3.45%, 2024-25: 3.25%, and 2025-26: 3.0%						
Waterloo	3.50	3.50	3.25	3.25	4.00	4.00	4.00	4.00				3.69
Wayne	3.00	3.00	3.00	3.00	3.50	3.50	4.25	4.00	4.00	3.75		3.50
Williamson	3.00	3.00	3.75	3.15	3.80	3.50	3.25	3.25				3.34
	3.05	3.05	3.23	3.32	3.58	3.68	3.93	3.97	3.89	3.96	3.92	

\* Lyons: 2019-20 and 2020-21 + \$1,000 at 21 years; 2021-22 all unit members received an extra assignment

\*\* Newark: 2025-26, depending on YOS, up to \$2,100 added to 2024-25 before % and \$ increase

Denotes Current Contract  
Denotes Previous Contract



RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS											
CAYUGA-ONONDAGA BOCES											
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	Avg.
<b>BOCES</b>											
Aides (CSEA)	2.80	1.99	1.99	1.99	3.00	3.85					2.60
Non-Instructional	2.80	1.99	4.00	4.00	4.00	3.85	3.85	3.85			3.54
<b>Auburn</b>											
Aides/Clerical (NYSUT)	2.85	2.80	2.75	2.75	2.75	\$3/hr	\$2.50/hr	\$2/hr			2.78
Bus Drivers (CSEA)	2.95	2.95	2.90	2.90	4.00	4.00	4.00	3.00	3.00		3.30
Cust/Maint. (CSEA)	2.95	2.95	2.90	2.90	4.00	4.00	4.00	3.00	3.00		3.30
Nurses (SEIU)	2.50	2.50	2.50	2.50	2.50	2.50	3.00	3.00			2.63
<b>Cato-Meridian</b>											
Aides/Ass'ts (SEIU)	45¢/hr	7.00	10.00	10.00	4.00	4.00	4.00				6.50
Bus Drivers (CSEA)	2.25	10.00	3.00	3.00	3.00						4.25
Cust./Maint. (CSEA)	2.25	5.00	3.00	3.00	3.00						3.25
<b>Jordan-Elbridge</b>											
Aides/Clerical(SEIU)	50¢+3.0	50¢+3.0	\$2+4.0	\$1.50+4.0	\$1.50+4.0						3.60
Bus Drivers	3.00	3.00	4.00	4.00	4.00						3.60
Cust./Maint (SEIU)	50¢+3.0	50¢+3.0	\$2+4.0	\$1.5+4.0	\$1.5+4.0						3.60
Cafeteria (SEIU)	50¢+3.0	50¢+3.0	\$2+4.0	\$1.5+4.0	\$1.5+4.0						3.60
Transportation	3.00	3.00	4.00	4.00	4.00						3.60
<b>Moravia</b>		On 1/1/22 add \$1.40/hr									
Aides/Ass't (CSEA)	2.75	70¢/hr	2.75	\$2/hr	6.00	5.00					4.13
CSEA	2.75	70¢/hr	2.75	\$2/hr	6.00	5.00					4.13
<b>Port Byron</b>											
Aides (SEIU)	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00				4.00
Cust./Maint. (CSEA)	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00				4.00
Cafeteria (CSEA)	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00				4.00
Nurse (CSEA)	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00				4.00
Clerical (SEIU)	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00				4.00
<b>Skaneateles</b>											
Aides (CSEA)	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00			3.43
Tchr Ass't (CSEA)	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00			3.43
Cust./Maint (CSEA)	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00			3.43
Nurses (CSEA)	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00			3.43
Clerical (CSEA)	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00			3.43
<b>So. Cayuga</b>											
Aides (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
Tchr. Ass't (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
Bus Drivers (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
Bus Mech (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
Cust./Maint (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
Cafeteria (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS											
CAYUGA-ONONDAGA BOCES cont'd											
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	Avg.
<b>So. Cayuga cont'd</b>											
Nurses (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
Clerical (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
<b>Union Springs</b>											
Aides (SEIU)	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1,750	\$1,750	\$1,750	\$1,750		
Tchr. Ass'ts (SEIU)	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1,750	\$1,750	\$1,750	\$1,750		
Bus Drivers (CSEA)	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr		3.00
Bus Mech (CSEA)	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr		3.00
Cust/Maint. (CSEA)	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr		3.00
Cafeteria (CSEA)	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr		3.00
Nurses (SEIU)	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1,750	\$1,750	\$1,750	\$1,750		
Clerical (SEIU)	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$2,080	\$2,080	\$2,080	\$2,080		
<b>Weedsport</b>											
Aides (CSEA)	2.75	2.75	3.00	3.25	\$1.50/hr	\$1+3.25	3.50				3.04
Bus Drivers (CSEA)	2.75	\$5/hr	3.00	3.25	\$1.50/hr	\$1+3.25	3.50				3.04
Bus Mech (CSEA)	2.75	\$5/hr	3.00	3.25	\$1.50/hr	\$1+3.25	3.50				3.04
Cust/Maint. (CSEA)	2.75	2.75	3.00	3.25	\$1.50/hr	\$1+3.25	3.50				3.04
<b>C-O BOCES Avg.</b>	<b>2.83</b>	<b>3.45</b>	<b>3.32</b>	<b>3.49</b>	<b>3.90</b>	<b>3.88</b>	<b>3.83</b>	<b>3.65</b>	<b>3.00</b>		
<b>BROOME-TIOGA BOCES</b>											
<b>Chenango Valley</b>											
Non-Instruct. (NYSUT)	3.0 or 70¢/hr	3.0 or \$1/hr	3.0 or 70¢/hr	3.0 or 70¢/hr							3.00
<b>Deposit</b>											
CSEA	4.00	50¢/hr	\$2/hr	\$1.25/hr	\$1.25/hr						4.00
<b>Maine-Endwell</b>											
Cust./Maint.	50¢/hr	75¢/hr	75¢/hr	75¢/hr	75¢/hr						
Supp Staff	75¢/hr	70¢/hr	80¢/hr	80¢/hr	80¢/hr						
Transp	\$300 + 3.25	70¢/hr	70¢/hr	70¢/hr							3.25
<b>Owego-Apalachin</b>											
NYSUT	2.85	4.99 + 30¢/hr	4.99 + 30¢/hr	4.99 + 30¢/hr	4.00 + 25¢/hr	4.00 + 10¢/hr	4.00 + 10¢/hr				4.26
<b>Union Endicott</b>											
Cafe. Workers	3.00	3.00	4.0+80¢	4.0+80¢	4.00	4.00					3.50
Cent Office	3.00	3.00	4.0+80¢	4.0+80¢	4.00	4.00					3.50
Comp & Tech	3.00	3.00									3.00
Dist Office	3.00	3.00									3.00
Maint. Workers	2.00	2.00	\$1500 + 4.00	\$1500 + 4.00	4.00	4.00					3.00
School Aides	*3.00	12.9	3.00	3.00	3.00						5.48
Transp	3.00	3.00	\$2.50	\$1.50	\$1.50						3.00

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS											
BROOME-TIOGA BOCES cont'd											
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	Avg.
<b>Vestal</b>											
Paraprofessional	3.00		\$1.25	90¢/hr	80¢/hr	75¢/hr					3.00
Employees	0.00	10.0	\$3.00	\$1.00	\$1.00						5.00
<b>B-T BOCES Avg</b>	<b>2.65</b>	<b>5.24</b>	<b>4.00</b>	<b>4.00</b>	<b>3.80</b>	<b>4.00</b>					
<b>OSWEGO BOCES</b>											
<b>Hannibal</b>											
CSEA	3.00	2.25	2.00	\$1.75	\$1.75	\$1.50	\$1.50				2.42
HEA	3.00	3.00	3.00	3.00	3.00	3.00					3.00
<b>TOMPKINS-SENECA-TIOGA BOCES</b>											
<b>Dryden</b>				+ \$1.25/hour							
NYSUT	3.00	3.80	3.80	5.00	5.00	5.00					4.27
<b>Groton</b>											
CSEA	3.00	60¢/hr	\$1.30-\$2	50¢/hr	3.00	3.00					3.00
<b>Newfield</b>		+ 25¢/hr			+ 50¢/hr						
CSEA	3.00	4.50	4.50	\$ to base	3.00	3.00					3.60
<b>South Seneca</b>											
Local	3.50	2.50	2.50								2.83
<b>Trumansburg</b>											
Local	3.25	3.00	3.25	3.50	3.50	4.00					3.42
<b>T-S-T BOCES Avg.</b>	<b>3.15</b>	<b>3.45</b>	<b>3.51</b>	<b>4.25</b>	<b>3.63</b>	<b>3.75</b>					
<b>WAYNE-FINGER LAKES BOCES</b>											
<b>Clyde-Savannah</b>		* 1.5% - 3%, based on years									
Supp Pers (CSEA)	2.50	*+70¢/hr	2.50	2.50	2.50	4.00	3.75	3.75			3.07
Transp.	75¢/hr	3.00	1.50	0.00*	*\$/hr	3.50	3.25				2.06
		*up to \$28.50/hr based on yrs			*up to \$34/hr based on yrs						
<b>Dundee</b>											
CSEA	4.00	4.00	\$1.80	4.00	4.00	4.00					4.00
<b>Gananda</b>											
CSEA	\$1.25/hr	75¢/hr	\$1.10/hr or 3.8%	4.00	4.00	4.00					4.00
<b>Geneva</b>											
CSEA	75¢/hr	75¢/hr	\$1/hr	\$1/hr	4.00	4.00	3.60				3.87
<b>Gorham-Middlesex (NYSUT)</b>											
Bus Drivers	\$1/hr	\$1/hr	\$3/hr	\$1/hr	\$1/hr	\$1/hr					
Cust./F Serv	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr						3.00
Teacher Aides	3.00	3.75	\$1/hr	\$1/hr	\$1/hr						3.38
<b>Honeoye</b>		*+\$/hr based on years		*+\$.30-1.20/hr based on years							
NYSUT	3.35	*3.30	3.30	*3.50	3.00	3.00					3.16

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS											
WAYNE-FINGER LAKES BOCES con't											
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	Avg.
<b>Lyons</b>											
NYSUT	2.90	2.90	2.90	2.90	2.90	6.00	6.00	6.00			4.06
	+70¢/hr	+70¢/hr	+90¢/hr	+90¢/hr	+90¢/hr						
<b>Manchester-S'ville</b>											
CSEA	60¢/hr	70¢/hr	70¢/hr	\$1/hr	\$1/hr	\$1/hr					
<b>Naples</b>				* greater of		* greater of					
CSEA	3.50	3.75	3.90	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr				3.78
<b>Newark</b>											
Custodians (CSEA)	2.75	\$2.25/hr	\$1.75/hr	\$1.00/hr	\$1.00/hr						2.75
Tchr Aides/Asst (NYSUT)	* 2.9 + 35¢/hr	* 2.9 + 35¢/hr	2.5 + 55¢/hr	2.5 + 65¢/hr	2.5 + 75¢/hr						2.70
<b>Palmyra-Macedon</b>											
CSEA, salary	\$2,500	\$2,600 or 3.50	\$2,080 or 3.50	3.50	3.50	4.75	4.00	3.75	3.75	3.75	3.79
CSEA, hourly	\$1.20/hr	\$1.25/hr or 3.50	\$1.00/hr or 3.50	3.50	3.50	4.75	4.00	3.75	3.75	3.75	3.79
<b>Penn Yan</b>					+\$1.15						
CSEA	3.00	3.00	3.00	3.00	4.00	4.00	4.00				3.33
<b>Phelps-CI Springs</b>		On 1/1/22 add \$2.50/hr									
Nurses/Food Serv/Bus Driver/Maint	3.50	3.50	2.00	2.50	2.50						2.80
Aides/Clerical	4.30	4.50	4.50	4.00	4.00	4.25	4.25				4.26
<b>Red Creek</b>											
CSEA	+60¢/hr	3.00	4.50	4.00	+\$1.50	+\$1.50	4.00				3.88
<b>Romulus</b>											
CSEA	3¢/hr +2.85%	3¢/hr +2.85%	\$1.50/hr	3.00	3.00	2.75					2.92
	48¢/hr	48¢/hr									
<b>Seneca Falls</b>		+\$1/hr									
NEA/NYSUT	3.00	2.50	2.00	3.30	3.30	3.30					2.90
<b>Sodus</b>				+50-75¢							
CSEA	3.00	3.00	3.00	3.00	3.50	3.50	3.75				3.25
<b>Waterloo</b>											
NEA/NYSUT	3.00	3.00	% based on YOS	4.00	4.00	4.00					3.60
<b>Wayne</b>											
CSEA	4.25	4.00	4.00	4.00	4.00	3.75	3.50				3.93
<b>Williamson</b>						+\$ .40-1.25/hr					
CSEA	3.00	3.00	2.75	2.75	2.75	4.25	4.00	4.00			3.31
<b>WFL BOCES Avg.</b>	<b>3.35</b>	<b>3.45</b>	<b>2.97</b>	<b>3.07</b>	<b>3.30</b>	<b>4.00</b>	<b>4.03</b>	<b>4.25</b>	<b>3.75</b>	<b>3.75</b>	

# AREA UNEMPLOYMENT RATES

## New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.6%	4.3%	4.1%	3.6%	3.5%	3.8%							
2024	4.3%	4.5%	4.2%	3.9%	4.2%	4.3%	4.9%	4.9%	4.0%	4.1%	4.2%	4.1%	4.3%

## Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.2%	4.4%	3.9%	3.0%	2.9%	3.2%							
2024	4.4%	4.5%	4.2%	3.7%	3.8%	3.7%	4.1%	4.0%	3.1%	3.2%	3.3%	3.5%	3.8%

## Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.6%	4.9%	4.3%	3.2%	2.9%	3.0%							
2024	4.5%	4.7%	4.3%	3.8%	3.6%	3.5%	4.2%	4.0%	3.0%	3.1%	3.2%	3.5%	3.8%

## Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.8%	5.0%	4.4%	3.3%	3.3%	3.7%							
2024	5.0%	4.9%	4.5%	4.0%	4.1%	4.1%	4.6%	4.5%	3.4%	3.6%	3.6%	4.0%	4.2%

## Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	3.4%	3.6%	3.3%	2.6%	2.7%	3.2%							
2024	3.5%	3.5%	3.2%	2.9%	3.5%	3.8%	3.9%	3.9%	2.9%	2.9%	3.0%	3.0%	3.3%

## Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.2%	4.6%	4.0%	2.9%	2.7%	2.9%							
2024	4.4%	4.5%	4.1%	3.5%	3.4%	3.3%	3.6%	3.4%	2.7%	2.8%	2.9%	3.3%	3.5%

## Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.1%	4.4%	3.9%	3.0%	3.0%	3.3%							
2024	4.3%	4.4%	4.1%	3.7%	3.8%	3.7%	4.1%	4.0%	3.1%	3.2%	3.3%	3.4%	3.8%

*\* Please note that data has been updated as labor force statistics for all LAUS areas are revised each year as part of the benchmarking process. The annual benchmarking process is part of the nationwide re-estimating procedure mandated by the U.S. Bureau of Labor Statistics.*

*Source: New York State Department of Labor Statistics*

[www.labor.state.ny.us](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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## May 2025

### NY-Northeastern New Jersey Area

1. All Urban Consumers	343.886	0.0	3.4
2. Urban Wage Earners & Clerical Workers	337.733	-0.1	3.4

### U.S. City Average

1. All Urban Consumers	321.465	0.2	2.4
2. Urban Wage Earners & Clerical Workers	314.839	0.2	2.2

## June 2025

### NY-Northeastern New Jersey Area

1. All Urban Consumers	346.332	0.7	3.5
2. Urban Wage Earners & Clerical Workers	340.420	0.8	3.4

### U.S. City Average

1. All Urban Consumers	322.561	0.3	2.7
2. Urban Wage Earners & Clerical Workers	315.975	0.4	2.6

# COST OF LIVING UPDATE

## ALL CITIES

## NY - NORTHEASTERN NEW JERSEY

Month	Revised Wage Earner Index	%	All Urban Consumers Index	%	Revised Wage Earner Index	%	All Urban Consumers Index	%
Jan-23	293.6	6.3	299.2	6.4	312.2	6.0	318.2	6.0
Feb-23	295.1	5.8	300.8	6.0	313.3	5.5	319.3	6.0
Mar-23	296.0	4.5	301.8	5.0	312.8	4.0	319.0	4.6
Apr-23	297.7	4.6	303.4	4.9	313.2	3.3	319.2	3.7
May-23	298.4	3.6	304.1	4.0	313.7	2.8	320.0	3.5
Jun-23	299.4	2.3	305.1	3.0	315.1	1.8	321.3	2.5
Jul-23	299.9	2.6	305.7	3.2	316.1	2.5	322.5	3.2
Aug-23	301.6	3.4	307.0	3.7	318.3	3.0	324.4	3.5
Sep-23	302.3	3.6	307.8	3.7	320.0	3.7	325.6	3.7
Oct-23	302.1	3.1	307.7	3.7	320.2	3.7	325.3	3.5
Nov-23	301.2	3.0	307.0	3.1	319..6	3.2	324.5	3.0
Dec-23	300.7	3.3	306.7	3.4	319.6	3.1	324.7	2.9
Jan-24	302.2	2.9	308.4	3.1	322.8	3.4	328.0	3.1
Feb-24	304.3	3.1	310.3	3.2	323.1	3.1	328.6	2.9
Mar-24	306.5	3.5	312.3	3.5	324.3	3.7	329.8	3.4
Apr-24	307.8	3.4	313.5	3.4	325.8	4.0	331.3	3.8
May-24	308.2	3.3	314.1	3.3	326.7	4.1	332.6	3.9
Jun-24	308.1	2.9	314.2	3.0	329.2	4.5	334.8	4.2
Jul-24	308.5	2.9	314.5	2.9	330.3	4.5	335.6	4.1
Aug-24	308.6	2.4	314.8	2.5	330.9	3.9	336.5	3.7
Sep-24	309.0	2.2	315.3	2.4	332.4	3.9	337.9	3.8
Oct-24	309.4	2.4	315.7	2.6	332.1	3.7	338.2	4.0
Nov-24	309.0	2.6	315.5	2.7	332.6	4.1	338.5	4.3
Dec-24	309.1	2.9	315.6	2.9	332.8	4.1	338.6	4.3
Jan-25	311.2	3.0	317.7	3.0	335.4	3.9	341.1	4.0
Feb-25	312.5	2.7	319.1	2.8	336.6	4.2	342.3	4.2
Mar-25	313.3	2.2	319.8	2.4	337.3	4.0	342.5	3.8
Apr-25	314.2	2.1	320.8	2.3	338.2	3.8	344.0	3.9
May-25	314.8	2.2	321.5	2.4	337.7	3.4	343.9	3.4
Jun-25	315.9	2.6	322.6	2.7	340.4	3.4	346.3	3.5
Jul-25								
Aug-25								
Sep-25								
Oct-25								
Nov-25								
Dec-25								

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The BOCES provides equal access to community and youth organizations.

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