



# THE ADVOCATE

Cayuga-Onondaga BOCES  
Office of Personnel Relations  
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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 XLI MARCH/ APRIL 2021

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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 2021–2022 beginning on July 1, 2021 and ending on June 30, 2022.

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 2020–2021 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 2021–2022. Attached please find a copy of the 2021–2022 school calendar.

Please notify this office by June 30, 2021, should you be unable to accept this employment for the 2021–2022 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

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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 assurance that you will perform services for the [DISTRICT] in the capacity of (blank) for the school year 2021–2022 beginning on July 1, 2021 and ending on June 30, 2022.

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 2020–2021 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 2021–2022. Attached please find a copy of the 2021–2022 school calendar.

Please notify this office by June 30, 2021 should you be unable to accept this employment for the 2021–2022 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 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 [Thanksgiving/Christmas/Winter/Spring Recess between \(add dates for specific recess\) Date, 202x through Date, 202x.](#)

It is anticipated that the need for substitutes following the [Thanksgiving/Christmas/Winter/Spring Recess between Date, 202x through Date, 202x](#) will remain. As long as your availability for assignments remains the same as it was prior to the [Thanksgiving/Christmas/Winter/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 2021-2022 school year to be no less than 90% of what you earned in the 2020-2021 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 [Thanksgiving/Christmas/Winter/Spring Recess](#) and this registry or list will be used after the [Thanksgiving/Christmas/Winter/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 2021-2022 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 2021–2022 beginning on July 1, 2021 and ending on June 30, 2022.

It is anticipated that the need for substitutes during the 2021–2022 school year will remain. As long as your availability for assignments remains the same as it was during the 2020–2021 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 2020–2021 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 2021–2022. Attached please find a copy of the 2021–2022 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 2020–2021 school year and this registry or list will be used in the 2021–2022 school year to call substitute teachers. Please notify this office by June 30, 2021, should you be unable to accept this employment for the 2021–2022 school year.

This reasonable assurance is being transmitted to you for the sole and express purpose of complying with the revisions of the Federal Unemployment Act enacted under Public Law 94–566 and commonly referred to as the Unemployment Insurance Amendments of 1976. These amendments require each state to provide unemployment insurance coverage to local government employees which by companion legislation was enacted in 1977 by New York State. Therefore, and as noted above, you

are presumed to have a reasonable assurance that you will perform services with the (School District) and to resume work at the beginning of the ensuing year or term and immediately following vacation periods and/or holiday recesses unless otherwise notified.

Should you have any questions, please feel free to contact the Business Office.

Chief School Officer  
\_\_\_\_\_School District

*I, \_\_\_\_\_, have read the above and understand its contents and intend, **or do not intend** (circle one and return to the School District) to return to the (School District) as a regular classroom teacher.*

*Employee's Signature  
Substitute Teacher/Per Diem Employee*

\*\*\*\*\*

**PLEASE NOTE – REGARDING SUBSTITUTE  
TEACHERS AND OTHER PER DIEM  
EMPLOYEES:**

Although the last sentence has been added to the second paragraph, please note that a substitute teacher and/or other per diem employees may still ultimately be entitled to unemployment insurance if he/she did not receive at least ninety (90%) percent of the income he/she previously earned. As another alternative, the District could state in the letter of reasonable assurance of continuing employment that the substitute teacher and/or other per diem employees will work a specified number of days in the successor school year equal to the days the substitute worked during the previous school year. Once again, however, the substitute and/or other per diem employees might ultimately be entitled to unemployment insurance if he/she did not receive at least ninety (90%) percent of the income he/she previously earned.



# Living with COVID-19: A Year in Review

This has been one of the most unique years in recent memory after everything appeared to “stop” in March 2020 due to COVID-19. At that time, everyone believed there would be a return to normal in a few weeks, then a couple months and then it appeared districts may never get back to normal. Fortunately, a year later, it looks like districts can begin planning on returning staff and students full time or close to it. In order to make sure districts are ready for this, it is useful to look back at how we got here and what we learned to continue moving forward.

When the world “shut down” in March 2020, districts were asked to change delivery of instruction seemingly overnight. The response from teacher unions was a mixed bag when it came to virtual learning, but at the end of the day, the majority of districts and staff were able to get the job done with few issues. Districts faced another dilemma with support staff – should they stay employed, work from home, or be laid off. Districts had to have uncomfortable, yet necessary, conversations about layoffs, furloughs and bargain about how support staff could/would be paid, how long they would be paid and what benefits would continue. Surprisingly, some support staff employees wanted to be laid off because they could make more money collecting unemployment. In the end, most districts were able to make whatever agreements were necessary with their units that were non precedent setting and/or would end at a certain point in time to get through the pandemic.

To make matters more complicated, the federal and state governments created paid time off laws for employees. Districts and their representatives had to immediately become familiar with the new alphabet soup of paid leave – Families First Coronavirus Response Act (FFCRA), Emergency Paid Sick

Leave (EPSL), Enhanced FMLA or FMLA +, and NYS Paid Sick Leave. Districts had to pay close attention to how these laws interacted, learn ever-changing FAQs, understand court decisions, analyze reasons for leave to determine what leave was applicable (even if the district could not ask for documentation), determine applicability of travel restrictions and follow relevant collective bargaining language regarding emergency closures. It also forced districts to examine and assess current leave practices and policies. Please note that while the federal leaves have expired, districts must still be aware of NYS COVID-19 leave.

When staff were expected back to work, many sought accommodations under the ADA in order to continue working from home. Districts needed to re-examine their practices to determine how/why to provide reasonable accommodations. Some superintendents or business officials found themselves in an endless game of trying to get documentation from the employee’s doctor and trying to discuss the situations with the district’s doctor. Now, as the vaccine is slowly becoming more prevalent and schools are beginning to reopen fully, districts will have to deal with the continuation or change of any accommodations previously provided.

In the midst of all of the above, federal and state governments rolled out the COVID-19 vaccine, despite questions about its length of effectiveness and districts’ ability to mandate staff vaccinations. Additionally, as if trying to run a school district through a pandemic was not enough, the federal government issued new Title IX regulations that districts had to learn and implement in a short period of time.

It has been quite a year, and it is truly impressive how districts have adapted to these new challenges. Hopefully, districts can take the time to reflect on what happened because k-12 education will most certainly continue to be abnormal, or maybe become the new normal, moving into the 2021-2022 school year and beyond. As always our office will be available to assist on these issues.



## RECENT AREA TEACHER CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES												
	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	AVG.
BOCES	2.25	2.25	2.25	2.50	2.70	2.75	2.80	2.80	1.99	1.99		2.43
Auburn	2.25	2.25	2.60	2.60	2.60	2.70	2.75	2.80	2.85			2.60
Cato-Meridian	2.00	2.00	2.70	2.60	2.50	2.85	2.85	2.70				2.53
Jordan-Elbridge	2.18	2.50	2.50	2.50	2.80	2.80	2.80	2.80				2.61
Moravia	0.00	2.50	2.50	2.50	2.90	2.85	2.80	2.80				2.36
Port Byron	2.00	2.00	2.50	2.60	2.70	2.60	2.88	2.88	2.88	2.88		2.59
Skaneateles	1.50	2.50	2.60	2.75	3.20	3.10	3.00	3.40	3.60	3.60		2.93
So. Cayuga	2.00	2.25	2.25	2.75	2.75	2.75	\$1,900	3.00	\$1,900			2.54
Union Springs	2.00	2.00	2.50	2.50	2.50	2.75	2.80	2.85				2.49
Weedsport	2.00	2.00	2.50	2.50	2.75	2.75	2.75	2.75				2.50
	1.82	2.23	2.49	2.58	2.74	2.79	2.83	2.88	2.83	2.82		
BROOME-TIOGA BOCES												
Chenango Valley	2.75	2.75	2.75	2.75	2.75	\$2,000	3.00	3.00	3.00			2.84
Deposit	2.50	2.50	3.00	3.00	3.00	2.99	\$400 + 3.00	\$400 + 3.00	\$400 + 3.00	\$400 + 3.00		2.90
Maine-Endwell	2.60	2.80	2.95	2.95	2.95	2.95	3.10 + \$300	3.10	3.10			2.93
Owego-Apal.	2.00	2.00	2.95	2.85	2.75	3.00	3.50	3.00	3.00			2.73
Union-Endicott	2.70	2.70	2.60	2.90	2.90	3.50	3.50	3.00	3.00			2.98
Vestal	2.60	2.95	2.95	2.95	3.00	3.00	3.00	3.00				2.93
Whitney Point	2.20	2.20	2.50	2.60	2.70	3.00	3.00	3.00				2.65
	2.48	2.56	2.81	2.86	2.86	3.07	3.10	3.02	3.03	3.00		
DELAWARE-CHENANGO-MADISON-OTSEGO BOCES												
Sidney		3.00	3.00	3.20	4.00	4.00	4.00	4.00				3.60
OSWEGO BOCES												
Hannibal	1.75	2.20	2.20	2.20	2.75	3.00	3.00	3.00				2.51
TOMPKINS-SENECA-TIOGA BOCES												
BOCES												
Candor	2.00	1.5 + \$1000	1.5 + \$1000	2.0 + \$500	3.20	2.0 + \$44/step	2.0 + \$44/step					2.60
Dryden	3.00	3.00	3.00	3.05	3.13	4.42	4.25	4.14	3.31			3.48
Groton	2.50	2.60	2.70	2.70	6.00	6.00	3.00	3.00	3.00	3.50		3.50
Ithaca	2.00	2.00	2.00	4.50	\$1,930	3.00						2.70
Lansing	2.70	3.00	3.00	3.25	2.85	2.90	2.65	3.75	3.75	3.50	3.50	3.17
Newfield	3.00	3.50	2.75	2.50	3.25	3.00	3.25	3.00				3.03
South Seneca	2.45	2.45	1.45	2.75	3.25	3.25	3.50	3.50	3.50	3.50		2.96
Trumansburg	3.00	3.00	2.50	3.00	3.25	3.50	3.50					3.11
	2.58	2.79	2.49	3.11	3.72	3.72	3.60	3.48	3.39	3.50	3.50	



# RECENT AREA TEACHER CONTRACT SETTLEMENTS

## WAYNE - FINGER LAKES BOCES

	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	AVG.
BOCES	2.50	2.45	2.45	3.00	3.00							2.68
Bloomfield	1.98	2.00	2.00									1.99
Canandaigua	2.69	2.65	2.57									2.64
Clyde-Savannah	2.25	2.25	2.25	3.50	3.25	3.25	3.00	2.0 + \$125				2.82
Dundee	2.50	3.00	3.30	3.40	2.50	4.00	3.25	3.25				3.15
Gananda	2.60	2.75	3.00	3.00	3.20	3.10	3.20	3.40				3.03
Geneva	2.00	2.00	3.00	3.50	3.50	2.50	3.00	2.50	2.50	2.70		2.72
Gorham-Middlesex	2.50	2.50	2.50	3.00	3.00	3.00	3.00					2.79
Honeoye	2.50	2.75	2.75	2.90	3.30	3.30	3.35	3.45				3.04
Lyons	2.50 + \$1,000	2.50 + \$600	2.70 + \$300	2.90 + \$700	2.90 + \$300	2.90 + \$200	3.10*	3.30*	3.08*			2.88
Manchester-Shortsville	2.00	2.00	2.50	3.00	2.50	2.50	2.50					2.43
Marion	2.00	2.40	2.25	3.00	3.25	3.50	3.65					2.86
Naples	2.25	2.25	2.50	2.50	2.60	3.50	3.45	3.35	3.25			2.85
Newark	2.50	2.50	3.00	3.00	3.00	3.25	3.10	3.20				2.94
N Rose-Wolcott	1.90	2.00	2.30	3.50	3.50	3.30	3.30	3.30				2.89
Palmyra-Macedon	3.90	2.50	1.75 + \$500	2.75	2.75	2.75	3.25	3.25	3.25	3.25	3.50	3.12
Penn Yan	1.90	2.00	2.00	2.30	3.00	3.00	3.00	3.00	3.0% + \$125	3.0% + \$125		2.53
Phelps-Cl Springs	2.00	2.00	2.00	3.00	3.00	3.00	3.00	3.00	3.60	3.90		2.85
Red Creek	2.50	2.40	2.40	4.00	3.25	3.00	2.50					2.86
Romulus	1.50	1.50	5.00	3.00	3.00	3.00	2.75	2.75	2.75			2.81
Seneca Falls	2.00	2.00	3.00	2.75	2.50	2.00	3.00	3.00	3.00	\$1,200		2.58
Sodus	2.00	2.20	3.00	3.00	3.30	3.30	3.00	3.00	3.00	3.00		2.88
			* 2015-16 and 2016-17 3.0 percent settlement for on-step unit members				* 2019-20, 2020-21, 2021-22, and 2022-23 or 2% off schedule, or \$12,000 if applicable					
Victor	2.50	2.50	3.10	3.10	3.10	3.30	3.70	2.0 + \$991				3.04
Waterloo	1.50	1.75	1.95	3.00	3.00	3.50	3.50	3.25	3.25			2.74
Wayne	3.00	2.00	3.50	4.00	2.50	3.00	3.00	3.00	3.00			3.00
Williamson	2.25	2.50	2.50	2.60	2.50	3.00	3.00	3.75	3.15			2.81
	<b>2.29</b>	<b>2.27</b>	<b>2.70</b>	<b>3.08</b>	<b>2.98</b>	<b>3.09</b>	<b>3.11</b>	<b>3.16</b>	<b>3.08</b>	<b>3.21</b>	<b>3.50</b>	

\* Lyons 2019-20, 2020-2021 and 2021-22 + \$1,000 at 21 years

Denotes Current Contract  
Denotes Previous Contract



# RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES												
	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	Avg.
<b>BOCES</b>												
Aides (CSEA)	2.00	2.00	2.50	2.50	2.50	2.70	2.75	2.80				2.47
Non-Instructional	2.00	2.00	2.50	2.50	2.70	2.75	2.80	2.80				2.51
<b>Auburn</b>												
Aides/Clerical (NYSUT)	1.00	2.00	2.00	2.60	2.60	2.60	2.90	2.85	2.80	2.75	2.75	2.44
Bus Drivers (CSEA)	0.00	2.25	2.25	2.60	2.60	2.60	2.95	2.95	2.95	2.90	2.90	2.45
Cust/Maint. (CSEA)	0.00	2.25	2.25	2.60	2.60	2.60	2.95	2.95	2.95	2.90	2.90	2.41
Nurses (SEIU)	2.00	1.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50			2.33
<b>Cato-Meridian</b>												
Aides/Ass'ts (SEIU)	50¢/hr	50¢/hr	75¢/hr	75¢/hr	75¢/hr	50¢/hr	45¢/hr	45¢/hr				
Bus Drivers (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.25	2.25				2.19
Cust./Maint. (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.25	2.25				2.19
<b>Jordan-Elbridge</b>												
Aides/Clerical(SEIU)	3.00	3.00	2.50	2.50	2.50	2.80	3.00	50¢+3.0	50¢+3.0			2.81
Bus Drivers	2.00	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00			2.50
Cust./Maint. (SEIU)	3.00	3.00	2.50	2.50	2.50	2.80	3.00	50¢+3.0	50¢+3.0			2.81
Cafeteria (SEIU)	3.00	3.00	2.50	2.50	2.50	2.80	3.00	50¢+3.0	50¢+3.0			2.81
Transportation	1.00	1.00	1.00	2.75	2.75	2.75	3.00	3.00	3.00			2.17
<b>Moravia</b>												
Aides/Ass't (CSEA)	0.00	2.00	2.00	2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75		2.22
CSEA	0.00	2.00	2.00	2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75		2.22
<b>Port Byron</b>												
Aides (SEIU)	2.00	2.00	2.50	2.50	2.50	2.50	70¢/hr	70¢/hr				2.33
Cust./Maint. (CSEA)	2.00	2.00	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr				2.25
Cafeteria (CSEA)	2.00	2.00	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr				2.25
Nurse (CSEA)	2.00	2.00	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr				2.25
Clerical (SEIU)	2.00	2.00	2.50	2.50	2.50	2.50	70¢/hr	70¢/hr				2.33
<b>Skaneateles</b>												
Aides (CSEA)	1.50	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00		2.66
Tchr Ass't (CSEA)	1.50	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00		2.66
Cust./Maint (CSEA)	1.50	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00		2.66
Nurses (CSEA)	1.50	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00		2.66
Clerical (CSEA)	1.50	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00		2.66
<b>So. Cayuga</b>												
Aides (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
Tchr. Ass't (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
Bus Drivers (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
Bus Mech (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
Cust./Maint (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
Cafeteria (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58



RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
CAYUGA-ONONDAGA BOCES cont'd												
	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	Avg.
<b>So. Cayuga cont'd</b>												
Nurses (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
Clerical (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
<b>Union Springs</b>												
Aides (SEIU)	2.00	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50				2.38
Tchr. Ass'ts (SEIU)	2.00	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50				2.38
Bus Drivers (CSEA)	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00				2.56
Bus Mech (CSEA)	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00				2.56
Cust/Maint. (CSEA)	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00				2.56
Cafeteria (CSEA)	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00				2.56
Nurses (SEIU)	2.00	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50				2.38
Clerical (SEIU)	2.00	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50				2.38
					* @ % + \$250							
<b>Weedsport</b>												
Aides (CSEA)	1.95	1.95	2.50	2.50	2.50	2.75	2.75	2.75				2.46
Bus Drivers (CSEA)	1.95	1.95	2.50	*2.50	*2.50	2.75	2.75	2.75				2.44
			*Bus drivers @ % + 30¢									
Bus Mech (CSEA)	1.95	1.95	2.50	2.50	2.50	2.75	2.75	2.75				2.46
Cust/Maint. (CSEA)	1.95	1.95	2.50	2.50	2.50	2.75	2.75	2.75				2.46
Nurses, Clerical												
<b>C-O BOCES Avg.</b>	<b>1.90</b>	<b>2.24</b>	<b>2.35</b>	<b>2.43</b>	<b>2.61</b>	<b>2.73</b>	<b>2.84</b>	<b>2.83</b>	<b>2.93</b>	<b>2.91</b>	<b>2.94</b>	
<b>BROOME-TIOGA BOCES</b>												
<b>Chenango Valley</b>												
Non-Instruct. (NYSUT)	2.25	2.50	2.90	3.00	3.00	3.00	3.00	3.0 or 70¢/hr				2.81
<b>Deposit</b>												
CSEA	2.00	3.00	3.00	3.00	3.00	3.00	\$1/hr	4.00	50¢/hr			3.00
<b>Maine-Endwell</b>												
Cust./Maint.	2.00	50¢/hr	50¢/hr	50¢/hr	75¢/hr	65¢/hr	60¢/hr					2.00
Supp Staff	2.95	3.00	3.15									3.03
Transp	\$600	\$700	\$800	\$910- \$1625	\$860- \$1525	\$810 - \$1425						
<b>Owego-Apalachin</b>												
NYSUT	1.99	1.99	2.50	2.50	2.50	2.85	2.85	2.85				2.50
<b>Union Endicott</b>												
Cafe. Workers	2.70	2.70	2.70	2.70	3.40	*3.00	*3.00	3.00	3.00			2.89
Cent Office	2.70	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00			2.91
Comp & Tech	2.70	2.70	2.70	2.70		3.00	3.00	3.00	3.00			2.91
Dist Office	2.70	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00			2.91
Maint. Workers	2.70	2.70	2.70	2.70	3.40	5.00	3.00	2.00	2.00			2.91
School Aides	2.70	2.70	2.70	2.70	3.40	3.00	*3.00	*3.00				2.87
Transp	2.70	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00			2.87
						*@ % + 25¢/hour						



RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
	2013- 2014	2014- 2015	2015- 2016	2016- 2017	2017- 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023	2023- 2024	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)	2.25	2.50	2.50	2.50	3.00	3.00	3.00	3.00				2.72
<b>B-T BOCES Avg</b>	<b>2.49</b>	<b>2.66</b>	<b>2.75</b>	<b>2.73</b>	<b>3.17</b>	<b>3.15</b>	<b>2.98</b>	<b>2.98</b>	<b>2.80</b>			
<b>OSWEGO BOCES</b>												
<b>Hannibal</b>												
CSEA	1.75	1.95	2.00	2.50	2.75	3.00	3.00	3.00	2.25	2.00		2.42
HEA	1.75	2.20	2.20	2.20	2.25	3.00	3.00	3.00	3.00			2.51
<b>TOMPKINS-SENECA-TIOGA BOCES</b>												
<b>Dryden</b>												
NYSUT	3.00	2.85	2.66	2.90	3.75	3.50	3.50					3.17
<b>Groton</b>												
CSEA	2.50	2.75	2.75	2.25	2.25	2.25	\$1.50/hr	3.00	60¢/hr			2.54
<b>Lansing</b>												
NYSUT	90¢/hr	3.50	60¢/hr	3.00	50¢/hr	60¢/hr	75¢/hr	75¢/hr				3.25
<b>Newfield</b>												
CSEA	2.50	1.50	2.25	2.25	3.00	3.00	3.00	3.00				2.56
<b>South Seneca</b>												
Local	2.00	2.00	2.00	2.60	2.10	2.00	\$1.40-\$2	3.50	2.50	2.50		2.36
<b>Trumansburg</b>												
Local	2.50	2.50	2.50	50¢/hr	56¢/hr	3.50						2.75
<b>T-S-T BOCES Avg.</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>3.13</b>	<b>2.50</b>	<b>2.50</b>		
<b>WAYNE-FINGER LAKES BOCES</b>												
<b>Clyde-Savannah</b>												
Supp Pers (CSEA)	2.50	2.50	2.50	3.50	3.50	3.50	3.50	2.50				3.00
Transp.	2.00	2.00	2.00	3.75	3.60	3.50	3.50	75¢/hr				2.91
<b>Dundee</b>												
CSEA	2.00	2.00	2.00	2.50	2.50	2.50	4.00	4.00	4.00			2.83
<b>Gananda</b>												
CSEA	2.80	2.80	2.80	50¢/hr	70¢/hr	70¢/hr	75¢/hr	\$1.25/hr	75¢/hr			3.00
				OR 3.2%								
<b>Geneva</b>						*for 5+ yrs of service up to \$1.00						
CSEA	2.00	2.00	3.00	3.00	3.00	*5¢/hr/yr	75¢/hr	75¢/hr				2.60
<b>Gorham-Middlesex (NYSUT)</b>												
Bus Drivers	2.25	2.25	2.70	2.70	2.70	\$1/hr	\$1/hr	\$1/hr	\$1/hr			2.52
Cust./F Serv	3.75	2.70	2.70	2.50	50¢/hr	50¢/hr	3.00	3.00				2.94
Teacher Aides	2.25	2.70	2.70	2.70	50¢/hr	50¢/hr	3.00	3.00				2.69



RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
WAYNE-FINGER LAKES BOCES con't												
	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	Avg.
<b>Honeoye</b>												
NYSUT	2.50	2.75	2.50	3.00	2.95	2.95	3.50	3.35	3.30	3.30		3.01
<b>Lyons</b>												
NYSUT	2.50	2.50	2.50	1.80	1.80	1.80	2.90	2.90	2.90			2.40
				+54¢/hr	+54¢/hr	+54¢/hr	+70¢/hr	+70¢/hr	+70¢/hr			
<b>Manchester-S'ville</b>												
CSEA	1.90	1.90	2.50	2.50	2.50	35¢/hr	30¢/hr	60¢/hr	70¢/hr	70¢/hr		2.26
<b>Naples</b>												
CSEA	2.70	2.70	2.70	2.80	2.90	2.90	3.50	3.50	3.75	3.90		3.14
<b>Newark</b>					*or starting rate +1.2% if greater							
Custodians (CSEA)	2.00	2.00	2.40	2.00	* 50¢/hr	2.90	2.90					2.37
Tchr Aides/Asst (NY-SUT)	1.50	2.40	2.00	*2.25	*2.25	1.50	* 2.9 + 40¢/hr	* 2.9 + 35¢/hr	* 2.9 + 35¢/hr			2.29
				* 2.25-3.0% based on years			* OR Salary Rate					
<b>Palmyra-Macedon</b>												
CSEA	2.90	2.90	2.90	2.90	\$2,400/ salary	\$2,500/ salary	\$2,500/ salary	\$2,500/ salary				2.90
				or	\$1.15/hr	\$1.20/hr	\$1.20/hr	\$1.20/hr				
<b>Penn Yan</b>												
CSEA	2.25	2.25	2.25	2.35	2.35	3.00	3.00	3.00				2.56
<b>Phelps-CI Springs (NYSUT)</b>												
Nurses/Food Serv/Bus Driv/Maint	2.00	2.00	2.00	3.00	3.00	3.00	2.25	3.50	3.50			2.69
Aides/Clerical	2.00	2.00	2.00	3.00	3.00	3.00	3.00					2.57
<b>Red Creek</b>												
CSEA	2.00	2.00	* 3.50	2.50	2.50	\$1/hr	3.00	\$1/hr	3.00			2.50
			* 2015-16 % based on hire date									
<b>Romulus</b>												
CSEA	1.50	1.50	3.00	3.00	3.00	3¢/hr +2.85%	3¢/hr +2.85%	3¢/hr +2.85%	3¢/hr +2.85%			2.40
					or	48¢/hr	48¢/hr	48¢/hr	48¢/hr			
<b>Seneca Falls</b>												
NEA/NYSUT	2.00	2.00	3.00	2.75	2.50	2.00	3.00	3.00	2.50	2.00		2.48
<b>Waterloo</b>												
NEA/NYSUT	1.50	1.75	1.95	3.00	3.00	3.00	3.00	3.00	3.00			2.58
<b>Wayne</b>												
CSEA	2.50	2.70	2.90	2.90	2.70	2.90	5.00	4.25	4.00	4.00		3.39
						OR \$1.00/hr						
<b>Williamson</b>												
CSEA	3.00	2.00	1.75	2.00	3.50	3.25	3.00	3.00				2.69
<b>WFL BOCES Avg.</b>	<b>2.31</b>	<b>2.31</b>	<b>2.48</b>	<b>2.75</b>	<b>2.83</b>	<b>2.83</b>	<b>3.10</b>	<b>3.26</b>	<b>3.40</b>	<b>3.42</b>		<b>3.40</b>



# AREA UNEMPLOYMENT RATES

## New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	9.4%	9.6%											
2020	4.1%	4.1%	4.4%	16.2%	15.7%	14.8%	14.8%	11.6%	9.9%	8.3%	8.3%	8.5%	10.0%

## Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	7.2%	7.3%											
2020	4.8%	4.9%	5.0%	17.3%	12.7%	11.6%	11.7%	8.8%	6.1%	5.7%	5.8%	6.5%	8.4%

## Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	6.9%	7.0%											
2020	5.1%	5.2%	5.3%	16.6%	11.5%	10.5%	11.0%	8.5%	5.4%	5.0%	5.2%	5.9%	7.9%

## Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	7.5%	7.7%											
2020	5.6%	5.6%	5.7%	17.2%	12.2%	11.6%	12.0%	9.1%	6.2%	5.9%	6.2%	6.8%	8.7%

## Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	5.3%	5.3%											
2020	3.7%	3.6%	3.6%	11.0%	8.7%	9.2%	9.3%	6.9%	4.7%	4.4%	4.6%	4.7%	6.2%

## Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	6.2%	6.4%											
2020	4.7%	4.8%	5.0%	15.2%	10.8%	9.9%	10.1%	7.6%	5.0%	4.8%	5.0%	5.6%	7.4%

## Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	7.0%	7.1%											
2020	4.6%	4.6%	4.8%	15.9%	11.9%	11.2%	11.7%	9.0%	6.3%	5.8%	6.0%	6.7%	8.2%

*\* Please note that 2020 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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## January 2021

### NY-Northeastern New Jersey Area

1. All Urban Consumers	285.525	0.4	1.2
2. Urban Wage Earners & Clerical Workers	279.909	0.4	1.4

### U.S. City Average

1. All Urban Consumers	261.582	0.4	1.4
2. Urban Wage Earner & Clerical Workers	255.296	0.5	1.6

## February 2021

### NY-Northeastern New Jersey Area

1. All Urban Consumers	286.474	0.3	1.4
2. Urban Wage Earners & Clerical Workers	280.994	0.4	1.7

### U.S. City Average

1. All Urban Consumers	263.014	0.5	1.7
2. Urban Wage Earners & Clerical Workers	256.843	0.6	1.9



# 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-19	245.1	1.3	251.7	1.6	269.7	1.5	275.1	1.6
Feb-19	246.2	1.3	252.8	1.5	270.3	1.2	275.8	1.3
Mar-19	247.8	1.8	254.2	1.9	271.1	1.5	276.6	1.6
Apr-19	249.3	1.9	255.5	2.0	272.0	1.5	277.4	1.6
May-19	249.9	1.7	256.1	1.8	272.7	1.4	278.1	1.5
Jun-19	249.8	1.4	256.1	1.6	273.4	1.5	278.8	1.7
Jul-19	250.2	1.7	256.6	1.8	273.3	1.5	278.8	1.7
Aug-19	250.1	1.5	256.6	1.7	273.9	1.7	279.4	1.8
Sep-19	250.3	1.5	256.8	1.7	273.7	1.3	279.3	1.4
Oct-19	250.9	1.6	257.3	1.8	273.5	1.3	279.3	1.5
Nov-19	250.6	1.9	257.2	2.1	273.6	1.7	279.5	1.8
Dec-19	257.0	2.3	250.5	2.3	279.8	2.2	274.0	2.1
Jan-20	258.0	2.5	251.4	2.5	282.0	2.5	276.1	2.4
Feb-20	251.9	2.3	258.7	2.3	276.4	2.3	282.6	2.4
Mar-20	251.4	1.5	258.1	1.5	276.0	1.8	282.0	2.0
Apr-20	249.5	0.1	256.4	1.1	274.9	1.1	280.6	2.4
May-20	249.5	-0.1	256.4	0.1	276.4	1.4	282.1	1.4
Jun-20	251.1	0.5	257.8	0.6	276.5	1.2	282.3	1.3
Jul-20	252.6	1.0	259.1	1.0	277.9	1.7	283.6	1.7
Aug-20	253.6	1.4	259.9	1.3	277.9	1.5	283.5	1.4
Sep-20	254.0	1.5	260.3	1.4	278.9	1.9	284.6	1.9
Oct-20	254.1	1.3	260.4	1.2	278.3	1.8	284.1	1.7
Nov-20	253.8	1.3	260.2	1.2	277.7	1.5	283.3	1.4
Dec-20	254.1	1.4	260.5	1.4	278.8	1.8	284.4	1.6
Jan-21	255.3	1.6	261.6	1.4	279.9	1.4	285.5	1.2
Feb-21	256.8	1.9	263.0	1.7	281.0	1.7	286.5	1.4
Mar-21								
Apr-21								
May-21								
Jun-21								
Jul-21								
Aug-21								
Sep-21								
Oct-21								
Nov-21								
Dec-21								



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