



THE ADVOCATE

Cayuga-Onondaga BOCES
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Providing comprehensive
employment and personnel
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45 years.

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Continuation of Covid-19 Paid Leave

New York Covid-19 Paid Leave still exists, although as part of the 2024-2025 New York State Budget there is now an effective end date of July 31, 2025. However, some changes to the Centers for Disease Control (“CDC”) and Prevention Covid-19 guidelines may now render this leave moot.

New York Covid-19 Paid Leave was originally passed on March 18, 2020, when signed by then Governor Cuomo. It initially required that employers provide fourteen (14) days of paid leave, or functionally ten (10) workdays of paid leave, for an order of isolation or quarantine with some narrow and no longer applicable exceptions. In January of 2021, the New York State Department of Labor issued guidance which expanded the rights under the law to cover “three orders of quarantine or isolation” for a maximum of thirty (30) workdays. The first could be for purposes of isolation following an order indicating as such, the remainder could only be used following a positive Covid-19 test.

New York State now follows guidance from the CDC when determining when the leave applies. The CDC’s most recent guidance recommends that after testing positive for Covid-19, “people stay at home and away from others until at least 24 hours after both their symptoms are getting better overall, and they have not had a fever (and

are not using fever reducing medication).” The guidance goes on to encourage added precautions over the next five days and to take additional steps such as masking, social distancing, hand washing, and other common respiratory virus precautions.

The obligation to provide NY COVID-19 Paid Leave has been dependent on employees who have tested Covid-19 positive being subject “to a mandatory or precautionary order of quarantine or isolation issued by the state of New York, the Department of Health, local board of health or any governmental entity duly authorized to issue such order.” It appears that local and county health departments are no longer issuing mandatory isolation orders for non-healthcare employees who have tested positive for COVID-19. Given that these employees are no longer subject to mandatory periods of isolation, it is our office’s opinion that it logically follows they no longer meet the eligibility criteria for NY COVID-19 Paid Leave.

Based on the foregoing, it is the recommendation of the OPR that school districts contact their county health department to confirm they are no longer issuing isolation orders to non-healthcare employees. If this is the case, then school districts may cease providing non-healthcare employees with NY COVID-19 Paid Leave absent the employee presenting a mandatory or precautionary order of isolation to the school district. We caution, however, that this opinion has not been confirmed by New York State or any agency of the State. As such, we recommend that each school district still budget for the potential of having to reimburse employees who have tested positive and requested NY COVID-19 Paid Leave in the event the State issues an opinion contrary to the recommendations herein.

It is also our understanding that many county health departments are still issuing orders for healthcare workers, which

includes school district nurses or other healthcare staff. In the event a district employee receives a notice of quarantine or isolation, then the new CDC guidance prevails. This means that employees must return to work if their symptoms have improved over a 24-hour period, and they don't have a fever. If they are not meeting these conditions, then they should remain out of office until those symptoms have improved over a 24-hour period. This means that employees may receive as little as none (for example, if the onset and improvement happen over the weekend) to ten days of leave, depending on the severity of their symptoms.

If you have any questions, please feel free to reach out to our office.

Rulings Explore Issues Involving the NYS Open Meetings Law

by **Shubh N. McTague**, Staff Counsel
On Board,

Recent court rulings have explored claims that public boards have failed to honor the state Open Meetings Law. In one case, the court found a violation while no violation was found in the other.

What materials must be made available to the public prior to a meeting?

In *Hofstra Univ. v. Nassau Cnty. Planning Comm'n*, the state Supreme Court of Nassau County found, in part, that a public body violated the Open Meetings Law (OML) by failing to make available a copy of a resolution that was the subject of discussion at several meetings.

Accordingly, the court voided both the resolution and the ultimate action taken as a result of the resolution.

Public Officers Law section 103(e) requires public bodies, such as school districts, to make any agency records and proposed resolutions, rules, regulations, policies or amendments that are scheduled for discussion at a meeting to be made available upon request of any member of the public, to the extent practicable, at least 24 hours prior to the meeting during which the records will be discussed. These records must also be posted on the public body's website – to the extent practicable – at least 24 hours prior to the meeting.

In this case, a Planning Commission adopted a resolution during a meeting recommending that the Nassau County Legislature approve a lease transfer. This resolution was the subject of discussion during this meeting and two other prior meetings. However, it was never made available nor posted on the website before any of the three meetings.

The petitioner filed a lawsuit asserting that these omissions were in violation of the OML. The Planning Commission argued that it was not required to make the resolution available because it was not “written down until it was voted upon” at the third meeting. The court rejected this argument, stating that if that were the case, it would allow “agencies to avoid their obligations under the [OML] by simply refraining from memorializing resolutions in writing until after the conclusion of the meeting at which the resolution is discussed.”

The Planning Commission further contended that even if it had violated the OML, the court could not annul the lease transfer and a subsequent new lease because it only made a recommendation to the Legislature, which was free to make its own decision.

The court rejected the Planning Commission’s contention that the lease transfer could not be annulled, stating that the failure to post the resolution wasn’t merely a technical oversight but was “an attempt to avoid public scrutiny” of the lease transfer at issue. Citing concerns involving the procedures followed in discussions of the lease, the court annulled the resolution of the planning commission and the vote of the Legislature to approve the lease transfer. In addition, the court determined the petitioner demonstrated that an award of attorneys’ fees was warranted based upon the deliberate circumvention of the OML.

This case should serve as a reminder for school districts of the importance of ensuring that materials that are to be the subject of discussion at board meetings are made available to the public and posted online at least 24 hours prior to the meeting, to the degree that this is practicable, otherwise a court can levy significant consequences.

Meetings to get advice from attorney may be exempt from OML.

In *Sindoni v. Bd. of Educ. of Skaneateles CSD*, the Appellate Division of the state Supreme Court, Fourth Department, found that there was no violation of the Open Meetings Law when a board decided not to renew the appointment of the football coach during a closed-door meeting. The court noted that the school board met in private to obtain legal advice from its attorney on employment issues. This made the session an exempt meeting not subject to the OML.

After the executive session and following the board meeting, a varsity football coach was informed that his appointment as a coach would not be renewed. The coach filed a lawsuit, claiming in part that the executive session held prior to a public

board meeting was unlawful and any action taken should be voided.

Executive sessions can be held to discuss “matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person,” as well as other reasons specified in the Public Officers Law. A properly convened executive session commences after a motion is made in a public meeting.

However, the decision in *Sindoni* illustrates that not all meetings fall within the purview of the OML. Public Officers Law section 108 states that the OML does not apply when a meeting is a judicial or quasi-judicial proceeding or any matter made confidential by federal or state law. And New York State law makes communications between an attorney and his/her client confidential when the attorney is providing legal advice.

In this case, the court noted that the board and superintendent met with the attorney to seek legal advice on the coach’s legal employment status, his employment rights, and how to appoint school employees. Thus, the meeting was exempt and not subject to the OML.

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The editorial staff of “*The Advocate*” gratefully acknowledges the contribution by Shubh N. McTague from the New York State School Boards Association publication, “*On Board*,” Volume 24, No. 3, February 26, 2024. Used with permission.







## Fair Labor Standards Act Overtime Exemptions: Update

Effective July 1, 2024, the U.S. Department of Labor (“DOL”) is increasing the salary level an employee must be paid to qualify for certain overtime exemptions from \$684 per week (\$35,568 annually) to \$844 per week (\$43,888 annually). Then, on January 1, 2025, this threshold will increase, again, to \$1,128 per week (\$58,656 annually).

In general, the FLSA requires employees to receive overtime pay at a rate of one and one-half times the regular rate for any hours worked in excess of 40 hours in a workweek. However, certain employees are exempt from this requirement. These exemptions are known as white-collar exemptions and generally contain employees working in an executive, administrative, or professional capacity (“EAP exemption”). In order to qualify for these exemptions, three basic elements must be met:

1. An employee is paid a salary (the “Salary Basis Test”);
2. The salary is not less than the minimum threshold amount (the “Salary Level Test”); and
3. The employee primarily performs executive, administrative, or professional duties (the “Duties Test”).

As a result of the increasing salary thresholds, a larger scope of employees may no longer be exempt and will require overtime payments. However, the change will not impact the following:

- Hourly workers, who are entitled to overtime pay or comp time regardless of how much they make if they work more than 40 hours;
- Workers who work 40 or fewer hours; and
- Workers who fail the duties test: salaried workers who do not primarily perform executive, administrative, or professional duties are not eligible for the white-collar overtime exemption and therefore are not affected by the final rule. Those employees should already be getting paid overtime for any hours they work over 40 in one week.

Although the salary threshold level is increasing, the salary basis test and the duties test will remain the same.<sup>1</sup> As such, if employees are making more than \$844/week after July 1, 2024, or, more than \$1,128/week after January 1, 2025, and they previously satisfied the salary and duties tests, then they will still receive an overtime exemption.

However, if previously exempted employees now make less than the updated thresholds, they will likely be entitled to overtime wages. Districts should reexamine those employees that qualified for the EAP exemption prior to the updated thresholds and determine if they are making more/less than these now.

In school districts, teachers will continue to be exempt from the minimum salary requirement and remain exempt from the

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<sup>1</sup> For listings of various duties tests, see [29 CFR Part 541](#); see also [U.S. DOL Fact Sheet #17A](#)

overtime requirement as long as they have “a primary duty of teaching, tutoring, instructing or lecturing in the activity of imparting knowledge and who is employed and engaged in this activity as a teacher in an educational establishment.” See 29 CFR §541.303. Other employees that were previously classified under the EAP exemption should be reexamined (i.e. teaching assistants and nurses) to determine if they earn more or less than the relevant thresholds.

Finally, the regulations allow employers to satisfy up to 10% of the new salary threshold by the payment of non-discretionary bonuses, incentives, and commissions that are paid at least annually. So, districts should take this into consideration when deciding how to restructure the compensation of exempt employees in order to retain the white-collar exemptions, if applicable. Non-discretionary bonuses include forms of compensation promised to employees to induce them to work more efficiently or to remain with the company (i.e. compensation received as a result of collective bargaining).

As always, feel free to reach out to our office to assist with the implementation of Fair Labor Standards Act exemptions.



## **CONGRATULATIONS!**

*The Cayuga-Onondaga BOCES Office of  
Personnel Relations*

### **CONGRATULATES AND WISHES A WONDERFUL RETIREMENT TO:**

**Marygrace Mazzullo,  
Superintendent,  
Williamson Central School District**

*and*

**Martin Rotz,  
Superintendent,  
Romulus Central School District**

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*The Cayuga-Onondaga BOCES Office of
Personnel Relations*

WELCOMES AND WISHES MUCH SUCCESS TO:

**Jennifer Hayden,
the recently appointed and next
Superintendent
at the
Romulus Central School District**

and

**E. Bridget Ashton,
the recently appointed and next
Superintendent
at the
Williamson Central School District**

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						3.03
Jordan-Elbridge	2.80	2.80	2.80	4.00	4.00	4.00						3.40
Moravia	2.85	2.80	2.80	2.80	4.25	4.25	4.25					3.43
Port Byron	2.60	2.88	2.88	2.88	2.88	3.75 +\$600	3.75					2.98
Skaneateles	3.10	3.00	3.40	3.60	3.60							3.34
So. Cayuga	2.75	\$1,900	3.00	\$1,900	4.75	4.50						3.75
Union Springs	2.75	2.80	2.85	2.85	2.88	2.99						2.85
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	3.72	3.85	3.63				
BROOME-TIOGA BOCES												
Chenango Valley	\$2,000	3.00	3.00	3.00	4.0+ \$1250	4.25	3.25					3.30
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					3.43
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	3.57	3.44	3.00				
DELAWARE-CHENANGO-MADISON-OTSEGO BOCES												
Sidney	4.00	4.00	4.00	3.00	4.00	4.00	4.00					3.86
OSWEGO BOCES												
Hannibal	3.00	3.00	3.00	3.00	3.00	3.00	3.00					3.00
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			
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						2.38
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					3.46
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						3.50
	4.03	3.60	2.98	3.21	3.63	5.10	4.92	4.75	4.00			

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					3.22
Dundee	4.00	3.25	3.25	2.75	2.75	2.75	2.75					3.07
Gananda	3.10	3.20	3.40	3.00	5.00	5.00						3.78
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						3.28
Honeoye	3.30	3.35	3.45	3.60	3.60	3.50	3.40					3.46
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					3.25
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				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						3.17
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	3.71	3.81	3.74	4.08	4.00	

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

Denotes Current Contract
Denotes Previous Contract

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES												
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	Avg.
BOCES												
Aides (CSEA)	2.50	2.70	2.75	2.80	1.99	1.99	1.99					2.39
Non-Instructional	2.70	2.75	2.80	2.80	1.99	4.00	4.00	4.00				3.13
Auburn												
Aides/Clerical (NYSUT)	2.60	2.60	2.90	2.85	2.80	2.75	2.75	2.75				2.75
Bus Drivers (CSEA)	2.60	2.60	2.95	2.95	2.95	2.90	2.90					2.84
Cust/Maint. (CSEA)	2.60	2.60	2.95	2.95	2.95	2.90	2.90					2.84
Nurses (SEIU)	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50			2.50
Cato-Meridian												
Aides/Ass'ts (SEIU)	75¢/hr	50¢/hr	45¢/hr	45¢/hr	7.00	10.00	10.00					9.00
Bus Drivers (CSEA)	2.50	2.50	2.25	2.25	10.00	3.00	3.00	3.00				3.56
Cust./Maint. (CSEA)	2.50	2.50	2.25	2.25	5.00	3.00	3.00	3.00				2.94
Jordan-Elbridge												
Aides/Clerical(SEIU)	2.50	2.80	3.00	50¢+3.0	50¢+3.0	\$2+4.0	\$1.50+4.0	\$1.50+4.0				2.77
Bus Drivers	2.50	2.50	3.00	3.00	3.00	4.00	4.00	4.00				3.25
Cust./Maint (SEIU)	2.50	2.80	3.00	50¢+3.0	50¢+3.0	\$2+4.0	\$1.5+4.0	\$1.5+4.0				2.77
Cafeteria (SEIU)	2.50	2.80	3.00	50¢+3.0	50¢+3.0	\$2+4.0	\$1.5+4.0	\$1.5+4.0				2.77
Transportation	2.75	2.75	3.00	3.00	3.00	4.00	4.00	4.00				3.25
Moravia												
					On 1/1/22 add \$1.40/hr							
Aides/Ass't (CSEA)	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75	\$2/hr	6.00	5.00			3.67
CSEA	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75	\$2/hr	6.00	5.00			3.67
Port Byron												
Aides (SEIU)	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00		3.50
Cust./Maint. (CSEA)	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00		3.50
Cafeteria (CSEA)	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00		3.50
Nurse (CSEA)	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00		3.50
Clerical (SEIU)	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00		3.50
Skaneateles												
Aides (CSEA)	3.00	3.00	3.00	3.00	3.00	3.00	3.00					3.00
Tchr Ass't (CSEA)	3.00	3.00	3.00	3.00	3.00	3.00	3.00					3.00
Cust./Maint (CSEA)	3.00	3.00	3.00	3.00	3.00	3.00	3.00					3.00
Nurses (CSEA)	3.00	3.00	3.00	3.00	3.00	3.00	3.00					3.00
Clerical (CSEA)	3.00	3.00	3.00	3.00	3.00	3.00	3.00					3.00
So. Cayuga												
Aides (CSEA)	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25					3.13
Tchr. Ass't (CSEA)	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25					3.13
Bus Drivers (CSEA)	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25					3.13
Bus Mech (CSEA)	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25					3.13
Cust./Maint (CSEA)	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25					3.13
Cafeteria (CSEA)	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25					3.13

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES cont'd												
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	Avg.
So. Cayuga cont'd												
Nurses (CSEA)	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25					3.13
Clerical (CSEA)	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25					3.13
Union Springs												
Aides (SEIU)	*2.50	*2.50	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr				2.50
Tchr. Ass'ts (SEIU)	*2.50	*2.50	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr				2.50
Bus Drivers (CSEA)	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr				2.88
Bus Mech (CSEA)	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr				2.88
Cust/Maint. (CSEA)	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr				2.88
Cafeteria (CSEA)	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr				2.88
Nurses (SEIU)	*2.50	*2.50	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr				2.50
Clerical (SEIU)	*2.50	*2.50	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr				2.50
	* @ % + \$250											
Weedsport												
Aides (CSEA)	2.50	2.75	2.75	2.75	2.75	3.00	3.25					2.82
Bus Drivers (CSEA)	*2.50	2.75	2.75	2.75	\$5/hr	3.00	3.25					2.83
Bus Mech (CSEA)	2.50	2.75	2.75	2.75	\$5/hr	3.00	3.25					2.83
Cust/Maint. (CSEA)	2.50	2.75	2.75	2.75	2.75	3.00	3.25					2.82
C-O BOCES Avg.	2.60	2.73	2.84	2.83	3.45	3.32	3.49	3.95	4.06	4.00		
BROOME-TIOGA BOCES												
Chenango Valley												
Non-Instruct. (NYSUT)	3.00	3.00	3.00	3.0 or 70¢/hr	3.0 or \$1/hr	3.0 or 70¢/hr	3.0 or 70¢/hr					3.00
Deposit												
CSEA	3.00	3.00	\$1/hr	4.00	50¢/hr	\$2/hr	\$1.25/hr	\$1.25/hr				3.33
Maine-Endwell												
Cust./Maint.	75¢/hr	65¢/hr	60¢/hr	50¢/hr	75¢/hr	75¢/hr	75¢/hr	75¢/hr				
Supp Staff	\$950-\$1225	\$850-\$1150	75¢/hr	75¢/hr	70¢/hr	80¢/hr	80¢/hr	80¢/hr				
Transp	\$860-\$1525	\$810-\$1425	\$300 + 3.25	\$300 + 3.25	70¢/hr	70¢/hr	70¢/hr					3.25
Owego-Apalachin												
NYSUT	2.50	2.85	2.85	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		3.80
Union Endicott												
Cafe. Workers	3.40	*3.00	*3.00	3.00	3.00	4.0+80¢	4.0+80¢	4.00	4.00			3.48
Cent Office	3.40	3.00	3.00	3.00	3.00	4.0+80¢	4.0+80¢	4.00	4.00			3.34
Comp & Tech	3.40	3.00	3.00	3.00	3.00							3.08
Dist Office	3.40	3.00	3.00	3.00	3.00							3.08
Maint. Workers	3.40	5.00	3.00	2.00	2.00	\$1500 + 4.00	\$1500 + 4.00	4.00	4.00			3.34
School Aides	3.40	3.00	*3.00	*3.00	12.9	3.00	3.00	3.00				4.72
Transp	3.40	3.00	3.00	3.00	3.00	\$2.50	\$1.50	\$1.50				3.20

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	Avg.
BROOME-TIOGA BOCES cont'd												
Vestal												
Paraprofessional	3.00	3.00	3.00	3.00		\$1.25	90¢/hr	80¢/hr	75¢/hr			3.00
Employees	2.95	3.00	0.00	0.00	10.0	\$3.00	\$1.00	\$1.00				3.19
B-T BOCES Avg	3.19	3.17	2.61	2.65	5.24	4.00	4.00	3.75	4.00	4.00		
OSWEGO BOCES												
Hannibal												
CSEA	2.75	3.00	3.00	3.00	2.25	2.00	\$1.75	\$1.75	\$1.50	\$1.50		2.67
HEA	2.25	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00			2.92
TOMPKINS-SENECA-TIOGA BOCES												
Dryden												
NYSUT	3.75	3.50	3.50	3.00	3.80	3.80	5.00	5.00	5.00			4.04
Groton												
CSEA	2.25	2.25	\$1.50/hr	3.00	60¢/hr	\$1.30-\$2	50¢/hr	3.00	3.00			2.70
Newfield												
CSEA	3.00	3.00	3.00	3.00	4.50	4.50						3.38
South Seneca												
Local	2.10	2.00	\$1.40-\$2.00/hr	3.50	2.50	2.50						2.52
Trumansburg												
Local	56¢/hr	3.50	3.00	3.25	3.00	3.25	3.50					3.25
T-S-T BOCES Avg.	2.78	2.85	3.17	3.15	3.45	3.51	4.25	3.67	3.67			
WAYNE-FINGER LAKES BOCES												
Clyde-Savannah												
Supp Pers (CSEA)	3.50	3.50	3.50	2.50	*+70¢/hr	2.50	2.50	2.50				2.93
Transp.	3.60	3.50	3.50	75¢/hr	3.00	1.50	0.00*					2.42
Dundee												
CSEA	2.50	2.50	4.00	4.00	4.00	\$1.80	4.00	4.00	4.00			3.63
Gananda												
CSEA	70¢/hr or 3.2%	70¢/hr or 3.2%	75¢/hr	\$1.25/hr	75¢/hr	\$1.10/hr or 3.8%	4.00					4.00
Geneva												
CSEA	3.00	*5¢/hr/yr	75¢/hr	75¢/hr	75¢/hr	\$1/hr	\$1/hr	4.00	4.00	4.00		3.65
Gorham-Middlesex (NYSUT)												
Bus Drivers	2.70	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$3/hr	\$1/hr	\$1/hr	\$1/hr			2.70
Cust./F Serv	50¢/hr	50¢/hr	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr				3.00
Teacher Aides	50¢/hr	50¢/hr	3.00	3.00	3.75	\$1/hr	\$1/hr	\$1/hr				3.25
Honeoye												
NYSUT	2.95	2.95	3.50	3.35	*3.30	3.30	*3.50	3.00	3.00			3.15

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

WAYNE-FINGER LAKES BOCES con't

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	Avg.
Lyons												
NYSUT	1.80	1.80	2.90	2.90	2.90	2.90	2.90	2.90				2.63
	+54¢/hr	+54¢/hr	+70¢/hr	+70¢/hr	+70¢/hr	+90¢/hr	+90¢/hr	+90¢/hr				
Manchester-S'ville												
CSEA	2.50	35¢/hr	30¢/hr	60¢/hr	70¢/hr	70¢/hr	\$1/hr	\$1/hr	\$1/hr			2.50
Naples							* greater of					
CSEA	2.90	2.90	3.50	3.50	3.75	3.90	*3.9 or 70¢/hr	*3.9 or 70¢/hr				3.53
Newark	*or starting rate +1.2% if greater											
Custodians (CSEA)	* 50¢/hr	2.90	2.90	2.75	\$2.25/hr	\$1.75/hr	\$1.00/hr	\$1.00/hr				2.59
Tchr Aides/Asst (NYSUT)	*2.25	1.50	* 2.9 + 40¢/hr	* 2.9 + 35¢/hr	* 2.9 + 35¢/hr	2.5 + 55¢/hr	2.5 + 65¢/hr	2.5 + 75¢/hr				2.49
			* OR Salary Rate									
Palmyra-Macedon												
CSEA, salary	\$2,400	\$2,500	\$2,500	\$2,500	\$2,600 or 3.5	\$2,080 or 3.5	3.50					3.50
CSEA, hourly	\$1.15/hr	\$1.20/hr	\$1.20/hr	\$1.20/hr	\$1.25/hr or 3.5	\$1.00/hr or 3.5	3.50					3.50
Penn Yan								+\$1.15				
CSEA	2.35	3.00	3.00	3.00	3.00	3.00	3.00	4.00	4.00	4.00		3.15
Phelps-CI Springs					On 1/1/22 add \$2.50/hr							
Nurses/Food Serv/Bus Driver/Maint	3.00	3.00	2.25	3.50	3.50	2.00	2.50	2.50				2.78
Aides/Clerical	3.00	3.00	3.00	4.30	4.50	4.50	4.00	4.00	4.25	4.25		3.87
Red Creek												
CSEA	2.50	\$1.00/hr	3.00	+60¢/hr	3.00	4.50	4.00					3.40
Romulus												
CSEA	3.00	3¢/hr +2.85%	3¢/hr +2.85%	3¢/hr +2.85%	3¢/hr +2.85%	\$1.50/hr	3.00	3.00	2.75			2.94
	or	48¢/hr	48¢/hr	48¢/hr	48¢/hr							
Seneca Falls												
NEA/NYSUT	2.50	2.00	3.00	3.00	2.50	2.00						2.50
Sodus							+50-75¢					
CSEA	3.20	3.20	3.25	3.00	3.00	3.00	3.00	3.50	3.50	3.75		3.24
Waterloo												
NEA/NYSUT	3.00	3.00	3.00	3.00	3.00	% based on YOS	4.00	4.00	4.00			3.38
Wayne												
CSEA	2.70	2.90	5.00	4.25	4.00	4.00	4.00	4.00	3.75	3.50		3.81
		OR \$1.00/hr										
Williamson												
CSEA	3.50	3.25	3.00	3.00	3.00	2.75	2.75	2.75				3.00
WFL BOCES Avg.	2.85	2.85	3.11	3.35	3.45	2.97	3.07	3.23	3.71	3.89		

AREA UNEMPLOYMENT RATES

New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	4.4%	4.5%	4.2%	3.9%									
2023	4.6%	4.5%	4.0%	3.7%	3.8%	4.2%	4.1%	4.4%	4.0%	4.4%	4.0%	4.4%	4.2%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	4.4%	4.5%	4.2%	3.7%									
2023	4.1%	3.9%	3.4%	2.6%	3.0%	3.3%	3.1%	3.5%	3.2%	3.5%	3.6%	4.1%	3.4%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	4.5%	4.7%	4.3%	3.8%									
2023	4.2%	4.0%	3.6%	2.6%	2.9%	3.0%	3.1%	3.6%	3.0%	3.3%	3.5%	4.2%	3.4%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	5.0%	4.9%	4.5%	4.0%									
2023	4.7%	4.2%	3.7%	2.7%	3.1%	3.5%	3.5%	3.9%	3.4%	3.8%	3.9%	4.7%	3.8%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	3.5%	3.5%	3.2%	2.9%									
2023	3.5%	2.9%	2.4%	2.0%	2.5%	3.0%	2.9%	3.2%	2.8%	3.2%	2.9%	3.5%	2.9%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	4.4%	4.5%	4.1%	3.5%									
2023	4.0%	3.7%	3.3%	2.4%	2.6%	2.8%	2.7%	3.1%	2.8%	3.1%	3.2%	3.9%	3.1%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2024	4.3%	4.4%	4.1%	3.7%									
2023	4.0%	3.7%	3.3%	2.5%	2.9%	3.1%	3.2%	3.5%	3.2%	3.6%	3.6%	4.1%	3.4%

** Please note that 2023 data has been updated as labor force statistics for all LAUS areas are revised each year as part of the benchmarking process. The annual benchmarking process is part of the nationwide re-estimating procedure mandated by the U.S. Bureau of Labor Statistics.*

Source: New York State Department of Labor Statistics

www.labor.state.ny.us

CONSUMER PRICE INDICES

	INDEX 1982-84 BASE YEAR=100	% INCREASE FROM PRIOR MONTH	% INCREASE FROM PRIOR YEAR
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March 2024

NY-Northeastern New Jersey Area

1. All Urban Consumers	329.829	0.4	3.4
2. Urban Wage Earners & Clerical Workers	324.298	0.4	3.7

U.S. City Average

1. All Urban Consumers	312.332	0.6	3.5
2. Urban Wage Earners & Clerical Workers	306.502	0.7	3.5

April 2024

NY-Northeastern New Jersey Area

1. All Urban Consumers	331.270	0.4	3.8
2. Urban Wage Earners & Clerical Workers	325.774	0.5	4.0

U.S. City Average

1. All Urban Consumers	313.458	0.4	3.4
2. Urban Wage Earners & Clerical Workers	307.811	0.4	3.4

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-22	276.3	8.2	281.1	7.5	296.2	5.8	300.2	5.1
Feb-22	278.9	8.6	283.7	7.9	297.0	5.7	301.2	5.1
Mar-22	283.2	9.4	287.5	8.5	300.9	6.8	305.0	6.1
Apr-22	284.6	8.9	289.1	8.3	303.2	6.8	307.8	6.3
May-22	288.0	9.3	292.3	8.6	305.2	7.0	309.2	6.3
Jun-22	292.5	9.8	296.3	9.1	309.6	7.4	313.6	6.7
Jul-22	292.2	9.1	296.3	8.5	308.5	7.0	312.6	6.5
Aug-22	291.6	8.7	296.2	8.3	309.0	6.9	313.3	6.6
Sep-22	291.9	8.5	296.8	8.2	308.5	6.1	313.3	6.6
Oct-22	293.0	7.9	298.0	7.7	308.8	5.8	314.3	6.0
Nov-22	292.5	7.1	297.7	7.1	309.6	5.7	315.0	5.9
Dec-22	291.1	6.3	296.8	6.5	309.9	5.9	315.7	6.3
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								
Jun-24								
Jul-24								
Aug-24								
Sep-24								
Oct-24								
Nov-24								
Dec-24								

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Inquiries regarding the District’s non-discrimination policies should be directed to:

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