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THE STAFF OF THE OFFICE OF PERSONNEL RELATIONS EXTENDS TO YOU AND YOUR FAMILY BEST WISHES FOR THE HOLIDAY SEASON AND A VERY HAPPY NEW YEAR!

CHANGES TO THE OPEN MEETINGS LAW



Recent changes to the Open Meetings Law have created an additional burden to school districts when preparing for a meeting. On October 19, 2021, the Open Meetings Law changed, and now requires that all public entities either make available or post on a website any resolutions, policies, and other public documents to be discussed at an open meeting at least 24 hours prior to the meeting, to the “extent practicable.” This also includes an obligation to post to the relevant website, again to the “extent practicable.” This change became effective on November 18, 2021. The intent of the amendment is to create more transparency in all levels of government, including school districts. While this change may seem minor, it’s effects are wider reaching than they first appear, and school districts should move forward carefully.

Under the prior iteration of the Open Meetings Law, section 103 of the Public Officers Law, it was in the sole discretion of “the agency or department”, including school districts, to decide when to post documents and proposals prior to the relevant meeting in question. This was the only requirement and provided school districts with flexibility when deciding when to post. This in turn provided significant leeway to add new subjects to board agendas when necessary. This language is now gone, and Governor Hochul made clear in her statement that the purpose of this change was to improve transparency, as she felt that municipal boards were abusing their authority and avoiding making documents available ahead of time.

The new law requires a public entity covered by the Open Meetings Law, including school districts, to post any resolutions, documents, or policies to be discussed 24 hours prior to a meeting, to the extent practicable. This extends to websites, meaning school districts must also post this information to their website at least 24 hours prior to the meeting, again to the extent practicable. The laws intentional use of the phrase “to the extent practicable” would appear to provide some breathing room to school districts looking to make a last-minute change to their agendas. However, at present there is no clear definition or understanding of that phrase. The Committee on Open Government made clear that this phrase often differs from one situation to the next, meaning that it is fact specific. This is good news, as they appear to be recognizing and endorsing the need for some level of flexibility, but any action within 24 hours of the meeting should be considered carefully.

Practically speaking, the new law means that school districts should proceed with caution when making last minute changes to agendas or subjects of discussion. Every effort should be made to identify matters for discussion as soon as possible, so that a compliant posting can be made as far in advance of the 24-hour deadline as possible. This may include posting on a Friday for a Monday meeting, as it is unclear if “to the extent practicable” would apply when an employee’s absence created the delay. Districts may want to consider updating their policies to reflect this earlier time requirement, to provide staff with sufficient notice of the change.

Regardless of the timeline, school districts should make every effort to post a relevant document as soon as possible or think twice before making late additions or changes. If a last-minute change needs to be made, there are a few positive steps that districts should take which may help avoid litigation. Districts should have copies of the new resolution, document, or policy available at the meeting and should

offer a brief explanation regarding why the posting couldn't be made 24 hours in advance. Before stating anything on the record, everyone should be clear on the need for the delay and agree on how it will be presented to the public. This is a new requirement on school districts, and every effort should be made to proceed with caution until further clarity comes from the state or some other party's litigation. Please reach out to our office if you have any questions or concerns.

Finally, please remember that this change does not affect the current understanding of what documents need to be disclosed. As before, school districts can and should consider all proposed settlements or legal claims, memorandums of agreement, employment matters, collective bargaining agreements, and contracts to hire in executive session. The change in law does not mandate that school districts make these documents available to the public.



SUPPORTING TRANSGENDER STUDENTS

Gender identity is a protected class under federal law (Title VII And Title IX), NYS Human Rights Law and DASA. This means that a school district or its employees can be liable for discriminating against transgender students. It is imperative that districts try to create a safe and trusting educational atmosphere for all students. Therefore, when a transgender student approaches a district about his/her gender

identity, the best course of action a district can take is to follow the wishes of the student. However, nothing is ever that easy. This article will help navigate some of the trials and tribulations that districts face when providing support to transgender students, including how to work with parents, staff or students, recordkeeping and identification on tests.

The best case scenario for any district is to have parents that support the student and a school community that accepts transgender students. Unfortunately, this is not always the case, yet it is still the district's obligation to support the transgender student. A common issue is how and when a district needs to notify parents if a student tells the district of his/her transgender status and requests that the district not tell his/her parents. The district must balance the student's rights and safety against parental rights, but there are not necessarily clear answers to those situations. It is important for districts to address each situation individually, rather than use a singular approach for all situations. While there is no correct way, a district should look at the underlying factors such as the student's age, grade and mental/emotional state. Are there reasons the student does not want his/her parents to know? Does the student feel safe at home? Is there a possibility the news could result in an unsafe atmosphere at home and/or lead to child abuse? The district should work with the student to address any concerns with the family. At some point, the district should also be clear with the student that the parents will eventually find out about the student's gender identity. It may be necessary for the district to set up a meeting with the student and the parents to have the discussion in a safe and supportive atmosphere. The goal should be to create a positive relationship with the family and also provide any necessary resources to ensure the student feels safe at school and at home. If the parents continue not to support or forbid

their student to be openly transgender at school, the district should consider that its failure to follow the wishes of the student may have consequences under federal and state law for violating the rights of a transgender student.

The above issue could become more complicated if the parents are requesting educational records before the student and/or district has told the parents. Generally, FERPA and its regulations protect records/documents relating to a student's educational record from disclosure unless there is a demonstrated need. An educational record is very broad – any record (handwriting, video or audio tape, computerized data, film, print, microfilm or microfiche) except teacher's notes, medical records and statistical data. See 20 U.S.C. § 1232g; 34 C.F.R. § 99.3. Has the district changed the student's name in its official files? Has it created a separate file with the student's birthname? Is the student only being addressed by a new name verbally in his/her classes? If a district is changing the student's name on discipline, transcript and attendance reports, etc., a parent can request and be entitled to these documents. A district can try to stall, but at some point the parent will see a new name if these records are changed. The student should be aware of this when discussing the plan and timeline for telling his/her parents.¹

Another issue may occur when school communities refuse to accept transgender students. However, it is not up to the community to dictate how a student prefers his/her gender. To help alleviate outside concerns, the District should try to work together so all parties feel welcome and

1 Keep in mind that for older students, all of the rights under FERPA transfer to the student, so the parents may not be entitled to this information if the student is 18 or older. No other student or community member is allowed to view these records. This means that the name and gender from a student's birth cannot be shared. Only other staff with a "legitimate educational interest" can view the student's education records.

safe, but it should never be at the expense of the transgender student – i.e. force the transgender student to change separately in a locker room or use a different bathroom. It may also be an appropriate time to provide education for the school community at large to try to create a more positive environment.

Finally, the issue whether transgender students must use their legal name on tests. For tests that are developed locally in the district, the student's preferred name should be used, just like referring to the student by his/her preferred name throughout the district should be used. For standardized tests, which are reported to the state, the student's birth name and gender may need to be used if there has not been a legal name change. Furthermore, for the SATs or ACTs, tests regulated by outside organizations, the student may need to supply their legal name and sex as stated on their birth certificate. These tests are not school related, so it is up to the organization how the student must identify himself/herself. In places where students need to use their legal names, the district should discuss with them to prevent any surprises and provide assistance, as necessary.

There are many issues that districts face when trying to maintain a trusting, supportive and safe environment for all of its students, including transgender students. Districts should remember that the primary goal is to protect the rights of the student. Please contact us if these issues arise.

RECENT AREA TEACHER CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES												
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	AVG.
BOCES	2.25	2.25	2.50	2.70	2.75	2.80	2.80	1.99	1.99			2.45
Auburn	2.25	2.60	2.60	2.60	2.70	2.75	2.80	2.85				2.64
Cato-Meridian	2.00	2.70	2.60	2.50	2.85	2.85	2.70	3.50	3.25	3.00		2.80
Jordan-Elbridge	2.50	2.50	2.50	2.80	2.80	2.80	2.80	4.00	4.00	4.00		3.07
Moravia	2.50	2.50	2.50	2.90	2.85	2.80	2.80	2.80	2.80			2.71
Port Byron	2.00	2.50	2.60	2.70	2.60	2.88	2.88	2.88	2.88			2.66
Skaneateles	2.50	2.60	2.75	3.20	3.10	3.00	3.40	3.60	3.60			3.08
So. Cayuga	2.25	2.25	2.75	2.75	2.75	\$1,900	3.00	\$1,900				2.63
Union Springs	2.00	2.50	2.50	2.50	2.75	2.80	2.85	2.85	2.88	2.99		2.66
Weedsport	2.00	2.50	2.50	2.75	2.75	2.75	2.75	3.00	3.00			2.67
	2.23	2.49	2.58	2.74	2.79	2.83	2.88	3.05	3.09	3.33		
BROOME-TIOGA BOCES												
Chenango Valley	2.75	2.75	2.75	2.75	\$2,000	3.00	3.00	3.00				2.86
Deposit	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	2.80	2.95	2.95	2.95	2.95	3.10 + \$300	3.10	4.90	2.96	2.96	2.96	3.15
Owego-Apal.	2.00	2.95	2.85	2.75	3.00	3.50	3.00	3.00				2.82
Union-Endicott	2.70	2.60	2.90	2.90	3.50	3.50	3.00	3.00				3.01
Vestal	2.95	2.95	2.95	3.00	3.00	3.00	3.00	3.00	3.15	3.20		3.02
Whitney Point	2.20	2.50	2.60	2.70	3.00	3.00	3.00	3.00	3.00	3.00		2.80
	2.56	2.81	2.86	2.86	3.07	3.10	3.02	3.32	3.04	3.05	2.96	
DELAWARE-CHENANGO-MADISON-OTSEGO BOCES												
Sidney	3.00	3.00	3.20	4.00	4.00	4.00	4.00	3.00				3.60
OSWEGO BOCES												
Hannibal	2.20	2.20	2.20	2.75	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.76
TOMPKINS-SENECA-TIOGA BOCES												
Candor	1.5 + \$1000	1.5 + \$1000	2.0 + \$500	3.20	2.0 + \$44/step	2.0 + \$44/step						2.03
Dryden	3.00	3.00	3.05	3.13	4.42	4.25	4.14	3.31				3.54
Groton	2.60	2.70	2.70	6.00	6.00	3.00	3.00	3.00	3.50			3.61
Lansing	3.00	3.00	3.25	2.85	2.90	2.65	3.75	3.75	3.50	3.50		3.22
Newfield	3.50	2.75	2.50	3.25	3.00	3.25	3.00	3.00	3.75	4.00	4.25	3.20
South Seneca	2.45	1.45	2.75	3.25	3.25	3.50	3.50	3.50	3.50			3.02
Trumansburg	3.00	2.50	3.00	3.25	3.50	3.50	3.00	3.25	3.75	4.00		3.28
	2.79	2.49	3.11	3.72	3.72	3.60	3.40	3.30	3.60	3.83	4.25	

RECENT AREA TEACHER CONTRACT SETTLEMENTS

WAYNE - FINGER LAKES BOCES

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	AVG.	
Clyde-Savannah	2.25	2.25	3.50	3.25	3.25	3.00	2.0 + \$125	3.30	3.25	3.25	3.25	3.06	
Dundee	3.00	3.30	3.40	2.50	4.00	3.25	3.25					3.24	
Gananda	2.75	3.00	3.00	3.20	3.10	3.20	3.40					3.09	
Geneva	2.00	3.00	3.50	3.50	2.50	3.00	2.50	2.50	2.70			2.80	
Gorham-Middlesex	2.50	2.50	3.00	3.00	3.00	3.00						2.83	
Honeoye	2.75	2.75	2.90	3.30	3.30	3.35	3.45	3.60	3.60	3.50	3.40	3.26	
Lyons	2.50 + \$600	2.70 + \$300	2.90 + \$700	2.90 + \$300	2.90 + \$200	3.10*	3.30*	*5.10	3.60	3.60	3.60	3.29	
Manchester-Shortsville	2.00	2.50	3.00	2.50	2.50	2.50						2.50	
Naples	2.25	2.50	2.50	2.60	3.50	3.45	3.35	3.25				2.93	
Newark	2.50	3.00	3.00	3.00	3.25	3.10	3.20	3.30	3.30	3.30	3.30	3.11	
Palmyra-Macedon	2.50	1.75 + \$500	2.75	2.75	2.75	3.25	3.25	3.25	3.25	3.50		3.03	
Penn Yan	2.00	2.00	2.30	3.00	3.00	3.00	3.00	3.0% + \$125	3.0% + \$125			2.61	
Phelps-CI Springs	2.00	2.00	3.00	3.00	3.00	3.00	3.00	3.60	3.90			2.94	
Red Creek	2.40	2.40	4.00	3.25	3.00	2.50						2.93	
Romulus	1.50	5.00	3.00	3.00	3.00	2.75	2.75	2.75				2.97	
Seneca Falls	2.00	3.00	2.75	2.50	2.00	3.00	3.00	3.00	\$1,200			2.66	
Sodus	2.20	3.00	3.00	3.30	3.30	3.00	3.00	3.00	3.00			2.98	
		* 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							
Waterloo	1.75	1.95	3.00	3.00	3.50	3.50	3.25	3.25				2.90	
Wayne	2.00	3.50	4.00	2.50	3.00	3.00	3.00	3.00				3.00	
Williamson	2.50	2.50	2.60	2.50	3.00	3.00	3.75	3.15				2.88	
	2.26	2.79	3.06	2.93	3.05	3.05	3.15	3.29	3.33	3.43	3.39		

* 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												
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	Avg.
BOCES												
Aides (CSEA)	2.00	2.50	2.50	2.50	2.70	2.75	2.80	1.99	1.99	1.99		2.37
Non-Instructional	2.00	2.50	2.50	2.70	2.75	2.80	2.80	1.99	1.99	1.99		2.45
Auburn												
Aides/Clerical (NYSUT)	2.00	2.00	2.60	2.60	2.60	2.90	2.85	2.80	2.75	2.75		2.59
Bus Drivers (CSEA)	2.25	2.25	2.60	2.60	2.60	2.95	2.95	2.95	2.90	2.90		2.70
Cust/Maint. (CSEA)	2.25	2.25	2.60	2.60	2.60	2.95	2.95	2.95	2.90	2.90		2.67
Nurses (SEIU)	1.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50				2.38
Cato-Meridian												
Aides/Ass'ts (SEIU)	50¢/hr	75¢/hr	75¢/hr	75¢/hr	50¢/hr	45¢/hr	45¢/hr	7.00	3.00	3.00		4.33
Bus Drivers (CSEA)	2.00	2.00	2.00	2.50	2.50	2.25	2.25	5.00	3.00	3.00	3.00	2.68
Cust./Maint. (CSEA)	2.00	2.00	2.00	2.50	2.50	2.25	2.25	5.00	3.00	3.00	3.00	2.68
Jordan-Elbridge												
Aides/Clerical(SEIU)	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	2.50	2.50	2.50	3.00	3.00	3.00				2.56
Cust./Maint (SEIU)	3.00	2.50	2.50	2.50	2.80	3.00	50¢+3.0	50¢+3.0				2.81
Cafeteria (SEIU)	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	2.75	2.75	2.75	3.00	3.00	3.00				2.31
Moravia												
Aides/Ass't (CSEA)	2.00	2.00	2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75			2.54
CSEA	2.00	2.00	2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75			2.54
Port Byron												
Aides (SEIU)	2.00	2.50	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr			2.40
Cust./Maint. (CSEA)	2.00	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr			2.30
Cafeteria (CSEA)	2.00	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr			2.30
Nurse (CSEA)	2.00	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr			2.30
Clerical (SEIU)	2.00	2.50	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr			2.40
Skaneateles												
Aides (CSEA)	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00		2.79
Tchr Ass't (CSEA)	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00		2.79
Cust./Maint (CSEA)	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00		2.79
Nurses (CSEA)	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00		2.79
Clerical (CSEA)	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00		2.79
So. Cayuga												
Aides (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
Tchr. Ass't (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
Bus Drivers (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
Bus Mech (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
Cust./Maint (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
Cafeteria (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES cont'd												
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	Avg.
So. Cayuga cont'd												
Nurses (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
Clerical (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
Union Springs												
Aides (SEIU)	2.50	2.50	2.50	*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	*2.50	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.50
Bus Drivers (CSEA)	2.00	2.50	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.64
Bus Mech (CSEA)	2.00	2.50	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.64
Cust/Maint. (CSEA)	2.00	2.50	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.64
Cafeteria (CSEA)	2.00	2.50	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.64
Nurses (SEIU)	2.50	2.50	2.50	*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	*2.50	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.50
				* @ % + \$250								
Weedsport												
Aides (CSEA)	1.95	2.50	2.50	2.50	2.75	2.75	2.75	2.75	3.00	3.25		2.67
Bus Drivers (CSEA)	1.95	2.50	*2.50	*2.50	2.75	2.75	2.75	\$5/hr	3.00	3.25		2.62
		*Bus drivers @ % + 30¢										
Bus Mech (CSEA)	1.95	2.50	2.50	2.50	2.75	2.75	2.75	\$5/hr	3.00	3.25		2.59
Cust/Maint. (CSEA)	1.95	2.50	2.50	2.50	2.75	2.75	2.75	2.75	3.00	3.25		2.61
Nurses, Clerical												
C-O BOCES Avg.	2.25	2.34	2.43	2.61	2.73	2.84	2.83	3.26	2.96	3.06	3.00	
BROOME-TIOGA BOCES												
Chenango Valley												
Non-Instruct. (NYSUT)	2.50	2.90	3.00	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		2.94
Deposit												
CSEA	3.00	3.00	3.00	3.00	3.00	\$1/hr	4.00	50¢/hr				3.17
Maine-Endwell												
Cust./Maint.	50¢/hr	50¢/hr	50¢/hr	75¢/hr	65¢/hr	60¢/hr						
Supp Staff	3.00	3.15	\$1150-\$1375	\$950-\$1225	\$850-\$1150	75¢/hr	75¢/hr	70¢/hr	80¢/hr	80¢/hr	80¢/hr	3.08
Transp	\$700	\$800	\$910-\$1625	\$860-\$1525	\$810-\$1425	\$300 + 3.25	\$300 + 3.25	70¢/hr	70¢/hr	70¢/hr		3.25
Owego-Apalachin												
NYSUT	1.99	2.50	2.50	2.50	2.85	2.85	2.85					2.58
Union Endicott												
Cafe. Workers	2.70	2.70	2.70	3.40	*3.00	*3.00	3.00	3.00				2.92
Cent Office	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00				2.94
Comp & Tech	2.70	2.70	2.70		3.00	3.00	3.00	3.00				2.94
Dist Office	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00				2.94
Maint. Workers	2.70	2.70	2.70	3.40	5.00	3.00	2.00	2.00				2.94
School Aides	2.70	2.70	2.70	3.40	3.00	*3.00	*3.00	12.9	3.00	3.00	3.00	4.34
Transp	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00				2.90

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	Avg.
BROOME-TIOGA BOCES cont'd												
Vestal												
Paraprofessional				3.00	3.00	3.00	3.00					3.00
Employees			2.90	2.95	3.00							2.95
Whitney Point												
Aides/Food Serv (NYSUT)	2.50	2.50	2.50	3.00	3.00	3.00	3.00					2.79
B-T BOCES Avg	2.66	2.75	2.73	3.17	3.15	2.98	2.98	4.48	3.00	3.00	3.00	
OSWEGO BOCES												
Hannibal												
CSEA	1.95	2.00	2.50	2.75	3.00	3.00	3.00	2.25	2.00			2.49
HEA	2.20	2.20	2.20	2.25	3.00	3.00	3.00	3.00				2.61
TOMPKINS-SENECA-TIOGA BOCES												
Dryden												
NYSUT	2.85	2.66	2.90	3.75	3.50	3.50	3.00	3.80	3.80			3.31
Groton												
CSEA	2.75	2.75	2.25	2.25	2.25	\$1.50/hr	3.00	60¢/hr				2.54
Lansing												
NYSUT	3.50	60¢/hr	3.00	50¢/hr	60¢/hr	75¢/hr	75¢/hr	\$1.29/hr				3.25
Newfield												
CSEA	1.50	2.25	2.25	3.00	3.00	3.00	3.00					2.57
South Seneca												
Local	2.00	2.00	2.60	2.10	2.00	\$1.40-\$2	3.50	2.50	2.50			2.40
Trumansburg												
Local	2.50	2.50	50¢/hr	56¢/hr	3.50	3.00	3.25	3.50				3.04
T-S-T BOCES Avg.	2.52	2.43	2.60	2.78	2.85	3.17	3.15	3.27	3.15			
WAYNE-FINGER LAKES BOCES												
Clyde-Savannah												
Supp Pers (CSEA)	2.50	2.50	3.50	3.50	3.50	3.50	2.50	*+70¢/hr	2.50	2.50	2.50	2.90
Transp.	2.00	2.00	3.75	3.60	3.50	3.50	75¢/hr	3.00	1.50	0.00*		2.48
								*up to \$28.50/hr based on yrs				
Dundee												
CSEA	2.00	2.00	2.50	2.50	2.50	4.00	4.00	4.00				2.94
Gananda												
CSEA	2.80	2.80	50¢/hr	70¢/hr	70¢/hr	75¢/hr	\$1.25/hr	75¢/hr				3.00
			OR 3.2%									
Geneva												
					*for 5+ yrs of service up to \$1.00							
CSEA	2.00	3.00	3.00	3.00	*5¢/hr/hrs	75¢/hr	75¢/hr					2.75
Gorham-Middlesex (NYSUT)												
Bus Drivers	2.25	2.70	2.70	2.70	\$1/hr	\$1/hr	\$1/hr	\$1/hr				2.59

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

WAYNE-FINGER LAKES BOCES con't

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	Avg.
Honeoye												
NYSUT	2.75	2.50	3.00	2.95	2.95	3.50	3.35	3.30	3.30			3.07
Lyons												
NYSUT	2.50	2.50	1.80	1.80	1.80	2.90	2.90	2.90				2.39
			+54¢/hr	+54¢/hr	+54¢/hr	+70¢/hr	+70¢/hr	+70¢/hr				
Manchester-S'ville												
CSEA	1.90	2.50	2.50	2.50	35¢/hr	30¢/hr	60¢/hr	70¢/hr	70¢/hr			2.35
Naples												
CSEA	2.70	2.70	2.80	2.90	2.90	3.50	3.50	3.75	3.90			3.18
Newark				*or starting rate +1.2% if greater								
Custodians (CSEA)	2.00	2.40	2.00	* 50¢/hr	2.90	2.90	2.75	\$2.25/hr	\$1.75/hr	\$1.00/hr	\$1.00/hr	2.49
Tchr Aides/Asst (NYSUT)	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						
Palmyra-Macedon												
CSEA	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					
Penn Yan												
CSEA	2.25	2.25	2.35	2.35	3.00	3.00	3.00	3.00	3.00	3.00		2.72
Phelps-CI Springs (NYSUT)									On 1/1/22 add \$2.50/hr			
Nurses/Food Serv/Bus Driv/Maint	2.00	2.00	3.00	3.00	3.00	2.25	3.50	3.50	2.00	2.50	2.50	2.69
Aides/Clerical	2.00	2.00	3.00	3.00	3.00	3.00	4.30	4.50	4.50			3.26
Red Creek												
CSEA	2.00	* 3.50	2.50	2.50	\$1/hr	3.00	\$1/hr	3.00				2.60
		* 2015-16 % based on hire date										
Romulus												
CSEA	1.50	3.00	3.00	3.00	3¢/hr +2.85%	3¢/hr +2.85%	3¢/hr +2.85%	3¢/hr +2.85%				2.63
				or	48¢/hr	48¢/hr	48¢/hr	48¢/hr				
Seneca Falls												
NEA/NYSUT	2.00	3.00	2.75	2.50	2.00	3.00	3.00	2.50	2.00			2.53
Waterloo												
NEA/NYSUT	1.75	1.95	3.00	3.00	3.00	3.00	3.00	3.00				2.71
Wayne												
CSEA	2.70	2.90	2.90	2.70	2.90	5.00	4.25	4.00	4.00			3.48
					OR \$1.00/hr							
Williamson												
CSEA	2.00	1.75	2.00	3.50	3.25	3.00	3.00	3.00	2.75	2.75	2.75	2.70
WFL BOCES Avg.	2.29	2.44	2.76	2.84	2.83	3.10	3.37	3.48	2.92	2.28	2.54	

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%	9.7%	8.4%	7.7%	7.0%	7.2%	7.4%	7.1%	6.3%	6.0%			
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%	7.4%	6.6%	5.6%	5.0%	5.4%	5.5%	5.3%	4.4%	4.3%			
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%	7.1%	6.5%	5.3%	4.7%	4.9%	5.1%	5.0%	4.1%	4.1%			
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%	7.8%	6.9%	5.7%	5.1%	5.6%	5.8%	5.5%	4.6%	4.5%			
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%	5.4%	4.7%	4.1%	3.7%	4.3%	4.6%	4.3%	3.5%	3.5%			
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%	6.5%	6.0%	4.9%	4.3%	4.6%	4.6%	4.4%	3.7%	3.6%			
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%	6.4%	5.5%	4.9%	5.3%	5.3%	5.2%	4.3%	4.2%			
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

CONSUMER PRICE INDICES

INDEX 1982-84 BASE YEAR=100	% INCREASE FROM PRIOR MONTH	% INCREASE FROM PRIOR YEAR
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September 2021

NY-Northeastern New Jersey Area

1. All Urban Consumers	295.488	0.5	3.8
2. Urban Wage Earners & Clerical Workers	290.733	0.6	4.2

U.S. City Average

1. All Urban Consumers	274.310	0.3	5.4
2. Urban Wage Earner & Clerical Workers	269.086	0.3	5.9

October 2021

NY-Northeastern New Jersey Area

1. All Urban Consumers	296.472	0.3	4.3
2. Urban Wage Earners & Clerical Workers	291.835	0.4	4.9

U.S. City Average

1. All Urban Consumers	276.589	0.8	6.2
2. Urban Wage Earners & Clerical Workers	271.552	0.9	6.9

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	258.9	3.0	264.9	2.6	281.8	2.1	287.5	2.0
Apr-21	261.2	4.7	267.1	4.2	283.9	3.3	289.5	3.2
May-21	263.6	5.6	269.2	5.0	285.3	3.2	291.0	3.2
Jun-21	266.4	6.1	271.7	5.4	288.3	4.3	293.9	4.1
Jul-21	267.8	6.0	273.0	5.4	288.3	3.7	293.6	3.5
Aug-21	268.4	5.8	273.6	5.3	289.1	4.0	293.9	3.7
Sep-21	269.1	5.9	274.3	5.4	290.7	4.2	295.5	3.8
Oct-21	271.6	6.9	276.6	6.2	291.8	4.9	296.5	4.3
Nov-21								
Dec-21								

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