



THE ADVOCATE

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

VOLUME XLV JANUARY - FEBRUARY 2025

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*The Cayuga-Onondaga BOCES Office
of Personnel Relations*

**welcomes and wishes much
success to:**

Gregory S. Baker, Ed.D.

the recently appointed Superintendent
at the

Penn Yan Central School District

and

Megan Conaway

the recently appointed Superintendent
at the

Trumansburg Central School District

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Effective January 1, 2025, the IRS  
standard mileage rate for business use  
is **\$0.70/mile**.

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Child Abuse and Prevention Training Deadline

As a reminder, the deadline for completing the new Child Abuse and Prevention training covering the topics of adverse childhood experiences, trauma, and implicit bias is April 1, 2025. Certified staff in your school district should be reminded of this deadline and also that it is their obligation to ensure the training is completed. Failure to complete the training by the April 1, 2025 deadline could result in revocation of certification and loss of employment.

TITLE IX UPDATE

The most recent Title IX rules and regulations came into effect in August 2024 with many districts updating their policies and procedures in response to those changes. However, as of January 9, 2025, following a court decision from the Eastern District of Kentucky, those regulations have been overturned and struck down nationwide, and therefore are no longer in force. Given the rescission of the amendments, and the likelihood that the new administration will not appeal this decision, we do not anticipate a change to the current status quo.

Our Office recommends that if your district is in the process of updating your policies, cease doing so and continue to use the policy your district updated in response to the 2020 amendments. If your district has already updated its Title IX policies and practices in response to the 2024 amendments, we recommend the district rescind that policy while simultaneously reinstating the policy the district used to comply with the 2020 amendments. Ensure that this reinstated policy is appropriately updated before it is approved by your board of education.

As a reminder of the significant contents of the 2020 changes, please see below the original article from [The Advocate, July 2020](#), which includes clarification in [blue](#).

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On May 6, 2020, the U.S. Department of Education issued new Title IX regulations that will change how K-12 schools respond to reports of sexual assault and harassment of students and employees, and require school administrators to more formally investigate claims and share the evidence with accused students and their parents. The purpose of this update is to make you aware of the new requirements in order to take the necessary steps to amend and update your existing Title IX policies and procedures before the new regulations become effective on August 14, 2020.

The new rules, which apply to K–12 schools and colleges, mark the first time the department has established regulations under the gender equity law Title IX detailing what schools must do when dealing with sexual assault cases involving student victims. By way of background, Title IX of the 1972 Educational Amendments was enacted to address sexual discrimination of students, employees and others in any educational program or institution that receives federal funds. Accordingly, Title IX and the subsequent case law was used to provide guardrails and guidance for schools to identify sexual harassment and protect victims by developing and implementing consistent policies and procedures.

This article will summarize the key changes in the new regulations. There is uncertainty surrounding how these changes will interrelate with recent changes to New York State sexual harassment law. Our office will issue more guidance in the future. It should be noted that the new regulations make clear that Title IX protections apply to **employees**, as well as students, in workplaces that receive federal funding.

1. Your Board policies will likely need to be updated to include the following:

Districts must update policies to specifically designate **and** authorize “Title IX Coordinator” instead of other title(s).

Supportive Measures for complainant and respondent.

Evidentiary Standard: Preponderance of the evidence (lower standard: more likely than not to have occurred) or clear and convincing evidence (higher standard: substantially more likely than not to be true). The district has the option to use either the preponderance of evidence standard or the higher clear and convincing evidence standard when determining whether a student or employee has been victimized. Once the standard has been adopted by the district, it must be applied consistently throughout

the process and the burden to prove whether a student or employee has been victimized remains with the district.

Add, review and/or update a grievance process.

2. Title IX now defines sexual harassment as conduct on the basis of sex that falls into one or more of the following categories of *quid pro quo*, unwelcome conduct, and sexual assault.

Quid pro quo harassment occurs when a school employee conditions education benefits on participation in unwelcome sexual conduct.

Unwelcome conduct occurs when a reasonable person would determine that the behavior is so severe, pervasive, **and** objectively offensive that it effectively denies a person equal access to the school’s education program or activity. While this definition clearly applies to students, it is unclear how this standard will co-exist in the employment context under Title VII and NYS law. Under Title VII, the standard to find a violation for employees is lower because the conduct must be so severe, pervasive, **or** objectively offensive. In NYS, the employment standard is even lower, only requiring a violation for “trivial inconveniences.”

3. A district must respond as soon as it has “actual notice”:

Schools are required to investigate when any district employee (administrators, teachers, school counselors, bus drivers, custodians and other staff) learns that a student or employee has been sexually assaulted or harassed; whether a student, parent or bystander reports it, or when the employee witnesses it. There is potential liability for sexual harassment revealed to an employee and no district action is taken.

4. Required district action after “actual notice” has been received:

An immediate response should include: (1) contacting the complainant or alleged victim; (2) offer the complainant or alleged victim supportive measures and explain that the supportive measures are available with or without a formal complaint; (3) explain the process of filing a formal complaint; (4) consider the complainant or alleged victim's wishes; (5) contact the respondent or alleged harasser and offer supportive measures; and (6) if supportive measures were not offered to the complainant or alleged victim, document reasons for this decision.

#### 5. Supportive Measures:

Districts must offer supportive measures after receiving allegations or a formal complaint of sexual harassment to both the alleged victim and the alleged harasser. Supportive measures are designed to deter sexual harassment, maintain equal opportunities to education and provide a safe environment that is not unreasonably burdensome and non-disciplinary; examples include academic course adjustments, counseling, no-contact orders, leaves of absence, and/or class schedule changes. The supportive measures must be reasonable given the specific circumstances of the complaint.

*Such supportive measures under the 2020 amendments are less specific than the 2024 amendments, and do not necessarily include changes to a student's educational program. For these reasons, a District is not required to maintain a Title IX Coordinator with that specific authority.*

#### 6. Formal Complaint and Investigation Procedures:

A formal complaint is a document signed by the complainant, the Title IX Coordinator, or a third party such as a parent. A complaint can be made at any time and the district must respond promptly in a way that is not clearly unreasonable in light of the circumstances. The District retains the burden of proof to find or not find a violation.

While a formal complaint may be filed by a third party, including a parent filing on behalf of their student(s), parents are not considered complainants or respondents. Parents are entitled to receive complaints made against their child. If the Title IX Coordinator files a complaint, he/she is not a complainant in the grievance process and must be free of conflicts and bias. **Please note that in NYS, all complaints of sexual harassment in the workplace involving staff or students should be investigated, regardless of the complainant's wishes.**

At the start of the formal grievance process, **both** parties receive written notice of the allegations, an equal opportunity to select an advisor of his/her choice, and an equal opportunity to submit and review evidence throughout the investigation of a formal complaint. There is a presumption that the respondent is not guilty until a determination regarding responsibility is made at the conclusion of the grievance procedure.

The identity of complainants, respondents and witnesses under New York regulations are expected to be kept confidential. This expectation is in clear conflict with the changes in the Title IX regulations. In New York, confidentiality requirements often preclude the respondent from having actual notice of the complainant's name and the specific allegations. The U.S. Department of Education has determined that due process allows the respondent to know the name of the complainant and to have access to the evidence against him/her.

*Our office recommends that when investigating under the rigors of Title IX, the Title IX confidentiality standard applies. When investigating under other statutory rigors, the relevant statutes, rules and regulations on confidentiality apply.*

During the investigation, the district must send written notice of any interviews/meetings/hearings to the parties. The



district must send to each of the parties and/or their advisors all evidence directly related to the allegations for inspection, review and a response. Additionally, after the investigation report is provided to the parties, the parties are allowed to submit relevant questions to any party or witness. Following that exchange, both parties will simultaneously receive a copy of the written determination, which must explain the basis for the decision including findings of fact on the alleged conduct and any disciplinary sanctions that should be imposed on the respondent.

The final decision-maker cannot be the Title IX Coordinator or investigator. Therefore, any superintendents who are currently considered a Title IX Officer, should not be a Title IX Coordinator.

Following the decision, the district must allow an equal opportunity for the parties to appeal.

#### 7. Informal Resolution Process:

Informal resolutions, such as mediation or restorative justice, are allowed in certain circumstances after a Formal Complaint has been made.

All parties must provide written, voluntary consent to forego the Formal Complaint Procedure. A district cannot require the parties utilize this process. Any party can withdraw their consent and continue with the Formal Complaint Procedure.

The informal resolution process is **NOT** available if the allegations involve harassment of a student by an employee.

#### 8. Title IX Coordinators:

Title IX Coordinators must be trained on the definition of sexual harassment, the scope of the school's education program or activity, how to conduct an investigation, the grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including avoiding prejudgment of the facts at issue,

conflicts of interest, and bias. A school must ensure that decision-makers receive training on any technology to be used at a live hearing. A school's decision-makers and investigators must receive training on issues of relevance, including how to apply the rape shield protections provided only for complainants.

The new Title IX regulations also demand additional requirements that every Title IX Coordinator must become familiar with; such as, time limits, requirements for dismissing a complaint, rape shield protections, retaliation, and record keeping. Therefore, we again highly suggest having your Title IX Coordinator review the documents provided by the Department of Education and receive training that includes the new regulation requirements as soon as possible.

#### 9. Interplay with New York Workplace Regulations:

As noted previously, a big change to Title IX is its applicability to claims of employee-to-employee harassment. At this point, it is unclear how exactly Title IX will affect the requirements of the New York regulations.

*Our office recommends that if an employee opts into the Title IX process, or a Title IX Coordinator believes this is appropriate, then the process detailed in these regulations must be followed. Otherwise, a district may use more standard investigatory procedures.*

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The Office of Personnel Relations will stay up to date on changes to the regulations as they may occur under the new administration. Please reach out with any specific questions or concerns.

New Law Sets Maximum Temperatures in Schools and Facilities

On December 14, 2024, Governor Kathy Hochul enacted legislation requiring school districts and BOCES to develop policies addressing high temperatures inside of school buildings and facilities. Section 409-n of the Education Law requires school districts and BOCES to take actions on “extreme heat condition days,” and, also, to set forth emergency response protocols when the educational and support service spaces reach a maximum temperature.

Prior to this law, there were no maximum temperatures established for school buildings or facilities. Now, as of September 1, 2025, all school districts and BOCES will be required to have a policy in place that implements action steps, such as “turning off overhead lights, pulling down shades or blinds, turning on fans, opening classroom doors and windows to increase circulation, turning off electronics that produce heat, and providing water breaks,” on “extreme heat condition days.” These days are defined by the law as any day when the “occupiable education and support service spaces are found to be eighty-two degrees or greater Fahrenheit.”

The school districts and BOCES must also revise their existing policies and procedures for emergency response to include extreme heat conditions and, also, to include protocols for when the temperature reaches a maximum of eighty-eight degrees. Education law Section 409-n expressly prohibits occupation of rooms where the temperature reaches eighty-eight degrees Fahrenheit. The law does not require school closures, but requires that the emergency policies include, “at a

minimum evacuation routes, shelter sites, and procedures for addressing medical needs, transportation and emergency notification of parents and guardians.”

Please reach out to the Office of Personnel Relations with any questions you may have in this regard.

Reminder: Prenatal Leave Law Does Not Apply to School Districts

On January 1, 2025, the New York State Paid Prenatal Leave Law took effect. This law is set forth in New York Labor Law Section 196-b, Section 4-a, and requires employers to provide pregnant New Yorkers with an additional 20 hours of paid sick leave to be used for prenatal care. However, the word employer under this law does not include governmental agencies. As such, this law would not apply to school districts, *unless* they opted to participate in NY’s Paid Family Leave Law back in 2016. Our office is not aware of any school district that opted into the NY Paid Family Leave Law. Therefore, if employees inquire about using paid prenatal leave time, they should be advised that this is a private sector law, and they may continue to use their accrued sick leave time for prenatal related appointments.



RECENT AREA TEACHER CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	AVG.
BOCES	2.75	2.80	2.80	1.99	4.00	4.00	4.00					3.19
Auburn	2.70	2.75	2.80	2.85	4.00	4.00	4.00	4.00				3.39
Cato-Meridian	2.85	2.85	2.70	3.50	3.25	3.00	4.00	3.70	3.40			3.25
Jordan-Elbridge	2.80	2.80	2.80	4.00	4.00	4.00	3.50	3.50	3.50			3.43
Moravia	2.85	2.80	2.80	2.80	4.25	4.25	4.25					3.43
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	4.00	4.00	4.00	4.00			3.63
So. Cayuga	2.75	\$1,900	3.00	\$1,900	4.75	4.50	4.10	3.75				3.81
Union Springs	2.75	2.80	2.85	2.85	2.88	2.99	4.00	3.85	3.75			3.19
Weedsport	2.75	2.75	2.75	3.00	3.00	3.00	3.25	3.25				2.97
	2.79	2.83	2.88	3.05	3.66	3.75	3.89	3.72	3.66			

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
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OSWEGO BOCES

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

TOMPKINS-SENECA-TIOGA BOCES

Candor	2.0 + \$44/step	2.0 + \$44/step	1.25	2.0 + \$45/step	2.0 + \$45/step	3.50						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	3.00	4.00	4.50			3.61
	4.03	3.60	2.98	3.21	3.63	5.10	4.44	4.50	4.25			

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	4.00	4.00				3.81
Geneva	2.50	3.00	2.50	2.50	2.70	4.00	4.00	3.70	3.20			3.12
Gorham-Middlesex	3.00	3.00	3.20	3.50	3.50	3.50						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	4.25	4.00	4.00	3.75		3.50
Williamson	3.00	3.00	3.75	3.15	3.80	3.50	3.25	3.25				3.34
	3.05	3.05	3.23	3.32	3.58	3.68	3.75	3.84	3.78	4.00	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											
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Avg.
BOCES											
Aides (CSEA)	2.75	2.80	1.99	1.99	1.99	3.00					2.42
Non-Instructional	2.80	2.80	1.99	4.00	4.00	4.00					3.27
Auburn											
Aides/Clerical (NYSUT)	2.90	2.85	2.80	2.75	2.75	2.75	\$2/hr				2.80
Bus Drivers (CSEA)	2.95	2.95	2.95	2.90	2.90	4.00	4.00	4.00	3.00	3.00	3.27
Cust/Maint. (CSEA)	2.95	2.95	2.95	2.90	2.90	4.00	4.00	4.00	3.00	3.00	3.27
Nurses (SEIU)	2.50	2.50	2.50	2.50	2.50	2.50	2.50	3.00	3.00		2.61
Cato-Meridian											
Aides/Ass'ts (SEIU)	45¢/hr	45¢/hr	7.00	10.00	10.00	4.00	4.00	4.00			6.50
Bus Drivers (CSEA)	2.25	2.25	10.00	3.00	3.00	3.00					3.92
Cust./Maint. (CSEA)	2.25	2.25	5.00	3.00	3.00	3.00					3.08
Jordan-Elbridge											
Aides/Clerical(SEIU)	3.00	50¢+3.0	50¢+3.0	\$2+4.0	\$1.50+4.0	\$1.50+4.0					3.00
Bus Drivers	3.00	3.00	3.00	4.00	4.00	4.00					3.00
Cust./Maint (SEIU)	3.00	50¢+3.0	50¢+3.0	\$2+4.0	\$1.5+4.0	\$1.5+4.0					3.00
Cafeteria (SEIU)	3.00	50¢+3.0	50¢+3.0	\$2+4.0	\$1.5+4.0	\$1.5+4.0					3.00
Transportation	3.00	3.00	3.00	4.00	4.00	4.00					3.50
Moravia			On 1/1/22 add \$1.40/hr								
Aides/Ass't (CSEA)	70¢/hr	2.75	70¢/hr	2.75	\$2/hr	6.00	5.00				4.13
CSEA	70¢/hr	2.75	70¢/hr	2.75	\$2/hr	6.00	5.00				4.13
Port Byron											
Aides (SEIU)	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Cust./Maint. (CSEA)	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Cafeteria (CSEA)	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Nurse (CSEA)	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Clerical (SEIU)	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00			4.00
Skaneateles											
Aides (CSEA)	3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
Tchr Ass't (CSEA)	3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
Cust./Maint (CSEA)	3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
Nurses (CSEA)	3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
Clerical (CSEA)	3.00	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00		3.38
So. Cayuga											
Aides (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Tchr. Ass't (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Bus Drivers (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Bus Mech (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Cust./Maint (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Cafeteria (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS											
CAYUGA-ONONDAGA BOCES cont'd											
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Avg.
So. Cayuga cont'd											
Nurses (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Clerical (CSEA)	2.75	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr				3.13
Union Springs											
Aides (SEIU)	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr					2.50
Tchr. Ass'ts (SEIU)	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr					2.50
Bus Drivers (CSEA)	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr					3.00
Bus Mech (CSEA)	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr					3.00
Cust/Maint. (CSEA)	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr					3.00
Cafeteria (CSEA)	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr					3.00
Nurses (SEIU)	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr					2.50
Clerical (SEIU)	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr					2.50
	*+\$250										
Weedsport											
Aides (CSEA)	2.75	2.75	2.75	3.00	3.25	\$1.50/hr	\$1+3.25	3.50			3.00
Bus Drivers (CSEA)	2.75	2.75	\$5/hr	3.00	3.25	\$1.50/hr	\$1+3.25	3.50			3.00
Bus Mech (CSEA)	2.75	2.75	\$5/hr	3.00	3.25	\$1.50/hr	\$1+3.25	3.50			3.00
Cust/Maint. (CSEA)	2.75	2.75	2.75	3.00	3.25	\$1.50/hr	\$1+3.25	3.50			3.00
C-O BOCES Avg.	2.84	2.83	3.45	3.32	3.49	3.90	4.03	3.83	3.63	3.00	
BROOME-TIOGA BOCES											
Chenango Valley											
Non-Instruct. (NYSUT)	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	\$1/hr	4.00	50¢/hr	\$2/hr	\$1.25/hr	\$1.25/hr					4.00
Maine-Endwell											
Cust./Maint.	60¢/hr	50¢/hr	75¢/hr	75¢/hr	75¢/hr	75¢/hr					
Supp Staff	75¢/hr	75¢/hr	70¢/hr	80¢/hr	80¢/hr	80¢/hr					
Transp	\$300 + 3.25	\$300 + 3.25	70¢/hr	70¢/hr	70¢/hr						3.25
Owego-Apalachin											
NYSUT	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			4.08
Union Endicott											
Cafe. Workers	*3.00	3.00	3.00	4.0+80¢	4.0+80¢	4.00	4.00				3.50
Cent Office	3.00	3.00	3.00	4.0+80¢	4.0+80¢	4.00	4.00				3.40
Comp & Tech	3.00	3.00	3.00								3.00
Dist Office	3.00	3.00	3.00								3.00
Maint. Workers	3.00	2.00	2.00	\$1500 + 4.00	\$1500 + 4.00	4.00	4.00				3.00
School Aides	*3.00	*3.00	12.9	3.00	3.00	3.00					5.48
Transp	3.00	3.00	3.00	\$2.50	\$1.50	\$1.50					3.00

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS											
BROOME-TIOGA BOCES cont'd											
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Avg.
Vestal											
Paraprofessional	3.00	3.00		\$1.25	90¢/hr	80¢/hr	75¢/hr				3.00
Employees	0.00	0.00	10.0	\$3.00	\$1.00	\$1.00					3.33
B-T BOCES Avg	2.61	2.65	5.24	4.00	4.00	3.80	4.00	4.00			
OSWEGO BOCES											
Hannibal											
CSEA	3.00	3.00	2.25	2.00	\$1.75	\$1.75	\$1.50	\$1.50			2.56
HEA	3.00	3.00	3.00	3.00	3.00	3.00	3.00				3.00
TOMPKINS-SENECA-TIOGA BOCES											
Dryden					+ \$1.25/hour						
NYSUT	3.50	3.00	3.80	3.80	5.00	5.00	5.00				4.16
Groton											
CSEA	\$1.50/hr	3.00	60¢/hr	\$1.30-\$2	50¢/hr	3.00	3.00				3.00
Newfield			+ 25¢/hr			+ 50¢/hr					
CSEA	3.00	3.00	4.50	4.50	\$ to base	3.00	3.00				3.50
South Seneca											
Local	\$1.40-\$2.00/hr	3.50	2.50	2.50							2.83
Trumansburg											
Local	3.00	3.25	3.00	3.25	3.50	3.50	4.00				3.36
T-S-T BOCES Avg.	3.17	3.15	3.45	3.51	4.25	3.63	3.75				
WAYNE-FINGER LAKES BOCES											
Clyde-Savannah			* 1.5% - 3%, based on years								
Supp Pers (CSEA)	3.50	2.50	*+70¢/hr	2.50	2.50	2.50					2.70
Transp.	3.50	75¢/hr	3.00	1.50	0.00*	*\$/hr	3.50	3.25			2.35
			*up to \$28.50/hr based on yrs			*up to \$34/hr based on yrs					
Dundee											
CSEA	4.00	4.00	4.00	\$1.80	4.00	4.00	4.00				4.00
Gananda											
CSEA	75¢/hr	\$1.25/hr	75¢/hr	\$1.10/hr or 3.8%	4.00	4.00	4.00				4.00
Geneva											
CSEA	75¢/hr	75¢/hr	75¢/hr	\$1/hr	\$1/hr	4.00	4.00	3.60			3.87
Gorham-Middlesex (NYSUT)											
Bus Drivers	\$1/hr	\$1/hr	\$1/hr	\$3/hr	\$1/hr	\$1/hr	\$1/hr				
Cust./F Serv	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr					3.00
Teacher Aides	3.00	3.00	3.75	\$1/hr	\$1/hr	\$1/hr					3.25
Honeoye			*+\$/hr based on years		*+\$.30-1.20/hr based on years						
NYSUT	3.50	3.35	*3.30	3.30	*3.50	3.00	3.00				3.23

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS											
WAYNE-FINGER LAKES BOCES con't											
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	Avg.
Lyons											
NYSUT	2.90	2.90	2.90	2.90	2.90	2.90					2.90
	+70¢/hr	+70¢/hr	+70¢/hr	+90¢/hr	+90¢/hr	+90¢/hr					
Manchester-S'ville											
CSEA	30¢/hr	60¢/hr	70¢/hr	70¢/hr	\$1/hr	\$1/hr	\$1/hr				
Naples					* greater of						
CSEA	3.50	3.50	3.75	3.90	*3.9 or 70¢/hr	*3.9 or 70¢/hr					3.74
Newark											
Custodians (CSEA)	2.90	2.75	\$2.25/hr	\$1.75/hr	\$1.00/hr	\$1.00/hr					2.83
Tchr Aides/Asst (NYSUT)	* 2.9 + 40¢/hr	* 2.9 + 35¢/hr	* 2.9 + 35¢/hr	2.5 + 55¢/hr	2.5 + 65¢/hr	2.5 + 75¢/hr					2.70
	* OR Salary Rate										
Palmyra-Macedon											
CSEA, salary	\$2,500	\$2,500	\$2,600 or 3.50	\$2,080 or 3.50	3.50						3.50
CSEA, hourly	\$1.20/hr	\$1.20/hr	\$1.25/hr or 3.50	\$1.00/hr or 3.50	3.50						3.50
Penn Yan						+\$1.15					
CSEA	3.00	3.00	3.00	3.00	3.00	4.00	4.00	4.00			3.29
Phelps-CI Springs			On 1/1/22 add \$2.50/hr								
Nurses/Food Serv/Bus Driver/Maint	2.25	3.50	3.50	2.00	2.50	2.50					2.71
Aides/Clerical	3.00	4.30	4.50	4.50	4.00	4.00	4.25	4.25			4.10
Red Creek											
CSEA	3.00	+60¢/hr	3.00	4.50	4.00	+\$1.50	+\$1.50	4.00			3.70
Romulus											
CSEA	3¢/hr +2.85%	3¢/hr +2.85%	3¢/hr +2.85%	\$1.50/hr	3.00	3.00	2.75				2.92
	48¢/hr	48¢/hr	48¢/hr								
Seneca Falls											
NEA/NYSUT	3.00	3.00	2.50	2.00							2.91
Sodus					+50-75¢						
CSEA	3.25	3.00	3.00	3.00	3.00	3.50	3.50	3.75			3.25
Waterloo											
NEA/NYSUT	3.00	3.00	3.00	% based on YOS	4.00	4.00	4.00				3.50
Wayne											
CSEA	5.00	4.25	4.00	4.00	4.00	4.00	3.75	3.50			4.06
	or \$1/hr										
Williamson											
CSEA	3.00	3.00	3.00	2.75	2.75	2.75					2.88
WFL BOCES Avg.	3.11	3.35	3.45	2.97	3.07	3.28	3.72	3.83			

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%	4.2%	4.3%	4.9%	4.9%	4.0%	4.1%	4.2%	4.1%	4.3%
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%	3.8%	3.7%	4.1%	4.0%	3.1%	3.2%	3.3%	3.5%	3.8%
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%	3.6%	3.5%	4.2%	4.0%	3.0%	3.1%	3.2%	3.5%	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%	4.1%	4.1%	4.6%	4.5%	3.4%	3.6%	3.6%	4.0%	4.2%
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%	3.5%	3.8%	3.9%	3.9%	2.9%	2.9%	3.0%	3.0%	3.3%
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%	3.4%	3.3%	3.6%	3.4%	2.7%	2.8%	2.9%	3.3%	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%	3.8%	3.7%	4.1%	4.0%	3.1%	3.2%	3.3%	3.4%	3.8%
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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November 2024

NY-Northeastern New Jersey Area

1. All Urban Consumers	338.535	0.1	4.3
2. Urban Wage Earners & Clerical Workers	332.629	0.5	4.1

U.S. City Average

1. All Urban Consumers	315.493	-0.1	2.7
2. Urban Wage Earners & Clerical Workers	308.998	0.1	2.6

December 2024

NY-Northeastern New Jersey Area

1. All Urban Consumers	338.610	0.1	4.3
2. Urban Wage Earners & Clerical Workers	332.829	0.1	4.1

U.S. City Average

1. All Urban Consumers	315.605	0.0	2.9
2. Urban Wage Earners & Clerical Workers	309.067	0.0	2.8

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	308.2	3.3	314.1	3.3	326.7	4.1	332.6	3.9
Jun-24	308.1	2.9	314.2	3.0	329.2	4.5	334.8	4.2
Jul-24	308.5	2.9	314.5	2.9	330.3	4.5	335.6	4.1
Aug-24	308.6	2.4	314.8	2.5	330.9	3.9	336.5	3.7
Sep-24	309.0	2.2	315.3	2.4	332.4	3.9	337.9	3.8
Oct-24	309.4	2.4	315.7	2.6	332.1	3.7	338.2	4.0
Nov-24	309.0	2.6	315.5	2.7	332.6	4.1	338.5	4.3
Dec-24	309.1	2.9	315.6	2.9	332.8	4.1	338.6	4.3

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The BOCES provides equal access to community and youth organizations.

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