



THE ADVOCATE

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

VOLUME XLIV MARCH - APRIL 2024

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Video Disclosure Under FERPA

Our office receives many questions as to whether school surveillance videos need to be disclosed to parents. As a brief refresher, FERPA governs the disclosure and review of student education records. A protected education record must be (1) directly related to a student; and (2) maintained by an educational agency or institution or by a party acting for the agency or institution. See 20 U.S.C. § 1232g(4)(A).

Determining whether a video is directly related to a student should be examined on a case-by-case basis to determine if the student is the focus of the video. Videos used for disciplinary actions would be considered an education record for the disciplined student(s), as well as the victim(s). However, videos will likely not be an education record if the student's image is incidental, part of the background or part of an activity open to the public and the student is not the focus. For example, a video recorded by a school surveillance system of two students fighting used for disciplinary action would be an education record for those two students. However, images of the students watching the fight would likely not be education records for those students because they are not the focus of the video.

If a parent of a student involved in a fight requests to view the video and there was disciplinary action taken, the parent can view the video or be informed of the contents of the video under FERPA – FERPA does not give the right to a copy of the video. If the district can “reasonably redact or segregate out portions of the video directly related to other students, without destroying the meaning of the record, then the [district] would be required to do so prior to providing the parent or eligible student with access.” In other words, the district must redact the other student(s) that the video is also considered an education record for (i.e. the second student in the fight). However, if the redaction/segregation cannot be reasonably accomplished or it would destroy the meaning of the video, then each parent can review the entire record even though it relates to other students. In the above scenario, since redacting the second student involved in the fight would likely destroy the meaning of the video, the entire video would be available to the parents. On the

other hand, if a parent wants to view a video because they believe there was wrongdoing involving students or a staff member, a parent would not be entitled to view a video under FERPA if their child was not the subject of the video (i.e., there was no fight, or the student received no discipline as a result of the contents of the video).

Although FERPA does not give the parent the right to a copy of the video, NYS FOIL may allow the parent to receive a copy. NYS FOIL would permit a parent to receive a copy of the video if there was a final agency determination. In a discipline scenario, a final agency determination would mean all matters have been disposed of and hearings have been completed. At that point the parent can have a copy, if it were not provided at the hearing. However, under FOIL the parent has to pay for all costs related to making a copy of the video. If there are other students in the video, the district should redact their identities. Redaction may make it cost prohibitive for the parent to get a copy.

It is important for Districts to review each request to view and/or copy school surveillance video on a case-by-case basis and be prepared to respond to parental requests.

Additional Rights for Non-Competitive and Labor Class Employees

Effective February 19, 2024, non-competitive and labor class employees received statutory layoff protections under Section 80 and Section 81 of the Civil Service Law, similar to those already held by competitive class employees. In other words, non-competitive and labor class employees now enjoy statutory bumping and retreat rights upon abolition of their positions. Each classification will be able to retreat back into other classifications if they have more seniority. In other words, an abolished non-competitive employee that previously held a competitive position may be able to retreat back to the competitive class position if they held greater seniority in their previous position. Additionally, non-competitive and labor class employees

are now entitled to be placed on a preferred eligibility list for up to 4 years after layoff.

However, the new legislation indicated that it did not supersede previously negotiated or future negotiated layoff rights for non-competitive and labor class positions. Therefore, it appears that districts can continue to follow previously negotiated layoff procedures for non-competitive and labor class positions or negotiate other provisions moving forward.

This law makes it crucial for districts to review and update their current negotiated layoff provisions for non-competitive and labor class positions, if any. Additionally, be prepared to contact local civil service divisions concerning retention and/or seniority rosters for all civil service classifications prior to layoffs in tough financial times.

SENDING LETTERS OF REASONABLE ASSURANCE

New York State Unemployment Insurance Law may allow employees who are suspended or even discharged for just cause to be eligible for an economic insurance buffer – income for a limited period of time to assist in the transitional period between jobs.

While it may appear to be an uphill battle to defend against unemployment insurance, there are steps school districts can take to guard against paying employees during summer vacation or holiday recess periods for per diem employees. Districts should send letters of reasonable assurance prior to the end of each academic school year for all 10-month employees (including per diem) and before each holiday recess period for per diem employees. As the end of the academic school year approaches, the Cayuga-Onondaga BOCES Office of Personnel Relations reminds Superintendents of the need to notify district employees of an intent to continue their employment for the following school year and/or after

the holiday recess period for per diem employees. Should you not do so, they may be eligible for unemployment insurance during the summer vacation period and/or holiday break. Additionally, New York State recently amended Labor Law § 590 to require employers to notify employees of their right to file for unemployment benefits after a total or partial interruption of service, even for a brief separation, reduction in hours (less than 30 hours/week or less than \$504/week), or voluntary separation. While this requirement may not mandate that the notice be sent to employees receiving reasonable assurance at the end of the academic year, according to the [NYS DOL FAQs](#), this office recommends including the notice with each reasonable assurance letter it sends to applicable employees. A copy of the notice is included and can also be found [here](#). The District must provide general information on the form, which may be updated by regulation in the future, including the District's name, address and registration number.

Attached you will find sample letters for a regular classroom teacher, a substitute teacher/per diem employee, and a non-instructional employee which currently meet the requirements of the Unemployment Insurance Appeals Board and recent court decisions. Remember that our office recommends inclusion of the new notice of eligibility for unemployment benefits with each letter, as well. Care should be exercised in the use of these documents, and particular attention should be given about oral statements made by subordinate administrators. Suggestions to an employee that he/she will not be returning next year or that someone should look for alternate work may undo the notices and result in an entitlement to unemployment insurance compensation.

We also recommend that each Superintendent, or designee, be directed by a resolution of the Board of Education to initiate and forward these letters to each employee.

NOTE: *Do not send a reasonable assurance letter to any employee who will be laid off.*

SAMPLE TEACHER LETTER

Date _____

Dear (Teacher):

Please be advised that the [DISTRICT] with this letter is providing you with reasonable assurance that you will perform services for the [DISTRICT] in the capacity of (blank) for the school year 2024–2025 beginning on July 1, 2024 and ending on June 30, 2025.

It is expected that you will be receiving substantially the same economic terms and conditions of employment in the upcoming school year, with your expected earnings to be no less than 90% of what you earned for the 2023–2024 school year. This assurance will also continue for periods of employment immediately before and after any vacation and/or holiday term during the school year 2024–2025. Attached please find a copy of the 2024–2025 school calendar. Additionally, please find your enclosed notice of eligibility for unemployment benefits. This form strictly provides notice of your rights – it does not guarantee or entitle you to receive unemployment insurance benefits.

Please notify this office by June 30, 2024, should you be unable to accept this employment for the 2024–2025 school year.

This reasonable assurance is being transmitted to you for the sole and express purpose of complying with the revisions of the Federal Unemployment Act enacted under Public Law 94–566 and commonly referred to as the Unemployment Insurance Amendments of 1976. These amendments require each state to provide unemployment insurance coverage to local government employees which by companion legislation was enacted in 1977 by New York State. Therefore, and as noted above, you are presumed to have a reasonable assurance that you will perform services with the (School District) and to resume work at the beginning of the ensuing year or term and immediately following vacation periods and/or holiday recesses unless otherwise notified.

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

Chief School Officer

_____ School District

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

Employee's Signature

Regular Classroom Teacher

SAMPLE NON-INSTRUCTIONAL LETTER

Date _____

Dear (Employee):

Please be advised that the [DISTRICT] with this letter is providing you with reasonable assurance that you will perform services for the [DISTRICT] in the capacity of (blank) for the school year 2024–2025 beginning on July 1, 2024 and ending on June 30, 2025.

It is expected that you will be receiving substantially the same economic terms and conditions of employment in the upcoming school year, with your expected earnings to be no less than 90% of what you earned for the 2023–2024 school year. This assurance will also continue for periods of employment immediately before and after any vacation and/or holiday term during the school year 2024–2025. Attached please find a copy of the 2024–2025 school calendar. Additionally, please find your enclosed notice of eligibility for unemployment benefits. This form strictly provides notice of your rights – it does not guarantee or entitle you to receive unemployment insurance benefits.

Please notify this office by June 30, 2024 should you be unable to accept this employment for the 2024–2025 school year.

This reasonable assurance is being transmitted to you for the sole and express purpose of complying with the revisions of the Federal Unemployment Act enacted under Public Law 94–566 and commonly referred to as the Unemployment Insurance Amendments of 1976. These amendments require each state to provide

unemployment insurance coverage to local government employees which by companion legislation was enacted in 1977 by New York State. Therefore, and as noted above, you are presumed to have a reasonable assurance that you will perform services with the (School District) and to resume work at the beginning of the ensuing year or term and immediately following vacation periods and/or holiday recesses unless otherwise notified.

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

Chief School Officer
_____ School District

I, _____, have read the above and understand its contents and intend, **or** do not intend (circle one and return to the School District) to return to the (School District) as a non-instructional employee.

Employee's Signature
Non-Instructional Employee

**SAMPLE SUBSTITUTE TEACHER
(and Per Diem Employees) LETTER
FOR EACH BREAK PERIOD**

Date

Dear (Substitute Teacher/Per Diem Employee):

Please be advised that the [DISTRICT] with this letter is providing you with reasonable assurance that you will perform services for the [DISTRICT] in the capacity of substitute teacher for periods of employment immediately before and after the **Thanksgiving/Christmas/Winter/Spring Recess between (add dates for specific recess) Date, 202x through Date, 202x.**

It is anticipated that the need for substitutes following the **Thanksgiving/Christmas/Winter/Spring Recess between Date, 202x through Date, 202x** will remain. As long as your availability for assignments remains the same as it was prior to the **Thanksgiving/Christmas/Winter/Spring Recess**, it is expected that you will be receiving substantially the same economic terms and conditions of employment, with your total

expected earnings for the 2024-2025 school year to be no less than 90% of what you earned in the 2023-2024 school year.

Your name will be maintained in the electronic registry or list that the District used **[specify the list or registry used]** to call subs prior to the **Thanksgiving/Christmas/Winter/Spring Recess** and this registry or list will be used after the **Spring Recess** to call substitute teachers. Please notify this office by [DATE], should you be unable to accept the employment after the Spring Recess.

Attached please find a copy of the 2024-2025 school calendar. Additionally, please find your enclosed notice of eligibility for unemployment benefits. This form strictly provides notice of your rights – it does not guarantee or entitle you to receive unemployment insurance benefits.

This reasonable assurance is being transmitted to you for the sole and express purpose of complying with the revisions of the Federal Unemployment Act enacted under Public Law 94-566 and commonly referred to as the Unemployment Insurance Amendments of 1976. These amendments require each state to provide unemployment insurance coverage to local government employees which by companion legislation was enacted in 1977 by New York State. Therefore, and as noted above, you are presumed to have a reasonable assurance that you will perform services with the (School District) and to resume work at the beginning of the ensuing year or term and immediately following vacation periods and/or holiday recesses unless otherwise notified.

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

Chief School Officer
_____ School District

I, _____, have read the above and understand its contents and intend, **or** do not intend (circle one and return to the School District) to return to the (School District) as a substitute teacher/per diem employee.

Employee's Signature
Substitute Teacher/Per Diem Employee

**SAMPLE SUBSTITUTE TEACHER
(and Per Diem Employees) LETTER
SUMMER BREAK**

Date

Dear (Substitute Teacher/Per Diem Employee):

Please be advised that the (School District) with this letter is providing you with reasonable assurance that you will perform services for the (School District) in the capacity of substitute teacher for the school year 2024–2025 beginning on July 1, 2024 and ending on June 30, 2025.

It is anticipated that the need for substitutes during the 2024–2025 school year will remain. As long as your availability for assignments remains the same as it was during the 2023–2024 school year, it is expected that you will be receiving substantially the same economic terms and conditions of employment, with your expected earnings to be no less than 90% of what you earned for the 2023–2024 school year.

This assurance will also continue for periods of employment immediately before and after any vacation and/or holiday term during the school year 2024–2025. Attached please find a copy of the 2024–2025 school calendar. Additionally, please find your enclosed notice of eligibility for unemployment benefits. This form strictly provides notice of your rights – it does not guarantee or entitle you to receive unemployment insurance benefits.

Your name will be maintained in the electronic registry or list that the District used [[specify the list or registry used](#)] to call subs in the 2023–2024 school year and this registry or list will be used in the 2024–2025 school year to call substitute teachers. Please notify this office by June 30, 2024, should you be unable to accept this employment for the 2024–2025 school year.

This reasonable assurance is being transmitted to you for the sole and express purpose of complying with the revisions of the Federal Unemployment Act enacted under Public Law 94–566 and commonly referred to as the Unemployment Insurance Amendments of 1976. These amendments require each state to provide unemployment insurance coverage to local

government employees which by companion legislation was enacted in 1977 by New York State. Therefore, and as noted above, you are presumed to have a reasonable assurance that you will perform services with the (School District) and to resume work at the beginning of the ensuing year or term and immediately following vacation periods and/or holiday recesses unless otherwise notified.

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

Chief School Officer
_____ School District

I, _____, have read the above and understand its contents and intend, **or** do not intend (circle one and return to the School District) to return to the (School District) as a substitute teacher/per diem employee.

Employee's Signature
Substitute Teacher/Per Diem Employee

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

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

RECENT AREA TEACHER 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	2.70	2.75	2.80	2.80	1.99	4.00	4.00	4.00				3.13
Auburn	2.60	2.70	2.75	2.80	2.85	4.00	4.00	4.00	4.00			3.30
Cato-Meridian	2.50	2.85	2.85	2.70	3.50	3.25	3.00					2.95
Jordan-Elbridge	2.80	2.80	2.80	2.80	4.00	4.00	4.00					3.31
Moravia	2.90	2.85	2.80	2.80	2.80	4.25	4.25	4.25				3.36
Port Byron	2.70	2.60	2.88	2.88	2.88	2.88	3.75 + \$600	3.75				2.94
Skaneateles	3.20	3.10	3.00	3.40	3.60	3.60						3.32
So. Cayuga	2.75	2.75	\$1,900	3.00	\$1,900	4.75	4.50					3.55
Union Springs	2.50	2.75	2.80	2.85	2.85	2.88	2.99					2.80
Weedsport	2.75	2.75	2.75	2.75	3.00	3.00	3.00	3.25	3.25			2.94
	2.74	2.79	2.83	2.88	3.05	3.66	3.72	3.85	3.63			

BROOME-TIOGA BOCES

Chenango Valley	2.75	\$2,000	3.00	3.00	3.00	4.0+ \$1250	4.25	3.25				3.21
Deposit	3.00	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	2.95	3.10 + \$300	3.10	4.90	2.96	2.96	2.96				3.25
Owego-Apal.	2.75	3.00	3.50	3.00	3.00	4.00	4.00	4.00				3.34
Union-Endicott	2.90	3.50	3.50	3.00	3.00	4.00	4.00	4.00				3.49
Vestal	3.00	3.00	3.00	3.00	3.00	3.15	3.20					3.05
	2.89	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	4.00	3.00	4.00	4.00	4.00				3.88
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OSWEGO BOCES

Hannibal	2.75	3.00	3.00	3.00	3.00	3.00	3.00	3.00				2.97
Phoenix			3.00	3.00	3.00	3.00	4.00	4.00	4.00	4.00		3.50
	2.75	3.00	3.00	3.00	3.00	3.00	3.50	3.50	4.00	4.00		

TOMPKINS-SENECA-TIOGA BOCES

Candor	3.20	2.0 + \$44/step	2.0 + \$44/step	1.25	2.0 + \$45/step	2.0 + \$45/step	3.50					2.65
Dryden	3.13	4.42	4.25	4.14	3.31	\$200 + 4.80	\$200 + 4.80	\$200 + 4.80				3.85
Groton	6.00	6.00	3.00	3.00	3.00	3.50	7.00	4.50	4.00	4.00		4.40
Newfield	3.25	3.00	3.25	3.00	3.00	3.75	4.00	4.25				3.44
South Seneca	3.25	3.25	3.50	3.50	3.50	3.50	7.00	6.00	5.50			4.33
Trumansburg	3.25	3.50	3.50	3.00	3.25	3.75	4.00					3.46
	3.68	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

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	AVG.
Clyde-Savannah	3.25	3.25	3.00	2.0 + \$125	3.30	3.25	3.25	3.25				3.22
Dundee	2.50	4.00	3.25	3.25	2.75	2.75	2.75	2.75				3.00
Gananda	3.20	3.10	3.20	3.40	3.00	5.00	5.00					3.70
Geneva	3.50	2.50	3.00	2.50	2.50	2.70	4.00	4.00	3.70	3.20		3.16
Gorham-Middlesex	3.00	3.00	3.00	3.20	3.50	3.50	3.50					3.24
Honeoye	3.30	3.30	3.35	3.45	3.60	3.60	3.50	3.40				3.44
Lyons	2.90 + \$300	2.90 + \$200	3.10*	3.30*	5.10	3.60	3.60	3.60				3.72
Manchester-Shortsville	2.50	2.50	2.50	4.50	4.50	4.00	4.00					3.50
Naples	2.60	3.50	3.45	3.35	3.25	3.50	3.50					3.31
Newark	3.00	3.25	3.10	3.20	3.30	3.30	3.30	3.30				3.22
Palmyra-Macedon	2.75	2.75	3.25	3.25	3.25	3.25	3.50					3.14
Penn Yan	3.00	3.00	3.00	3.00	3.0% + \$125	3.0% + \$125	4.00 + \$1500	4.00	4.00			3.33
Phelps-Cl Springs	3.00	3.00	3.00	3.00	3.60	3.90	3.40	3.75	3.60	3.50		3.38
Red Creek	3.25	3.00	2.50			3.90 + \$600	3.90 + \$600	3.90 + \$600				3.41
Romulus	3.00	3.00	2.75	2.75	2.75	3.75	3.75	4.00	4.00	4.00	4.00	3.31
Seneca Falls	2.50	2.00	3.00	3.00	3.00	3.80	3.60	3.30	+1,200			3.03
Sodus	3.30	3.30	3.00	3.00	3.00	3.00	3.95	3.75	3.00	3.00		3.23
			* 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	3.00	3.50	3.50	3.25	3.25	4.00	4.00	4.00	4.00			3.61
Wayne	2.50	3.00	3.00	3.00	3.00	3.50	3.50					3.07
Williamson	2.50	3.00	3.00	3.75	3.15	3.80	3.50	3.25	3.25			3.24
	2.93	3.05	3.05	3.23	3.32	3.58	3.68	3.59	3.65	3.43	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					3.72
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			
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						3.56
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					+ 25¢/hr							
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	3.50	3.00	3.00			
WAYNE-FINGER LAKES BOCES												
Clyde-Savannah					* 1.5% - 3%, based on years							
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
					*up to \$28.50/hr based on yrs							
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					3.90
Geneva		*for 5+ yrs of service up to \$1.00										
CSEA	3.00	*5¢/hr/yrs	75¢/hr	75¢/hr	75¢/hr	\$1/hr	\$1/hr					3.00
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					*+\$/hr based on years		*+\$.30-1.20/hr based on years					
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
Tehr 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												
CSEA	2.35	3.00	3.00	3.00	3.00	3.00	3.00					2.91
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				2.81
Aides/Clerical	3.00	3.00	3.00	4.30	4.50	4.50	4.00	4.00	4.25	4.25		3.80
Red Creek												
CSEA	2.50	\$1.00/hr	3.00	+60¢/hr	3.00	4.50	4.00					3.25
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	3.06	3.18	3.69	3.94		

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%												
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%												
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%												
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%												
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%												
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%												
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%												
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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January 2024

NY-Northeastern New Jersey Area

1. All Urban Consumers	328.006	1.0	3.1
2. Urban Wage Earners & Clerical Workers	322.823	1.0	3.4

U.S. City Average

1. All Urban Consumers	308.417	0.5	3.1
2. Urban Wage Earners & Clerical Workers	302.201	0.5	2.9

February 2024

NY-Northeastern New Jersey Area

1. All Urban Consumers	328.606	0.2	2.9
2. Urban Wage Earners & Clerical Workers	323.061	0.1	3.1

U.S. City Average

1. All Urban Consumers	310.326	0.6	3.2
2. Urban Wage Earners & Clerical Workers	304.284	0.7	3.1

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								
Apr-24								
May-24								
Jun-24								
Jul-24								
Aug-24								
Sep-24								
Oct-24								
Nov-24								
Dec-24								

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