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Beginning on January 1, 2024, all
employees in New York State must
receive at least **\$15.00 an hour.**

Confusion Clarified Over Special Education Claims

On March 21, 2023, the Supreme Court issued a unanimous decision in favor of a student with a disability, holding that he did not need to exhaust administrative processes under the Individuals with Disabilities Education Act (the “IDEA”) before filing a lawsuit for compensatory damages under the Americans with Disabilities Act (the “ADA”). In Perez v. Sturgis Public Schools, 143 S.Ct. 859 (2023), a student, who is deaf, was denied permission to graduate just months before graduation. His parents sought relief under both the IDEA and ADA statutes, and the Supreme Court found in their favor.

Miguel Luna Perez had attended school from age 9 through 20 and his parents had believed that he was on track to graduate with his class. However, after years of receiving inflated grades and advancement, the district announced that it would not award him with a diploma. Upon further investigation, it was revealed that Perez spent extended time in classrooms with unqualified aides, who were not trained in sign language or who were excessively absent.

Perez filed a complaint under the IDEA alleging that he had failed to receive a free and appropriate public education. His family settled with the district on “forward-looking” equitable relief before the administrative hearing. Then, after the settlement, Perez brought suit in federal district court for “backward-looking” compensatory damages under the ADA. The district argued for dismissal of this case since Perez had not exhausted his administrative remedies under the IDEA.

The Supreme Court disagreed. The Court analyzed the text of Section 1415(l) of the IDEA, which sets forth a general rule and a relevant exception. The general rule states that “nothing in (IDEA) shall be construed to restrict” the abilities of individuals to seek “remedies” under the ADA or “other federal laws protecting the rights of children with disabilities.” The exception to this, is that “before the filing of a civil action under

such (other federal) laws seeking relief that is also available under this subchapter, the procedures under subsections (f) and (g) shall be exhausted.”

The Court went on to focus on the words “seeking relief that is also available.” It reasoned that the administrative exhaustion requirement applies *only* where the remedies being sought can be provided by the IDEA. In Perez, all the parties agreed that that petitioner was requesting relief under the ADA, which was unavailable under the IDEA.

In the end of the decision, the Court went on to explain that a plaintiff who files an ADA action seeking both damages and some sort of equitable relief that the IDEA can provide, “may find their request for equitable relief barred or deferred for a lack of exhaustion.” Accordingly, an analysis of future claims will likely turn on whether the relief is or is not available in both federal statutes.

The Perez case raised a technical legal question, but its holding clarifies that students with disabilities may seek to be made whole by using both the IDEA and ADA statutes.

Access to School Grounds

For many years the law on access to school grounds has remained largely untouched. However, in recent decisions, the Commissioner has reinforced some previous rules and dramatically altered others. This article will cover the broad understanding of the law, and then address two recent Commissioner decisions which affect our understanding of this right.

For some time, school districts have had wide discretion in determining who can have access to school property or students. The New York Court of Appeals has reasoned that “the long-standing deference afforded local school boards to exercise ultimate authority for access to students, school buildings and school property is generally well founded.” Lloyd v. Grella, 83 N.Y.2d 537, 547 (1994). This authority comes from the Education Law, which provides that a board

of education has the duty “to establish such rules and regulations concerning the order and discipline of schools” and has “all the powers reasonably necessary to exercise powers granted expressly or by implication and to discharge duties imposed expressly or by implication by this chapter or other statutes.” NY Education Law §1709(2) and (33). Similarly, the law also provides that “the trustee or board of education may adopt regulations for the use of such schoolhouses, grounds or other property.” NY Education Law §414. The Commissioner has reasoned that “[p]ursuant to Education Law §1709(2) and (33), a board of education has the authority to establish rules and regulations concerning order and discipline in its schools”, and this authority includes the right to grant or deny access to district facilities or students. Appeal of Anonymous, Decision No. 15,855 (2008).

This right, however, is not without limitation. The Commissioner has reasoned that only those bans which are “partial,” “limited in nature,” and “narrowly limited in scope” are appropriate. Id. For example, total bans are almost never appropriate, particularly when there is no end date nor any conditions to end the ban. Id. However, a ban limited to athletic events was appropriate as the District justification that these events can be unruly, and as they happen in the open can be difficult to control, and so the banned individual would be hard to control. See Appeal of Anonymous, Decision No. 15,931 (2009). Bans must also be based on conduct which can reasonably be attributed to the banned individual. During one employee’s initial limited ban, that employee’s husband made numerous threatening statements to a district employee who was called as a witness against her, and so the initial ban was altered to be a total ban without exception. Appeal of Anonymous, Decision No. 18,855 (2008). The Commissioner reasoned that a total ban based on another party’s conduct, in which the banned employee did not participate or have knowledge of, was inappropriate. Id.

Various courts have agreed with the Commissioner’s reasoning, finding in one case that a ban prohibiting a board member from coming to school only during school

hours was appropriate, and did not violate that board member’s due process rights. See Silano v. Sag Harbor Union Free School Dist. Bd. Of Educ., 42 F.3d 719, 725 (2d Cir 1994). In another case, a court upheld a ban that required an individual to specifically request permission, and that permission was not unreasonably withheld. See Pearlman v. Cooperstown Central School Dist., 1 F.Supp.2d 168 (N.D.N.Y. 2003). Even whole organizations can be prohibited, so long as all organizations are treated the same way. See Lloyd, 83 N.Y.2d 537.

In a recent case, the Commissioner refined its understanding of the Board’s right to control school grounds. In Appeal of Brockaway the petitioner, a former board member, accused the superintendent of infidelity with a staff member in 2019 and was then banned from district property through June 2021, and issued a no-contact order. Decision No. 18,218 (2022). He then made disparaging comments about the superintendent, published private educational information of the superintendent’s children, and physically intimidated the superintendent, which led to an extension of the ban and no-contact order through June 2023. Id. The petitioner appealed, arguing that the ban and no-contact order were “not reasonable or narrow in scope.” Id. The Commissioner agreed, reasoning that while the ban from property was appropriate in 2019, there was “insufficient evidence on the record that the petitioner remains a threat to district employees or property such that a further extension of the order is justified.” Id. The Commissioner also reasoned that the no-contact order was inappropriate, finding that the total ban was done only for the district to shield itself from “discomfort and unpleasantness.” Id., citing, Tinker v. Des Moines Ind. Community School Dist., 393 U.S. 503, 509 (1969). Therefore, the ban from communicating with the superintendent was in violation of the First Amendment, and so was annulled. Id.

In a series of two cases, the Commissioner refined when a student may be prohibited from district property. In the first Appeal of C.W., the student admitted that he displayed a suicide note, had a list of students he did not like, and asked another student if he had

a gun he could use. Decision No. 18,121 (2022). The district “permanently suspended” the student, but the Commissioner overturned this suspension arguing that as the student had been “suspended” for over a year, and still attended their BOCES program, they were not permanently suspended and so it would be illogical to rule as such. Id. Upon returning to school, the district then banned the student from school grounds “unless the student obtained written permission” due to the district belief that “his presence on school property posed...safety concerns.” Appeal of C.W., Decision No. 18,253 (2023). The student appealed arguing that the ban amounted to discipline. Id. The Commissioner agreed, reasoning that the authority to restrict access to school property “does not apply to a district’s resident student, who have a constitutional right to a sound basic education.” Id. Therefore “any board prohibition on a resident student’s right to access school grounds must be imposed in connection with a suspension from instruction – which must, in turn, comply with the due process protections” of the law. Id.

Given the Commissioner’s recent decisions, there are now two separate paths for property bans, one for students and one for all others. In some respects, they are same, in that a district should articulate their ban in writing, and it should be limited in scope and duration. The ban should specifically note when an individual is and is not allowed on district property, the method to obtain approval to be on district property, and a date when the ban ends. No one should be permanently banned, and the district should remain as consistent as possible. However, students cannot be banned from district property unless that ban is part of a suspension which has complied with all the due process requirements of the law. If a district does not meet each of these requirements, then it is likely that even in extreme situations like those in Brockaway and C.W., the ban will not be upheld. In either situation, it is important for a district to remain in contact and communicate with the affected parties. Please reach out to our office if you have any questions.

As the Holiday Season Approaches....

A reminder that Skoros v. City of New York, the New York City Department of Education et al, 437 F.3d 1 (2d Cir 2006), remains good law in New York. In Skoros, the City of New York issued a “Holiday Display Memo,” to all of its public schools providing that (a) the display of secular holiday symbol decorations was permitted; (b) holiday displays shall not appear to promote any single holiday; (c) holiday displays should be temporary in nature; and (d) the primary purpose of all holiday displays shall be to promote understanding for all individuals regarding their beliefs, values and customs.

The U.S. Court of Appeals for the Second Circuit upheld the City’s policy in Skoros, using a three-prong test to determine whether or not the First Amendment rights of the plaintiff were violated. The analysis reviewed whether the government action (1) had a secular purpose; (2) advanced or inhibited religion; and (3) fostered excessive entanglement with religion.

The Second Circuit reasoned that the policy in Skoros was “plainly stated” to promote pluralism and to “foster a mutual understanding and respect for the many beliefs and customs,” of our communities. It required that any decorations be displayed with other decorations reflecting different beliefs or customs, and, specifically stated that no school display was permitted to “appear to promote any single holiday.” The Court held that the policy satisfied all prongs of the test, that it did not violate the Establishment Clause of the First Amendment, and affirmed the decision in favor of the City rendered by the District Court.

RECENT AREA TEACHER CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	AVG.
BOCES	2.50	2.70	2.75	2.80	2.80	1.99	4.00	4.00	4.00			3.06
Auburn	2.60	2.60	2.70	2.75	2.80	2.85	4.00	4.00	4.00	4.00		3.23
Cato-Meridian	2.60	2.50	2.85	2.85	2.70	3.50	3.25	3.00				2.91
Jordan-Elbridge	2.50	2.80	2.80	2.80	2.80	4.00	4.00	4.00				3.21
Moravia	2.50	2.90	2.85	2.80	2.80	2.80	4.25	4.25	4.25			3.27
Port Byron	2.60	2.70	2.60	2.88	2.88	2.88	2.88	3.75 +\$600	3.75			2.90
Skaneateles	2.75	3.20	3.10	3.00	3.40	3.60	3.60					3.24
So. Cayuga	2.75	2.75	2.75	\$1,900	3.00	\$1,900	4.75	4.50				3.42
Union Springs	2.50	2.50	2.75	2.80	2.85	2.85	2.88	2.99				2.77
Weedsport	2.50	2.75	2.75	2.75	2.75	3.00	3.00					2.79
	2.58	2.74	2.79	2.83	2.88	3.05	3.66	3.82	4.00	4.00		

BROOME-TIOGA BOCES

Chenango Valley	2.75	2.75	\$2,000	3.00	3.00	3.00	4.0+ \$1250	4.25	3.25			3.14
Deposit	3.00	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	2.95	3.10 + \$300	3.10	4.90	2.96	2.96	2.96			3.22
Owego-Apal.	2.85	2.75	3.00	3.50	3.00	3.00	4.00	4.00	4.00			3.29
Union-Endicott	2.90	2.90	3.50	3.50	3.00	3.00	4.00	4.00	4.00			3.42
Vestal	2.95	3.00	3.00	3.00	3.00	3.00	3.15	3.20				3.04
Whitney Point	2.60	2.70	3.00	3.00	3.00	3.00	3.00	3.00				2.90
	2.86	2.86	3.07	3.10	3.02	3.38	3.42	3.57	3.55	3.00		

DELAWARE-CHENANGO-MADISON-OTSEGO BOCES

Sidney	3.20	4.00	4.00	4.00	4.00	3.00	4.00	4.00	4.00			3.80
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OSWEGO BOCES

Hannibal	2.20	2.75	3.00	3.00	3.00	3.00	3.00	3.00	3.00			2.88
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TOMPKINS-SENECA-TIOGA BOCES

Candor	2.0 + \$500	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	3.05	3.13	4.42	4.25	4.14	3.31	\$200 + 4.80	\$200 + 4.80	\$200 + 4.80			3.72
Groton	2.70	6.00	6.00	3.00	3.00	3.00	3.50	7.00	4.50	4.00	4.00	4.25
Lansing	3.25	2.85	2.90	2.65	3.75	3.75	3.50	3.50				3.27
Newfield	2.50	3.25	3.00	3.25	3.00	3.00	3.75	4.00	4.25			3.33
South Seneca	2.75	3.25	3.25	3.50	3.50	3.50	3.50					3.32
Trumansburg	3.00	3.25	3.50	3.50	3.00	3.25	3.75	4.00				3.41
	3.11	3.72	3.72	3.60	3.09	3.30	3.60	4.40	4.38	4.00	4.00	

RECENT AREA TEACHER CONTRACT SETTLEMENTS

WAYNE - FINGER LAKES BOCES

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	AVG.
Clyde-Savannah	3.50	3.25	3.25	3.00	2.0 + \$125	3.30	3.25	3.25	3.25			3.26
Dundee	3.40	2.50	4.00	3.25	3.25	2.75	2.75	2.75	2.75			3.04
Gananda	3.00	3.20	3.10	3.20	3.40	3.00	5.00	5.00				3.61
Geneva	3.50	3.50	2.50	3.00	2.50	2.50	2.70					2.89
Gorham-Middlesex	3.00	3.00	3.00	3.00	3.20	3.50	3.50	3.50				3.21
Honeoye	2.90	3.30	3.30	3.35	3.45	3.60	3.60	3.50	3.40			3.38
Lyons	2.90 + \$700	2.90 + \$300	2.90 + \$200	3.10*	3.30*	5.10	3.60	3.60	3.60			3.72
Manchester-Shortsville	3.00	2.50	2.50	2.50	4.50	4.50	4.00	4.00				3.44
Naples	2.50	2.60	3.50	3.45	3.35	3.25	3.50	3.50				3.21
Newark	3.00	3.00	3.25	3.10	3.20	3.30	3.30	3.30	3.30			3.19
Palmyra-Macedon	2.75	2.75	2.75	3.25	3.25	3.25	3.25	3.50				3.09
Penn Yan	2.30	3.00	3.00	3.00	3.00	3.0% + \$125	3.0% + \$125	4.00 + \$1500	4.00	4.00		3.19
Phelps-Cl Springs	3.00	3.00	3.00	3.00	3.00	3.60	3.90	3.40	3.75	3.60	3.50	3.34
Red Creek	4.00	3.25	3.00	2.50			3.90 + \$600	3.90 + \$600	3.90 + \$600			3.49
Romulus	3.00	3.00	3.00	2.75	2.75	2.75	3.75	3.75				3.09
Seneca Falls	2.75	2.50	2.00	3.00	3.00	3.00	3.80	3.60	3.30	+1,200		2.99
Sodus	3.00	3.30	3.30	3.00	3.00	3.00	3.00	3.95	3.75	3.5	3.00	3.21
					* 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	3.00	3.50	3.50	3.25	3.25						3.25
Wayne	4.00	2.50	3.00	3.00	3.00	3.00	3.50	3.50				3.19
Williamson	2.60	2.50	3.00	3.00	3.75	3.15	3.80	3.50	3.25	3.25		3.18
	3.06	2.93	3.05	3.08	3.23	3.32	3.56	3.64	3.48	3.46	3.25	

* 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												
	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	Avg.
BOCES												
Aides (CSEA)	2.50	2.50	2.70	2.75	2.80	1.99	1.99	1.99				2.40
Non-Instructional	2.50	2.70	2.75	2.80	2.80	1.99	4.00	4.00	4.00			3.06
Auburn												
Aides/Clerical (NYSUT)	2.60	2.60	2.60	2.90	2.85	2.80	2.75	2.75				2.73
Bus Drivers (CSEA)	2.60	2.60	2.60	2.95	2.95	2.95	2.90	2.90				2.81
Cust/Maint. (CSEA)	2.60	2.60	2.60	2.95	2.95	2.95	2.90	2.90				2.81
Nurses (SEIU)	2.50	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	75¢/hr	50¢/hr	45¢/hr	45¢/hr	7.00	10.00	10.00				9.00
Bus Drivers (CSEA)	2.00	2.50	2.50	2.25	2.25	10.00	3.00	3.00	3.00			3.39
Cust./Maint. (CSEA)	2.00	2.50	2.50	2.25	2.25	5.00	3.00	3.00	3.00			2.83
Jordan-Elbridge												
Aides/Clerical(SEIU)	2.50	2.50	2.80	3.00	50¢+3.0	50¢+3.0	\$2+4.0	\$1.50+4.0	\$1.50+4.0			3.20
Bus Drivers	2.50	2.50	2.50	3.00	3.00	3.00	4.00	4.00	4.00			3.17
Cust./Maint (SEIU)	2.50	2.50	2.80	3.00	50¢+3.0	50¢+3.0	\$2+4.0	\$1.5+4.0	\$1.5+4.0			3.20
Cafeteria (SEIU)	2.50	2.50	2.80	3.00	50¢+3.0	50¢+3.0	\$2+4.0	\$1.5+4.0	\$1.5+4.0			3.20
Transportation	2.75	2.75	2.75	3.00	3.00	3.00	4.00	4.00	4.00			3.20
Moravia						On 1/1/22 add \$1.40/hr						
Aides/Ass't (CSEA)	2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75	\$2/hr	6.00	5.00		3.54
CSEA	2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75	\$2/hr	6.00	5.00		3.54
Port Byron												
Aides (SEIU)	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00	3.36
Cust./Maint. (CSEA)	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00	3.36
Cafeteria (CSEA)	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00	3.36
Nurse (CSEA)	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00	3.36
Clerical (SEIU)	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00	3.36
Skaneateles												
Aides (CSEA)	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00				2.88
Tchr Ass't (CSEA)	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00				2.88
Cust./Maint (CSEA)	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00				2.88
Nurses (CSEA)	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00				2.88
Clerical (CSEA)	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00				2.88
So. Cayuga												
Aides (CSEA)	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Tchr. Ass't (CSEA)	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Bus Drivers (CSEA)	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Bus Mech (CSEA)	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Cust./Maint (CSEA)	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Cafeteria (CSEA)	45¢/hr	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												
	2016- 2017	2017- 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023	2023- 2024	2024- 2025	2025- 2026	2026- 2027	Avg.
So. Cayuga cont'd												
Nurses (CSEA)	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25				3.13
Clerical (CSEA)	45¢/hr	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	*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	\$1/hr	\$1/hr	\$1/hr	\$1/hr			2.50
Bus Drivers (CSEA)	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr			2.80
Bus Mech (CSEA)	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr			2.80
Cust/Maint. (CSEA)	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr			2.80
Cafeteria (CSEA)	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr			2.80
Nurses (SEIU)	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	\$1/hr	\$1/hr	\$1/hr	\$1/hr			2.50
		* @ % + \$250										
Weedsport												
Aides (CSEA)	2.50	2.50	2.75	2.75	2.75	2.75	3.00	3.25				2.78
Bus Drivers (CSEA)	*2.50	*2.50	2.75	2.75	2.75	\$5/hr	3.00	3.25				2.79
Bus Mech (CSEA)	2.50	2.50	2.75	2.75	2.75	\$5/hr	3.00	3.25				2.79
Cust/Maint. (CSEA)	2.50	2.50	2.75	2.75	2.75	2.75	3.00	3.25				2.78
C-O BOCES Avg.	2.43	2.60	2.73	2.84	2.83	3.45	3.32	3.49	4.04	4.06	4.00	
BROOME-TIOGA BOCES												
Chenango Valley												
Non-Instruct. (NYSUT)	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				3.00
Deposit												
CSEA	3.00	3.00	3.00	\$1/hr	4.00	50¢/hr	\$2/hr	\$1.25/hr	\$1.25/hr			3.25
Maine-Endwell												
Cust./Maint.	50¢/hr	75¢/hr	65¢/hr	60¢/hr	50¢/hr	75¢/hr	75¢/hr	75¢/hr	75¢/hr			
Supp Staff	\$1150- \$1375	\$950- \$1225	\$850- \$1150	75¢/hr	75¢/hr	70¢/hr	80¢/hr	80¢/hr	80¢/hr			
Transp	\$910- \$1625	\$860- \$1525	\$810 - \$1425	\$300 + 3.25	\$300 + 3.25	70¢/hr	70¢/hr	70¢/hr				3.25
Owego-Apalachin												
NYSUT	2.50	2.50	2.85	2.85	2.85	4.99 + 30¢/hr	4.99 + 30¢/hr	4.99 + 30¢/hr				3.57
Union Endicott												
Cafe. Workers	2.70	3.40	*3.00	*3.00	3.00	3.00	4.0+80¢	4.0+80¢	4.00	4.00		3.35
Cent Office	2.70	3.40	3.00	3.00	3.00	3.00	4.0+80¢	4.0+80¢	4.00	4.00		3.26
Comp & Tech	2.70	3.40	3.00	3.00	3.00	3.00						3.02
Dist Office	2.70	3.40	3.00	3.00	3.00	3.00						3.02
Maint. Workers	2.70	3.40	5.00	3.00	2.00	2.00	\$1500 + 4.00	\$1500 + 4.00	4.00	4.00		3.26
School Aides	2.70	3.40	3.00	*3.00	*3.00	12.9	3.00	3.00	3.00			4.43
Transp	2.70	3.40	3.00	3.00	3.00	3.00	\$2.50	\$1.50	\$1.50			3.03

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	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	2.90	2.95	3.00	0.00	0.00	10.0	\$3.00	\$1.00	\$1.00			3.14
B-T BOCES Avg	2.75	3.19	3.17	2.61	2.65	5.24	4.00	4.00	3.75	4.00		
OSWEGO BOCES												
Hannibal												
CSEA	2.50	2.75	3.00	3.00	3.00	2.25	2.00	\$1.75	\$1.75	\$1.50	\$1.50	2.64
HEA	2.20	2.25	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00		2.85
TOMPKINS-SENECA-TIOGA BOCES												
Dryden												
NYSUT	2.90	3.75	3.50	3.50	3.00	3.80	3.80					3.46
Groton												
CSEA	2.25	2.25	2.25	\$1.50/hr	3.00	60¢/hr	\$1.30-\$2	50¢/hr	3.00	3.00		2.63
Newfield						+ 25¢/hr						
CSEA	2.25	3.00	3.00	3.00	3.00	4.50	4.50					3.32
South Seneca												
Local	2.60	2.10	2.00	\$1.40-\$2.00/hr	3.50	2.50	2.50					2.53
Trumansburg												
Local	50¢/hr	56¢/hr	3.50	3.00	3.25	3.00	3.25	3.50				3.25
T-S-T BOCES Avg.	2.60	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	3.50	2.50	*+70¢/hr	2.50	2.50	2.50			3.00
Transp.	3.75	3.60	3.50	3.50	75¢/hr	3.00	1.50	0.00*				2.64
						*up to \$28.50/hr based on yrs						
Dundee												
CSEA	2.50	2.50	2.50	4.00	4.00	4.00	\$1.80	4.00	4.00	4.00		3.50
Gananda												
CSEA	50¢/hr or 3.2%	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				3.66
Geneva			*for 5+ yrs of service up to \$1.00									
CSEA	3.00	3.00	*5¢/hr/yrs	75¢/hr	75¢/hr	75¢/hr	\$1/hr	\$1/hr				3.00
Gorham-Middlesex (NYSUT)												
Bus Drivers	2.70	2.70	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$3/hr	\$1/hr	\$1/hr	\$1/hr		2.70
Cust./F Serv	2.50	50¢/hr	50¢/hr	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr			2.83
Teacher Aides	2.70	50¢/hr	50¢/hr	3.00	3.00	3.75	\$1/hr	\$1/hr	\$1/hr			3.06
Honeoye						*+\$/hr based on years		*+\$.30-1.20/hr based on years				
NYSUT	3.00	2.95	2.95	3.50	3.35	*3.30	3.30	*3.50	3.00	3.00		3.13

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
WAYNE-FINGER LAKES BOCES con't												
	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	Avg.
Lyons												
NYSUT	1.80	1.80	1.80	2.90	2.90	2.90	2.90	2.90	2.90			2.53
	+54¢/hr	+54¢/hr	+54¢/hr	+70¢/hr	+70¢/hr	+70¢/hr	+90¢/hr	+90¢/hr	+90¢/hr			
Manchester-S'ville												
CSEA	2.50	2.50	35¢/hr	30¢/hr	60¢/hr	70¢/hr	70¢/hr	\$1/hr	\$1/hr	\$1/hr		2.50
Naples								* greater of		* greater of		
CSEA	2.80	2.90	2.90	3.50	3.50	3.75 (at least)	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr	3.53
Newark		*or starting rate +1.2% if greater										
Custodians (CSEA)	2.00	* 50¢/hr	2.90	2.90	2.75	\$2.25/hr	\$1.75/hr	\$1.00/hr	\$1.00/hr			2.59
Tchr Aides/Asst (NYSUT)	*2.25	*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			2.46
	* 2.25-3.0% based on years			* OR Salary Rate								
Palmyra-Macedon												
CSEA, salary	2.90	\$2,400	\$2,500	\$2,500	\$2,500	\$2,600 or 3.5	\$2,080 or 3.5	3.50				3.35
CSEA, hourly	2.90	\$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				3.35
Penn Yan												
CSEA	2.35	2.35	3.00	3.00	3.00	3.00	3.00	3.00				2.84
Phelps-CI Springs (NYSUT)						On 1/1/22 add \$2.50/hr						
Nurses/Food Serv/Bus Driver/Maint	3.00	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	3.00	4.30	4.50	4.50	4.00	4.00	4.25	4.25	3.80
Red Creek												
CSEA	2.50	2.50	\$1.00/hr	3.00	+60¢/hr	3.00	4.50	4.00				3.25
Romulus												
CSEA	3.00	3.00	3¢/hr +2.85%	3¢/hr +2.85%	3¢/hr +2.85%	3¢/hr +2.85%	3.00	3.00	2.75			2.95
		or	48¢/hr	48¢/hr	48¢/hr	48¢/hr						
Seneca Falls												
NEA/NYSUT	2.75	2.50	2.00	3.00	3.00	2.50	2.00					2.54
Sodus								+50-75¢				
CSEA	3.15	3.20	3.20	3.25	3.00	3.00	3.00	3.00	3.50	3.50	3.75	3.23
Waterloo												
NEA/NYSUT	3.00	3.00	3.00	3.00	3.00	3.00	% based on YOS	4.00	4.00	4.00		3.33
Wayne												
CSEA	2.90	2.70	2.90	5.00	4.25	4.00	4.00	4.00	4.00	3.75	3.50	3.73
			OR \$1.00/hr									
Williamson												
CSEA	2.00	3.50	3.25	3.00	3.00	3.00	2.75	2.75	2.75			2.89
WFL BOCES Avg.	2.77	2.85	2.85	3.11	3.35	3.45	2.97	3.06	3.16	3.82	3.94	

AREA UNEMPLOYMENT RATES

New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2023	4.6%	4.5%	4.0%	3.7%	3.8%	4.2%	4.1%	4.4%	4.0%	4.4%			
2022	5.3%	5.1%	4.7%	4.2%	4.1%	4.3%	4.8%	4.9%	3.9%	3.6%	3.7%	3.8%	4.4%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2023	4.1%	3.9%	3.4%	2.6%	3.0%	3.3%	3.1%	3.5%	3.2%	3.5%			
2022	4.0%	4.2%	3.9%	3.3%	3.2%	3.4%	3.7%	3.7%	3.1%	2.5%	2.8%	3.0%	3.4%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2023	4.2%	4.0%	3.6%	2.6%	2.9%	3.0%	3.1%	3.6%	3.0%	3.3%			
2022	4.0%	4.3%	4.1%	3.2%	3.0%	3.2%	3.6%	3.7%	2.9%	2.3%	2.7%	3.0%	3.3%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2023	4.7%	4.2%	3.7%	2.7%	3.1%	3.5%	3.5%	3.9%	3.4%	3.8%			
2022	4.5%	4.6%	4.3%	3.5%	3.3%	3.7%	4.1%	4.1%	3.3%	2.7%	3.0%	3.2%	3.7%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2023	3.5%	2.9%	2.4%	2.0%	2.5%	3.0%	2.9%	3.2%	2.8%	3.2%			
2022	2.8%	3.0%	2.7%	2.3%	2.4%	2.8%	3.2%	3.0%	2.6%	2.1%	2.3%	2.4%	2.6%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2023	4.0%	3.7%	3.3%	2.4%	2.6%	2.8%	2.7%	3.1%	2.8%	3.1%			
2022	3.6%	3.8%	3.6%	2.8%	2.7%	2.9%	3.1%	3.2%	2.6%	2.2%	2.5%	2.8%	3.0%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2023	4.0%	3.7%	3.3%	2.5%	2.9%	3.1%	3.2%	3.5%	3.2%	3.6%			
2022	3.9%	4.1%	3.8%	3.1%	3.1%	3.4%	3.7%	3.8%	3.1%	2.5%	2.8%	2.9%	3.4%

** Please note that 2022 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 2023

NY-Northeastern New Jersey Area

1. All Urban Consumers	325.613	0.4	3.7
2. Urban Wage Earners & Clerical Workers	319.955	0.5	3.7

U.S. City Average

1. All Urban Consumers	307.789	0.2	3.7
2. Urban Wage Earners & Clerical Workers	302.257	0.2	3.6

October 2023

NY-Northeastern New Jersey Area

1. All Urban Consumers	325.288	-0.1	3.5
2. Urban Wage Earners & Clerical Workers	320.196	0.1	3.7

U.S. City Average

1. All Urban Consumers	307.671	0.0	3.2
2. Urban Wage Earners & Clerical Workers	302.071	-0.1	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-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	273.0	7.6	277.9	6.8	293.0	5.5	297.5	5.0
Dec-21	273.9	7.8	278.8	7.0	292.7	5.0	296.9	4.4
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								
Dec-23								

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

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