



THE ADVOCATE

Cayuga-Onondaga BOCES
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IN THIS ISSUE

- + **COMMISSIONER
ADDRESSES SCHOOL
DISTRICT OBLIGATIONS
UNDER DASA**
- + **HOMEBOUND
INSTRUCTION**
- + **NYS UPDATES MODEL
SEXUAL HARASSMENT
PREVENTION POLICY**
- + **AREA TEACHER AND
NON-INSTRUCTIONAL
SETTLEMENTS**
- + **AREA UNEMPLOYMENT
RATES FOR MAY 2023**
- + **CONSUMER PRICE
INDICES FOR APRIL
AND MAY 2023**

Commissioner Addresses School District Obligations Under DASA

by Shubh N. McTague, Staff Counsel
On Board,

Pursuant to the Dignity for All Students Act (DASA), school districts are responsible for promptly investigating and taking action necessary to resolve complaints regarding harassment and bullying by employees or students at their schools or functions.

In *Appeal of C.B.*, however, the commissioner of education commented on a district's obligation when the bullying or harassment of a student by other students occurs off school grounds.

A parent filed a DASA complaint with the district based on allegations her daughter was bullied and harassed in school, as well as outside of school hours online and by phone. Regarding the in-school bullying and harassment, the commissioner found that the district responded swiftly and reasonably, offering several options to protect the student from future bullying or harassment. These included having students involved complete a "No Bullying/ Stay Away Contract" and changing the student's schedule to limit contact with bullies.

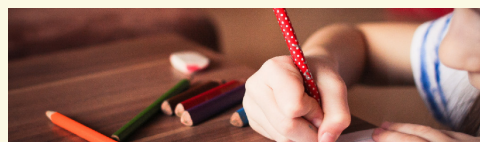
Following an incident with another student, the principal additionally offered to: (1) have an adult escort her to class; and (2) permit her to leave and arrive early to classes to feel safer. The parents declined this offer but agreed to the student

receiving one-on-one tutoring after school and attending school in a hybrid model.

Regarding the alleged harassment online and by phone, the district argued that it did not happen at school and the allegations were without merit. However, the commissioner reminded school districts that they have an obligation to address bullying and harassment that occurs off school property and creates or foreseeably could create a risk of substantial disruption in the school.

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## Homebound Instruction

Pursuant to 8 NYCRR 100.22, school districts are required to provide "homebound instruction" or instruction provided to students in a home, hospital, or institutional setting rather than a school. To clarify, homebound instruction is not the same as "home instruction," instruction provided at home by parents or "alternative instruction" which provides instruction outside of the classroom to students of compulsory education age because of an out-of-school suspension. New York has recently amended the guidelines for homebound instruction resulting in increased eligibility for students and a greater burden on districts.

Prior to the amendments, an eligible student needed to be out of school for consecutive days with written verification from a medical doctor. This has changed. The new regulations state that eligibility may be based on the anticipation that the student will be unable to attend in-person instruction for at least ten days in a three-month period. The anticipated absence need not be consecutive, and instead can be based on a temporary or chronic physical, mental, or emotional illness or injury. Please keep in mind that the regulations continue to make clear that homebound instruction applies to all resident students, including those attending a non-public school.

Written verification from a healthcare provider now includes a “person who is treating a student and is licensed or otherwise authorized to provide diagnosis pursuant to a profession enumerated in title VIII of the Education Law.” 8 NYCRR 100.22(b)(v). This includes doctors, nurse practitioners, dentists, and optometrists. For mental health issues, a treating healthcare provider includes psychologists, social workers, and effective in June 2024, mental health counselors, marriage and family therapists, and psychoanalysts. This significantly increases the pool of individuals who can provide the basis for homebound instruction.

The request for homebound instruction must still come from a parent or guardian, must include written verification from a healthcare provider, and include a signed consent authorizing the school medical director or designee to contact the student’s treating healthcare provider. Each request should be independently evaluated, and the District’s approval or denial should be issued within five days of receipt of the written medical verification. If a denial is issued, it should be in writing, and should denote that the family has ten days to appeal the decision to the Board of Education. If an approval is issued,

instruction must begin within five days, a written instruction delivery plan must be developed and implemented, and the District must continue meeting the needs of a student’s IEP or 504 plan, if applicable.

Please note that the number of hours required for homebound instruction has increased to ten hours a week at the elementary level, and fifteen hours a week at the secondary level, effective July 1, 2023. Districts should review their homebound instruction policy and update accordingly. Please reach out to our office for further guidance, or if you have any questions regarding the expanded burdens mandated by the State.



## **New York State Department of Labor Updates Model Sexual Harassment Prevention Policy**

Since 2018, districts have been required to adopt a sexual harassment prevention policy that follows or exceeds the standards set by the model NYS harassment policy. Under the law, the NYS DOL is required to update its model policy every 4 years. Their 2022 revisions have recently been adopted and contain a number of updates/revisions to the new model sexual harassment prevention policy, including:

1. Applies to all protected classes under NYS Human Rights Law
2. Sexual harassment can occur remotely
3. Sexual harassment is now defined as “gender-based discrimination”
4. Defines different genders (cisgender, transgender, and non-binary)
5. Discusses sex-stereotyping in greater detail
6. Reiterates that sexual harassment does not have to be sexual contact/ touching or sexually expressive
7. Provides more examples
8. Bystander intervention techniques
9. Reiterates that sexual harassment does not need to be severe or pervasive to be a violation of NYS law. Further defines that there could be a violation if the conduct rises above “petty slights and trivial inconveniences.”
10. States that the intent of the conduct/ statement/action is not a defense
11. There is an objective standard based off a reasonable victim
12. Adds contact information for the NYSDHR Sexual Harassment Hotline
13. Adds new language: “Supervisors and managers must accommodate the needs of individuals who have experienced harassment to ensure the workplace is safe, supportive, and free from retaliation for them during and after any investigation.”
14. Retaliation includes public disclosure of personnel files
15. Adds that the investigations will

be “fair and impartial”, and the investigator will be sensitive to those participating in the investigation

16. Investigations must be “completed as soon as possible,” which replaced the previous 30-day investigation timeframe
17. Updates that claims may be filed with NYSDHR within 3 years of harassment
18. More clearly indicates that discrimination is also a violation of the policy
19. Indicates that complaints can be made online to NYSDHR

Districts must update their sexual harassment prevention policy to ensure that it either meets or exceeds the new model policy. The minimum standards and model policy can be found at: <https://www.ny.gov/combating-sexual-harassment-workplace/sexual-harassment-prevention-model-policy-and-training>. Districts will be able to utilize the updated NYS model policy for this purpose and adapt it to the district’s specific needs. We recommend reviewing your current policy to make certain that your district is in compliance with the current updates.



## 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<br>+\$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 |
|                 | <b>2.58</b> | <b>2.74</b> | <b>2.79</b> | <b>2.83</b> | <b>2.88</b> | <b>3.05</b> | <b>3.66</b> | <b>3.82</b>    | <b>4.00</b> | <b>4.00</b> |           |      |

### BROOME-TIOGA BOCES

|                 |             |             |             |                 |                 |                 |                 |             |             |  |  |      |
|-----------------|-------------|-------------|-------------|-----------------|-----------------|-----------------|-----------------|-------------|-------------|--|--|------|
| Chenango Valley | 2.75        | 2.75        | \$2,000     | 3.00            | 3.00            | 3.00            | 4.0+<br>\$1250  | 4.25        | 3.25        |  |  | 3.14 |
| Deposit         | 3.00        | 3.00        | 2.99        | \$400 +<br>3.00 | \$400 +<br>3.00 | \$400 +<br>3.00 | \$400 +<br>3.00 |             |             |  |  | 3.00 |
| Maine-Endwell   | 2.95        | 2.95        | 2.95        | 3.10 +<br>\$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 |
|                 | <b>2.86</b> | <b>2.86</b> | <b>3.07</b> | <b>3.10</b>     | <b>3.02</b>     | <b>3.38</b>     | <b>3.42</b>     | <b>3.57</b> | <b>3.55</b> |  |  |      |

### 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 |
|--------|------|------|------|------|------|------|------|------|------|--|--|------|

### OSWEGO BOCES

|          |      |      |      |      |      |      |      |      |      |  |  |      |
|----------|------|------|------|------|------|------|------|------|------|--|--|------|
| Hannibal | 2.20 | 2.75 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 |  |  | 2.88 |
|----------|------|------|------|------|------|------|------|------|------|--|--|------|

### TOMPKINS-SENECA-TIOGA BOCES

|              |                |             |                    |                    |             |                    |                    |                 |                 |  |  |      |
|--------------|----------------|-------------|--------------------|--------------------|-------------|--------------------|--------------------|-----------------|-----------------|--|--|------|
| Candor       | 2.0 +<br>\$500 | 3.20        | 2.0 +<br>\$44/step | 2.0 +<br>\$44/step | 1.25        | 2.0 +<br>\$45/step | 2.0 +<br>\$45/step | 3.50            |                 |  |  | 2.65 |
| Dryden       | 3.05           | 3.13        | 4.42               | 4.25               | 4.14        | 3.31               | \$200 +<br>4.80    | \$200 +<br>4.80 | \$200 +<br>4.80 |  |  | 3.72 |
| Groton       | 2.70           | 6.00        | 6.00               | 3.00               | 3.00        | 3.00               | 3.50               |                 |                 |  |  | 3.89 |
| 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 |
|              | <b>3.11</b>    | <b>3.72</b> | <b>3.72</b>        | <b>3.60</b>        | <b>3.09</b> | <b>3.30</b>        | <b>3.60</b>        | <b>3.75</b>     | <b>4.25</b>     |  |  |      |

## 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. |
| <b>BOCES</b>                                       |           |           |           |           |           |                         |           |            |            |           |           |      |
| 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 |
| <b>Auburn</b>                                      |           |           |           |           |           |                         |           |            |            |           |           |      |
| 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 |
| <b>Cato-Meridian</b>                               |           |           |           |           |           |                         |           |            |            |           |           |      |
| Aides/Ass'ts (SEIU)                                | 75¢/hr    | 75¢/hr    | 50¢/hr    | 45¢/hr    | 45¢/hr    | 7.00                    | 3.00      | 3.00       |            |           |           | 4.33 |
| Bus Drivers (CSEA)                                 | 2.00      | 2.50      | 2.50      | 2.25      | 2.25      | 5.00                    | 3.00      | 3.00       | 3.00       |           |           | 2.83 |
| Cust./Maint. (CSEA)                                | 2.00      | 2.50      | 2.50      | 2.25      | 2.25      | 5.00                    | 3.00      | 3.00       | 3.00       |           |           | 2.83 |
| <b>Jordan-Elbridge</b>                             |           |           |           |           |           |                         |           |            |            |           |           |      |
| 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 |           |           | 2.70 |
| 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  |           |           | 2.70 |
| 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  |           |           | 2.70 |
| Transportation                                     | 2.75      | 2.75      | 2.75      | 3.00      | 3.00      | 3.00                    | 4.00      | 4.00       | 4.00       |           |           | 3.17 |
| <b>Moravia</b>                                     |           |           |           |           |           | 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 |
| <b>Port Byron</b>                                  |           |           |           |           |           |                         |           |            |            |           |           |      |
| 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 |
| <b>Skaneateles</b>                                 |           |           |           |           |           |                         |           |            |            |           |           |      |
| 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 |
| <b>So. Cayuga</b>                                  |           |           |           |           |           |                         |           |            |            |           |           |      |
| 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. |
| <b>So. Cayuga cont'd</b>                           |               |               |              |              |               |               |               |               |             |             |             |      |
| 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 |
| <b>Union Springs</b>                               |               |               |              |              |               |               |               |               |             |             |             |      |
| 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 |              |              |               |               |               |               |             |             |             |      |
| <b>Weedsport</b>                                   |               |               |              |              |               |               |               |               |             |             |             |      |
| 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 |
| <b>C-O BOCES Avg.</b>                              | <b>2.43</b>   | <b>2.60</b>   | <b>2.73</b>  | <b>2.84</b>  | <b>2.83</b>   | <b>3.26</b>   | <b>3.08</b>   | <b>3.27</b>   | <b>4.04</b> | <b>4.06</b> | <b>4.00</b> |      |
| <b>BROOME-TIOGA BOCES</b>                          |               |               |              |              |               |               |               |               |             |             |             |      |
| <b>Chenango Valley</b>                             |               |               |              |              |               |               |               |               |             |             |             |      |
| 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 |
| <b>Deposit</b>                                     |               |               |              |              |               |               |               |               |             |             |             |      |
| CSEA                                               | 3.00          | 3.00          | 3.00         | \$1/hr       | 4.00          | 50¢/hr        | \$2/hr        | \$1.25/hr     | \$1.25/hr   |             |             | 3.25 |
| <b>Maine-Endwell</b>                               |               |               |              |              |               |               |               |               |             |             |             |      |
| 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 |
| <b>Owego-Apalachin</b>                             |               |               |              |              |               |               |               |               |             |             |             |      |
| 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 |
| <b>Union Endicott</b>                              |               |               |              |              |               |               |               |               |             |             |             |      |
| Cafe. Workers                                      | 2.70          | 3.40          | *3.00        | *3.00        | 3.00          | 3.00          | 4.0+80¢       | 4.0+80¢       | 4.00        | 4.00        |             | 3.26 |
| 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        |             |             | 4.11 |
| 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. |
| <b>BROOME-TIOGA BOCES cont'd</b>                   |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| <b>Vestal</b>                                      |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| Paraprofessional                                   |                | 3.00           | 3.00                                | 3.00             | 3.00        |                                |             |             |             |             |           | 3.00 |
| Employees                                          | 2.90           | 2.95           | 3.00                                |                  |             |                                |             |             |             |             |           | 2.95 |
| <b>B-T BOCES Avg</b>                               | <b>2.73</b>    | <b>3.17</b>    | <b>3.15</b>                         | <b>2.98</b>      | <b>2.98</b> | <b>4.56</b>                    | <b>4.00</b> | <b>4.00</b> | <b>3.75</b> | <b>4.00</b> |           |      |
| <b>OSWEGO BOCES</b>                                |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| <b>Hannibal</b>                                    |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| CSEA                                               | 2.50           | 2.75           | 3.00                                | 3.00             | 3.00        | 2.25                           | 2.00        |             |             |             |           | 2.56 |
| HEA                                                | 2.20           | 2.25           | 3.00                                | 3.00             | 3.00        | 3.00                           | 3.00        | 3.00        | 3.00        | 3.00        |           | 2.79 |
| <b>TOMPKINS-SENECA-TIOGA BOCES</b>                 |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| <b>Dryden</b>                                      |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| NYSUT                                              | 2.90           | 3.75           | 3.50                                | 3.50             | 3.00        | 3.80                           | 3.80        |             |             |             |           | 3.46 |
| <b>Groton</b>                                      |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| 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 |
| <b>Lansing</b>                                     |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| NYSUT                                              | 3.00           | 50¢/hr         | 60¢/hr                              | 75¢/hr           | 75¢/hr      | \$1.29/hr                      |             |             |             |             |           | 3.00 |
| <b>Newfield</b>                                    |                |                |                                     |                  |             | + 25¢/hr                       |             |             |             |             |           |      |
| CSEA                                               | 2.25           | 3.00           | 3.00                                | 3.00             | 3.00        | 4.50                           | 4.50        |             |             |             |           | 3.32 |
| <b>South Seneca</b>                                |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| Local                                              | 2.60           | 2.10           | 2.00                                | \$1.40-\$2.00/hr | 3.50        | 2.50                           | 2.50        |             |             |             |           | 2.53 |
| <b>Trumansburg</b>                                 |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| Local                                              | 50¢/hr         | 56¢/hr         | 3.50                                | 3.00             | 3.25        | 3.00                           | 3.25        | 3.50        |             |             |           | 3.25 |
| <b>T-S-T BOCES Avg.</b>                            | <b>2.60</b>    | <b>2.78</b>    | <b>2.85</b>                         | <b>3.17</b>      | <b>3.15</b> | <b>3.45</b>                    | <b>3.51</b> | <b>3.50</b> | <b>3.00</b> | <b>3.00</b> |           |      |
| <b>WAYNE-FINGER LAKES BOCES</b>                    |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| <b>Clyde-Savannah</b>                              |                |                |                                     |                  |             | * 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 |             |             |             |             |           |      |
| <b>Dundee</b>                                      |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| CSEA                                               | 2.50           | 2.50           | 2.50                                | 4.00             | 4.00        | 4.00                           | \$1.80      | 4.00        | 4.00        | 4.00        |           | 3.50 |
| <b>Gananda</b>                                     |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| CSEA                                               | 50¢/hr or 3.2% | 70¢/hr or 3.2% | 70¢/hr or 3.2%                      | 75¢/hr           | \$1.25/hr   | 75¢/hr                         |             |             |             |             |           |      |
| <b>Geneva</b>                                      |                |                | *for 5+ yrs of service up to \$1.00 |                  |             |                                |             |             |             |             |           |      |
| CSEA                                               | 3.00           | 3.00           | *5¢/hr/yr                           | 75¢/hr           | 75¢/hr      | 75¢/hr                         | \$1/hr      | \$1/hr      |             |             |           | 3.00 |
| <b>Gorham-Middlesex (NYSUT)</b>                    |                |                |                                     |                  |             |                                |             |             |             |             |           |      |
| 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 |

| 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. |
| <b>Honeoye</b>                                     |                            |                                    |                    |                    |                    | *+\$/hr based on years  |                    |                   |                   |                   |                   |      |
| NYSUT                                              | 3.00                       | 2.95                               | 2.95               | 3.50               | 3.35               | *3.30                   | 3.30               |                   |                   |                   |                   | 3.18 |
| <b>Lyons</b>                                       |                            |                                    |                    |                    |                    |                         |                    |                   |                   |                   |                   |      |
| 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           |                   |                   |      |
| <b>Manchester-S'ville</b>                          |                            |                                    |                    |                    |                    |                         |                    |                   |                   |                   |                   |      |
| CSEA                                               | 2.50                       | 2.50                               | 35¢/hr             | 30¢/hr             | 60¢/hr             | 70¢/hr                  | 70¢/hr             | \$1/hr            | \$1/hr            | \$1/hr            |                   | 2.50 |
| <b>Naples</b>                                      |                            |                                    |                    |                    |                    |                         |                    | * greater of      |                   | * greater of      |                   |      |
| CSEA                                               | 2.80                       | 2.90                               | 2.90               | 3.50               | 3.50               | 3.75<br>(at least)      | *3.9 or<br>70¢/hr  | *3.9 or<br>70¢/hr | *3.9 or<br>70¢/hr | *3.9 or<br>70¢/hr | *3.9 or<br>70¢/hr | 3.53 |
| <b>Newark</b>                                      |                            | *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 +<br>40¢/hr  | * 2.9 +<br>35¢/hr  | * 2.9 +<br>35¢/hr       |                    |                   |                   |                   |                   | 2.39 |
|                                                    | * 2.25-3.0% based on years |                                    |                    | * OR Salary Rate   |                    |                         |                    |                   |                   |                   |                   |      |
| <b>Palmyra-Macedon</b>                             |                            |                                    |                    |                    |                    |                         |                    |                   |                   |                   |                   |      |
| CSEA                                               | 2.90                       | \$2,400/<br>salary                 | \$2,500/<br>salary | \$2,500/<br>salary | \$2,500/<br>salary | \$2,600/<br>salary      | \$2,080/<br>salary | 3.50              |                   |                   |                   | 3.35 |
|                                                    |                            | \$1.15/hr                          | \$1.20/hr          | \$1.20/hr          | \$1.20/hr          | \$1.25/hr               | \$1.00/hr          |                   |                   |                   |                   |      |
| <b>Penn Yan</b>                                    |                            |                                    |                    |                    |                    |                         |                    |                   |                   |                   |                   |      |
| CSEA                                               | 2.35                       | 2.35                               | 3.00               | 3.00               | 3.00               | 3.00                    | 3.00               | 3.00              |                   |                   |                   | 2.77 |
| <b>Phelps-CI Springs (NYSUT)</b>                   |                            |                                    |                    |                    |                    | 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              |                   |                   | 2.73 |
| Aides/Clerical                                     | 3.00                       | 3.00                               | 3.00               | 3.00               | 4.30               | 4.50                    | 4.50               |                   |                   |                   |                   | 3.41 |
| <b>Romulus</b>                                     |                            |                                    |                    |                    |                    |                         |                    |                   |                   |                   |                   |      |
| CSEA                                               | 3.00                       | 3.00                               | 3¢/hr<br>+2.85%    | 3¢/hr<br>+2.85%    | 3¢/hr<br>+2.85%    | 3¢/hr<br>+2.85%         | 3.00               | 3.00              | 2.75              |                   |                   | 2.91 |
|                                                    |                            | or                                 | 48¢/hr             | 48¢/hr             | 48¢/hr             | 48¢/hr                  |                    |                   |                   |                   |                   |      |
| <b>Seneca Falls</b>                                |                            |                                    |                    |                    |                    |                         |                    |                   |                   |                   |                   |      |
| NEA/NYSUT                                          | 2.75                       | 2.50                               | 2.00               | 3.00               | 3.00               | 2.50                    | 2.00               |                   |                   |                   |                   | 2.59 |
| <b>Sodus</b>                                       |                            |                                    |                    |                    |                    |                         |                    | +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 |
| <b>Waterloo</b>                                    |                            |                                    |                    |                    |                    |                         |                    |                   |                   |                   |                   |      |
| NEA/NYSUT                                          | 3.00                       | 3.00                               | 3.00               | 3.00               | 3.00               | 3.00                    | % based<br>on YOS  | 4.00              | 4.00              | 4.00              |                   | 3.33 |
| <b>Wayne</b>                                       |                            |                                    |                    |                    |                    |                         |                    |                   |                   |                   |                   |      |
| CSEA                                               | 2.90                       | 2.70                               | 2.90               | 5.00               | 4.25               | 4.00                    | 4.00               | 4.00              | 4.00              | 3.75              | 3.500             | 3.73 |
|                                                    |                            |                                    | OR \$1.00/hr       |                    |                    |                         |                    |                   |                   |                   |                   |      |
| <b>Williamson</b>                                  |                            |                                    |                    |                    |                    |                         |                    |                   |                   |                   |                   |      |
| CSEA                                               | 2.00                       | 3.50                               | 3.25               | 3.00               | 3.00               | 3.00                    | 2.75               | 2.75              | 2.75              |                   |                   | 2.78 |
| <b>WFL BOCES Avg.</b>                              | <b>2.76</b>                | <b>2.85</b>                        | <b>2.83</b>        | <b>3.11</b>        | <b>3.37</b>        | <b>3.45</b>             | <b>2.97</b>        | <b>2.95</b>       | <b>3.03</b>       | <b>3.81</b>       | <b>3.63</b>       |      |

# 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% |      |      |      |      |      |      |      |           |
| 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% |      |      |      |      |      |      |      |           |
| 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% |      |      |      |      |      |      |      |           |
| 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% |      |      |      |      |      |      |      |           |
| 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% |      |      |      |      |      |      |      |           |
| 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% |      |      |      |      |      |      |      |           |
| 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% |      |      |      |      |      |      |      |           |
| 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](http://www.labor.state.ny.us)

# CONSUMER PRICE INDICES

|  | INDEX<br>1982-84<br>BASE YEAR=100 | % INCREASE<br>FROM<br>PRIOR MONTH | % INCREASE<br>FROM<br>PRIOR YEAR |
|--|-----------------------------------|-----------------------------------|----------------------------------|
|--|-----------------------------------|-----------------------------------|----------------------------------|

## April 2023

### NY-Northeastern New Jersey Area

|                                             |         |     |     |
|---------------------------------------------|---------|-----|-----|
| 1. All Urban Consumers                      | 319.211 | 0.1 | 3.7 |
| 2. Urban Wage Earners<br>& Clerical Workers | 313.188 | 0.1 | 3.3 |

### U.S. City Average

|                                            |         |     |     |
|--------------------------------------------|---------|-----|-----|
| 1. All Urban Consumers                     | 303.363 | 0.5 | 4.9 |
| 2. Urban Wage Earner<br>& Clerical Workers | 297.730 | 0.6 | 4.6 |

## May 2023

### NY-Northeastern New Jersey Area

|                                             |         |     |     |
|---------------------------------------------|---------|-----|-----|
| 1. All Urban Consumers                      | 320.002 | 0.2 | 3.5 |
| 2. Urban Wage Earners<br>& Clerical Workers | 313.696 | 0.2 | 2.8 |

### U.S. City Average

|                                             |         |     |     |
|---------------------------------------------|---------|-----|-----|
| 1. All Urban Consumers                      | 304.127 | 0.3 | 4.0 |
| 2. Urban Wage Earners<br>& Clerical Workers | 298.382 | 0.2 | 3.6 |

# 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 |                           |     |                           |     |                           |     |                           |     |
| Jul-23 |                           |     |                           |     |                           |     |                           |     |
| Aug-23 |                           |     |                           |     |                           |     |                           |     |
| Sep-23 |                           |     |                           |     |                           |     |                           |     |
| Oct-23 |                           |     |                           |     |                           |     |                           |     |
| Nov-23 |                           |     |                           |     |                           |     |                           |     |
| Dec-23 |                           |     |                           |     |                           |     |                           |     |

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