



THE ADVOCATE

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

VOLUME XLIII MARCH - APRIL 2023

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SENDING LETTERS OF REASONABLE ASSURANCE



In 1944, the New York State Legislature enacted what is now known as the Unemployment Insurance Law as an economic insurance buffer for workers who lost their jobs as a result of a layoff. The statute provided that a laid off employee who lost his or her job through no fault of his or her own would receive an income for a limited period of time to assist in the transitional period between jobs.

Today the law has been liberalized to the extent that employees who are suspended or even discharged for just cause may still be eligible for this insurance benefit. For example, a teacher in one school district was suspended for a two-year period after being judged incompetent by a tenure hearing panel. The teacher applied for and was ultimately granted unemployment insurance because the suspension for incompetency was not sufficient grounds to preclude the instructor from receiving the unemployment insurance benefit. The decision of the Unemployment Insurance Appeal Board, which reversed the decision of the administrative law judge, suggested that had the tenure hearing panel issued a suspension for misconduct, the teacher would not have been eligible for unemployment insurance. Additionally, the Appellate Division of the Supreme Court of New York, Third Department has specifically found that school districts should also provide per diem employees notices of reasonable assurance for the period following holiday recess periods.

There are steps school districts can take to guard against paying employees during summer vacation or holiday recess periods for per diem employees. As the end of the academic school year approaches and before holiday recess periods for per diem employees, the Cayuga-Onondaga BOCES Office of Personnel Relations reminds Superintendents of the need to notify district employees of an intent to continue their employment for the following school year and/or after the holiday recess period for per diem employees. Should you not do so, they may be eligible for unemployment insurance during the summer vacation period or holiday break.

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

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

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

SAMPLE TEACHER LETTER

Date

Dear (Teacher):

Please be advised that the [DISTRICT] with this letter is providing you with reasonable assurance that you will perform services for the [DISTRICT] in the capacity of (blank) for the school year 2023–2024 beginning on July 1, 2023 and ending on June 30, 2024.

It is expected that you will be receiving substantially the same economic terms and conditions of employment in the upcoming school year, with your expected earnings to be no less than 90% of what you earned for the 2022–2023 school year. This assurance will also continue for periods of employment immediately before and after any vacation and/or holiday term during the school year 2023–2024. Attached please find a copy of the 2023–2024 school calendar.

Please notify this office by June 30, 2023, should you be unable to accept this employment for the 2023–2024 school year.

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

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

Chief School Officer
_____ School District

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

Employee's Signature
Regular Classroom Teacher

SAMPLE NON-INSTRUCTIONAL LETTER

Date

Dear (Employee):

Please be advised that the [DISTRICT] with this letter is providing you with reasonable assurance that you will perform services for the [DISTRICT] in the capacity of (blank) for the school year 2023–2024 beginning on July 1, 2023 and ending on June 30, 2024.

It is expected that you will be receiving substantially the same economic terms and conditions of employment in the upcoming school year, with your expected earnings to be no less than 90% of what you earned for the 2022–2023 school year. This assurance will also continue for periods of employment immediately before and after any vacation and/or holiday term during the school year 2023–2024. Attached please find a copy of the 2023–2024 school calendar.

Please notify this office by June 30, 2023 should you be unable to accept this employment for the 2023–2024 school year.

This reasonable assurance is being transmitted to you for the sole and express purpose of complying with the revisions of the Federal Unemployment Act enacted under Public Law 94–566 and commonly referred to as the Unemployment Insurance Amendments of 1976. These amendments require each state to provide unemployment insurance coverage to local government employees which by companion legislation was enacted in 1977 by New York State. Therefore, and as noted above, you are presumed to have a reasonable assurance

that you will perform services with the (School District) and to resume work at the beginning of the ensuing year or term and immediately following vacation periods and/or holiday recesses unless otherwise notified.

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

Chief School Officer
_____ School District

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

Employee's Signature
Non-Instructional Employee

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

Date

Dear (Substitute Teacher/Per Diem Employee):

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

It is anticipated that the need for substitutes following the Thanksgiving/Christmas/Winter/Spring Recess between Date, 202x through Date, 202x will remain. As long as your availability for assignments remains the same as it was prior to the Thanksgiving/Christmas/Winter/Spring Recess, it is expected that you will be receiving substantially the same economic terms and conditions of employment, with your total expected earnings for the 2023–2024 school

year to be no less than 90% of what you earned in the 2022–2023 school year.

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

Attached please find a copy of the 2023–2024 school calendar.

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

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

Chief School Officer
_____ School District

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

Employee's Signature
Substitute Teacher/Per Diem Employee

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

Date

Dear (Substitute Teacher/Per Diem Employee):

Please be advised that the (School District) with this letter is providing you with reasonable assurance that you will perform services for the (School District) in the capacity of substitute teacher for the school year 2023–2024 beginning on July 1, 2023 and ending on June 30, 2024.

It is anticipated that the need for substitutes during the 2023–2024 school year will remain. As long as your availability for assignments remains the same as it was during the 2022–2023 school year, it is expected that you will be receiving substantially the same economic terms and conditions of employment, with your expected earnings to be no less than 90% of what you earned for the 2022–2023 school year.

This assurance will also continue for periods of employment immediately before and after any vacation and/or holiday term during the school year 2023–2024. Attached please find a copy of the 2023–2024 school calendar.

Your name will be maintained in the electronic registry or list that the District used [[specify the list or registry used](#)] to call subs in the 2022–2023 school year and this registry or list will be used in the 2023–2024 school year to call substitute teachers. Please notify this office by June 30, 2023, should you be unable to accept this employment for the 2023–2024 school year.

This reasonable assurance is being transmitted to you for the sole and express purpose of complying with the revisions of the Federal Unemployment Act enacted under Public Law 94–566 and commonly referred to as the Unemployment Insurance Amendments of 1976. These amendments require each state to provide unemployment insurance coverage to local government employees which by companion legislation was enacted in 1977 by New York State. Therefore, and as noted above, you

are presumed to have a reasonable assurance that you will perform services with the (School District) and to resume work at the beginning of the ensuing year or term and immediately following vacation periods and/or holiday recesses unless otherwise notified.

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

Chief School Officer

_____ School District

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

Employee's Signature

Substitute Teacher/Per Diem Employee

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

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

Recent Changes in New York State Notary Public Laws for Traditional and Electronic Notaries

Effective January 31, 2023, Article 6 of the New York State Executive Law was amended to allow the Department of State to begin registering electronic notaries in addition to traditional notaries. Electronic notarial acts are those performed remotely, such that the notary and the customer are physically separate, but able to communicate by sight and sound in a manner authorized by the Department of State. Executive Law Section 135-C authorizes notaries to perform electronic notarial acts, using software that complies with the Department of State regulations set forth in Title 19 NYCRR Part 182.

The Department of State has provided detail of the rules and requirements, and the relevant forms and processes at the following link: <https://dos.ny.gov/notary-public#remote-notarization-faqs>

In addition, as of January 31, 2023, all notaries (traditional and electronic) will be required to perform specific record keeping in order to document compliance with its revised regulations. Notaries must maintain a journal of notarial acts, including the type of identification provided by the customer, for a period of ten (10) years. The Regulations at Title 19 NYCRR Part 182.9, specifically provide:

182.9 Recordkeeping and Reporting

(a) In addition to any required video and audio conference recording, all notaries public must maintain records sufficient to document compliance with the requirements of sections 130 and 135-c of the Executive Law and the duties and responsibilities of a notary public and/or electronic notary public as outlined in this Part. Record storage may be made through a third party if safeguarded

through a password or other secure means of authentication or access. Such records shall be made contemporaneously with the performance of the notarial act and must include:

- (1) the date, approximate time, and type of notarial acts performed;
- (2) the name and address of any individuals for whom a notarial act was performed;
- (3) the number and type of notarial services provided;
- (4) the type of credential used to identify the principal, including, for verification made in accordance with paragraphs (4) or (5) of subdivision (b) of section 182.5, the names of the witnesses and, if applicable, the type of credential used;
- (5) the verification procedures used for any personal appearance before the notary public; and
- (6) for electronic notarial acts, identification of the communication technology and, if not included as part of the communication technology used by the electronic notary, the certification authority and verification providers used.

(b) Any records maintained by a notary public pursuant to this Part must be retained by the notary public for at least ten years.

(c) Any records retained by a notary public pursuant to this Part must be capable of being produced to the secretary of state and others as necessary in relation to the performance of the notary public's obligations pursuant to the Executive Law and this Part.

With respect to the new record-keeping requirements, it will be useful for Districts to know how many notaries they employ, how notary services are currently performed, and how their employees should document and maintain a record of the notary services provided.

RECENT AREA TEACHER CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	AVG.
BOCES	2.25	2.50	2.70	2.75	2.80	2.80	1.99	4.00	4.00	4.00		2.98
Auburn	2.60	2.60	2.60	2.70	2.75	2.80	2.85	4.00	4.00	4.00	4.00	3.17
Cato-Meridian	2.70	2.60	2.50	2.85	2.85	2.70	3.50	3.25	3.00			2.88
Jordan-Elbridge	2.50	2.50	2.80	2.80	2.80	2.80	4.00	4.00	4.00			3.13
Moravia	2.50	2.50	2.90	2.85	2.80	2.80	2.80	4.25	4.25	4.25		3.19
Port Byron	2.50	2.60	2.70	2.60	2.88	2.88	2.88	2.88	3.75 +\$600	3.75		2.85
Skaneateles	2.60	2.75	3.20	3.10	3.00	3.40	3.60	3.60				3.16
So. Cayuga	2.25	2.75	2.75	2.75	\$1,900	3.00	\$1,900	4.75	4.50			3.25
Union Springs	2.50	2.50	2.50	2.75	2.80	2.85	2.85	2.88	2.99			2.74
Weedsport	2.50	2.50	2.75	2.75	2.75	2.75	3.00	3.00				2.75
	2.49	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	2.75	\$2,000	3.00	3.00	3.00	4.0+ \$1250	4.25	3.25		3.09
Deposit	3.00	3.00	3.00	2.99	\$400 + 3.00	\$400 + 3.00	\$400 + 3.00	\$400 + 3.00				3.00
Maine-Endwell	2.95	2.95	2.95	2.95	3.10 + \$300	3.10	4.90	2.96	2.96	2.96		3.19
Owego-Apal.	2.95	2.85	2.75	3.00	3.50	3.00	3.00	4.00	4.00	4.00		3.26
Union-Endicott	2.60	2.90	2.90	3.50	3.50	3.00	3.00	4.00	4.00	4.00		3.34
Vestal	2.95	2.95	3.00	3.00	3.00	3.00	3.00	3.15	3.20			3.03
Whitney Point	2.50	2.60	2.70	3.00	3.00	3.00	3.00	3.00	3.00			2.85
	2.81	2.86	2.86	3.07	3.10	3.02	3.38	3.42	3.57	3.55		

DELAWARE-CHENANGO-MADISON-OTSEGO BOCES

Sidney	3.00	3.20	4.00	4.00	4.00	4.00	3.00					3.60
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OSWEGO BOCES

Hannibal	2.20	2.20	2.75	3.00	3.00	3.00	3.00	3.00	3.00	3.00		2.82
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TOMPKINS-SENECA-TIOGA BOCES

Candor	1.5 + \$1000	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	3.00	3.05	3.13	4.42	4.25	4.14	3.31					3.61
Groton	2.70	2.70	6.00	6.00	3.00	3.00	3.00	3.50				3.74
Lansing	3.00	3.25	2.85	2.90	2.65	3.75	3.75	3.50	3.50			3.24
Newfield	2.75	2.50	3.25	3.00	3.25	3.00	3.00	3.75	4.00	4.25		3.28
South Seneca	1.45	2.75	3.25	3.25	3.50	3.50	3.50	3.50				3.09
Trumansburg	2.50	3.00	3.25	3.50	3.50	3.00	3.25	3.75	4.00			3.31
	2.49	3.11	3.72	3.72	3.60	3.09	3.30	3.60	3.75	4.25		

RECENT AREA TEACHER CONTRACT SETTLEMENTS

WAYNE - FINGER LAKES BOCES

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	AVG.
Clyde-Savannah	2.25	3.50	3.25	3.25	3.00	2.0 + \$125	3.30	3.25	3.25	3.25		3.14
Dundee	3.30	3.40	2.50	4.00	3.25	3.25	2.75	2.75	2.75	2.75		3.07
Gananda	3.00	3.00	3.20	3.10	3.20	3.40	5.00	5.00				3.61
Geneva	3.00	3.50	3.50	2.50	3.00	2.50	2.50	2.70				2.90
Gorham-Middlesex	2.50	3.00	3.00	3.00	3.00	3.20	3.50	3.50	3.50			3.13
Honeoye	2.75	2.90	3.30	3.30	3.35	3.45	3.60	3.60	3.50	3.40		3.32
Lyons	2.70 + \$300	2.90 + \$700	2.90 + \$300	2.90 + \$200	3.10*	3.30*	*5.10	3.60	3.60	3.60		3.72
Manchester-Shortsville	2.50	3.00	2.50	2.50	2.50	4.50	4.50	4.00	4.00			3.33
Naples	2.50	2.50	2.60	3.50	3.45	3.35	3.25	3.50	3.50			3.13
Newark	3.00	3.00	3.00	3.25	3.10	3.20	3.30	3.30	3.30	3.30		3.18
Palmyra-Macedon	1.75 + \$500	2.75	2.75	2.75	3.25	3.25	3.25	3.25	3.50			3.09
Penn Yan	2.00	2.30	3.00	3.00	3.00	3.00	3.0% + \$125	3.0% + \$125				2.72
Phelps-Cl Springs	2.00	3.00	3.00	3.00	3.00	3.00	3.60	3.90				3.06
Romulus	5.00	3.00	3.00	3.00	2.75	2.75	2.75	3.75	3.75			3.31
Seneca Falls	3.00	2.75	2.50	2.00	3.00	3.00	3.00	\$1,200				2.75
Sodus	3.00	3.00	3.30	3.30	3.00	3.00	3.00	3.00				3.08
	* 2015-16 and 2016-17 3.0 percent settlement for on-step unit members				* 2019-20, 2020-21, 2021-22, and 2022-23 or 2% off schedule, or \$12,000 if applicable							
Waterloo	1.95	3.00	3.00	3.50	3.50	3.25	3.25					3.06
Wayne	3.50	4.00	2.50	3.00	3.00	3.00	3.00	3.50	3.50			3.22
Williamson	2.50	2.60	2.50	3.00	3.00	3.75	3.15	3.80	3.50	3.25	3.25	3.12
	2.79	3.06	2.93	3.05	3.08	3.23	3.43	3.54	3.48	3.26	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												
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Avg.
BOCES												
Aides (CSEA)	2.50	2.50	2.50	2.70	2.75	2.80	1.99	1.99	1.99			2.41
Non-Instructional	2.50	2.50	2.70	2.75	2.80	2.80	1.99	4.00	4.00	4.00		3.00
Auburn												
Aides/Clerical (NYSUT)	2.00	2.60	2.60	2.60	2.90	2.85	2.80	2.75	2.75			2.65
Bus Drivers (CSEA)	2.25	2.60	2.60	2.60	2.95	2.95	2.95	2.90	2.90			2.74
Cust/Maint. (CSEA)	2.25	2.60	2.60	2.60	2.95	2.95	2.95	2.90	2.90			2.74
Nurses (SEIU)	2.50	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	75¢/hr	50¢/hr	45¢/hr	45¢/hr	7.00	3.00	3.00			4.33
Bus Drivers (CSEA)	2.00	2.00	2.50	2.50	2.25	2.25	5.00	3.00	3.00	3.00		2.75
Cust./Maint. (CSEA)	2.00	2.00	2.50	2.50	2.25	2.25	5.00	3.00	3.00	3.00		2.75
Jordan-Elbridge												
Aides/Clerical(SEIU)	2.50	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		3.13
Bus Drivers	2.00	2.50	2.50	2.50	3.00	3.00	3.00	4.00	4.00	4.00		3.05
Cust./Maint. (SEIU)	2.50	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		3.13
Cafeteria (SEIU)	2.50	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		3.13
Transportation	1.00	2.75	2.75	2.75	3.00	3.00	3.00	4.00	4.00	4.00		2.95
Moravia							On 1/1/22 add \$1.40/hr					
Aides/Ass't (CSEA)	2.00	2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75				2.63
CSEA	2.00	2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75				2.63
Port Byron												
Aides (SEIU)	2.50	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr				2.50
Cust./Maint. (CSEA)	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr				2.38
Cafeteria (CSEA)	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr				2.38
Nurse (CSEA)	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr				2.38
Clerical (SEIU)	2.50	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr				2.50
Skaneateles												
Aides (CSEA)	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00			2.84
Tchr Ass't (CSEA)	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00			2.84
Cust./Maint (CSEA)	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00			2.84
Nurses (CSEA)	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00			2.84
Clerical (CSEA)	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00			2.84
So. Cayuga												
Aides (CSEA)	45¢/hr	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	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25			3.13
Bus Drivers (CSEA)	45¢/hr	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	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25			3.13
Cust./Maint (CSEA)	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25			3.13
Cafeteria (CSEA)	45¢/hr	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												
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Avg.
So. Cayuga cont'd												
Nurses (CSEA)	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25			3.13
Clerical (CSEA)	45¢/hr	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	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr		2.50
Tchr. Ass'ts (SEIU)	2.50	2.50	*2.50	*2.50	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr		2.50
Bus Drivers (CSEA)	2.50	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr		2.75
Bus Mech (CSEA)	2.50	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr		2.75
Cust/Maint. (CSEA)	2.50	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr		2.75
Cafeteria (CSEA)	2.50	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr		2.75
Nurses (SEIU)	2.50	2.50	*2.50	*2.50	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr		2.50
Clerical (SEIU)	2.50	2.50	*2.50	*2.50	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr		2.50
			* @ % + \$250									
Weedsport												
Aides (CSEA)	2.50	2.50	2.50	2.75	2.75	2.75	2.75	3.00	3.25			2.75
Bus Drivers (CSEA)	2.50	*2.50	*2.50	2.75	2.75	2.75	\$5/hr	3.00	3.25			2.83
	*Bus drivers @ % + 30¢											
Bus Mech (CSEA)	2.50	2.50	2.50	2.75	2.75	2.75	\$5/hr	3.00	3.25			2.75
Cust/Maint. (CSEA)	2.50	2.50	2.50	2.75	2.75	2.75	2.75	3.00	3.25			2.75
C-O BOCES Avg.	2.34	2.43	2.61	2.73	2.84	2.83	3.26	3.08	3.14	3.42		
BROOME-TIOGA BOCES												
Chenango Valley												
Non-Instruct. (NYSUT)	2.90	3.00	3.00	3.00	3.00	3.0 or 70¢/hr	3.0 or \$1/hr	3.0 or 70¢/hr	3.0 or 70¢/hr			2.98
Deposit												
CSEA	3.00	3.00	3.00	3.00	\$1/hr	4.00	50¢/hr	\$2/hr	\$1.25/hr	\$1.25/hr		3.20
Maine-Endwell												
Cust./Maint.	50¢/hr	50¢/hr	75¢/hr	65¢/hr	60¢/hr	50¢/hr	75¢/hr	75¢/hr	75¢/hr	75¢/hr		
Supp Staff	3.15	\$1150-\$1375	\$950-\$1225	\$850-\$1150	75¢/hr	75¢/hr	70¢/hr	80¢/hr	80¢/hr	80¢/hr		3.15
Transp	\$800	\$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	2.50	2.85	2.85	2.85	4.99 + 30¢/hr	4.99 + 30¢/hr	4.99 + 30¢/hr			3.45
Union Endicott												
Cafe. Workers	2.70	2.70	3.40	*3.00	*3.00	3.00	3.00					3.26
Cent Office	2.70	2.70	3.40	3.00	3.00	3.00	3.00					3.20
Comp & Tech	2.70	2.70	3.40	3.00	3.00	3.00	3.00					2.97
Dist Office	2.70	2.70	3.40	3.00	3.00	3.00	3.00					2.97
Maint. Workers	2.70	2.70	3.40	5.00	3.00	2.00	2.00	\$1500 + 4.0	\$1500 + 4.0	4.0	4.0	3.20
School Aides	2.70	2.70	3.40	3.00	*3.00	*3.00	12.9	3.00	3.00	3.00		4.21
Transp	2.70	2.70	3.40	3.00	3.00	3.00	3.00	\$2.50	\$1.50	\$1.50		2.95

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
	2015- 2016	2016- 2017	2017- 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023	2023- 2024	2024- 2025	2025- 2026	Avg.
BROOME-TIOGA BOCES cont'd												
Vestal												
Paraprofessional			3.00	3.00	3.00	3.00						3.00
Employees		2.90	2.95	3.00								2.95
B-T BOCES Avg	2.75	2.73	3.17	3.15	2.98	2.98	4.56	4.00	4.00	3.75	4.00	
OSWEGO BOCES												
Hannibal												
CSEA	2.00	2.50	2.75	3.00	3.00	3.00	2.25	2.00				2.56
HEA	2.20	2.20	2.25	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.79
TOMPKINS-SENECA-TIOGA BOCES												
Dryden												
NYSUT	2.66	2.90	3.75	3.50	3.50	3.00	3.80	3.80				3.36
Groton												
CSEA	2.75	2.25	2.25	2.25	\$1.50/hr	3.00	60¢/hr	\$1.30-\$2	50¢/hr	3.00	3.00	2.64
Lansing												
NYSUT	60¢/hr	3.00	50¢/hr	60¢/hr	75¢/hr	75¢/hr	\$1.29/hr					3.00
Newfield							+ 25¢/hr					
CSEA	2.25	2.25	3.00	3.00	3.00	3.00	4.50	4.50				3.19
South Seneca												
Local	2.00	2.60	2.10	2.00	\$1.40-\$2	3.50	2.50	2.50				2.46
Trumansburg												
Local	2.50	50¢/hr	56¢/hr	3.50	3.00	3.25	3.00	3.25	3.50			3.14
T-S-T BOCES Avg.	2.43	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)	2.50	3.50	3.50	3.50	3.50	2.50	*+70¢/hr	2.50	2.50	2.50		2.94
Transp.	2.00	3.75	3.60	3.50	3.50	75¢/hr	3.00	1.50	0.00*			2.55
							*up to \$28.50/hr based on yrs					
Dundee												
CSEA	2.00	2.50	2.50	2.50	4.00	4.00	4.00	\$.85 - \$1.80	4.00	4.00	4.00	3.35
Gananda												
CSEA	2.80	50¢/hr or 3.2%	70¢/hr or 3.2%	70¢/hr or 3.2%	75¢/hr	\$1.25/hr	75¢/hr					2.80
Geneva				*for 5+ yrs of service up to \$1.00								
CSEA	3.00	3.00	3.00	*5¢/hr/yr	75¢/hr	75¢/hr	75¢/hr	\$1/hr	\$1/hr			3.00
Gorham-Middlesex (NYSUT)												
Bus Drivers	2.70	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	2.70	2.50	50¢/hr	50¢/hr	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr		2.80
Teacher Aides	2.70	2.70	50¢/hr	50¢/hr	3.00	3.00	3.75	\$1/hr	\$1/hr	\$1/hr		2.99

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
WAYNE-FINGER LAKES BOCES con't												
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Avg.
Honeoye							*+\$/hr based on years					
NYSUT	2.50	3.00	2.95	2.95	3.50	3.35	*3.30	3.30				3.08
Lyons												
NYSUT	2.50	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	2.50	35¢/hr	30¢/hr	60¢/hr	70¢/hr	70¢/hr				2.50
Naples									* greater of			
CSEA	2.70	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		3.38
Newark			*or starting rate +1.2% if greater									
Custodians (CSEA)	2.40	2.00	* 50¢/hr	2.90	2.90	2.75	\$2.25/hr	\$1.75/hr	\$1.00/hr	\$1.00/hr		2.59
Tchr Aides/Asst (NYSUT)	2.00	*2.25	*2.25	1.50	* 2.9 + 40¢/hr	* 2.9 + 35¢/hr	* 2.9 + 35¢/hr					2.39
		* 2.25-3.0% based on years			* OR Salary Rate							
Palmyra-Macedon												
CSEA	2.90	2.90	\$2,400/ salary	\$2,500/ salary	\$2,500/ salary	\$2,500/ salary	3.5 \$2,600/ salary or	3.5 \$2,080/ salary or	3.50			3.26
			\$1.15/hr	\$1.20/hr	\$1.20/hr	\$1.20/hr	\$1.25/hr	\$1.00/hr				
Penn Yan												
CSEA	2.25	2.35	2.35	3.00	3.00	3.00	3.00	3.00	3.00			2.77
Phelps-CI Springs (NYSUT)							On 1/1/22 add \$2.50/hr					
Nurses/Food Serv/Bus Driver/Maint	2.00	3.00	3.00	3.00	2.25	3.50	3.50	2.00	2.50	2.50		2.73
Aides/Clerical	2.00	3.00	3.00	3.00	3.00	4.30	4.50	4.50				3.41
Romulus												
CSEA	3.00	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		2.91
			or	48¢/hr	48¢/hr	48¢/hr	48¢/hr					
Seneca Falls												
NEA/NYSUT	3.00	2.75	2.50	2.00	3.00	3.00	2.50	2.00				2.59
Waterloo												
NEA/NYSUT	1.95	3.00	3.00	3.00	3.00	3.00	3.00					2.98
Wayne												
CSEA	2.90	2.90	2.70	2.90	5.00	4.25	4.00	4.00				3.58
				OR \$1.00/hr								
Williamson												
CSEA	1.75	2.00	3.50	3.25	3.00	3.00	3.00	2.75	2.75	2.75		2.78
WFL BOCES Avg.	2.41	2.76	2.85	2.83	3.11	3.37	3.51	2.87	2.70	2.77		

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%											
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%											
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%											
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%											
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%											
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%											
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%											
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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February 2023

NY-Northeastern New Jersey Area

1. All Urban Consumers	319.295	0.4	6.0
2. Urban Wage Earners & Clerical Workers	313.326	0.4	5.5

U.S. City Average

1. All Urban Consumers	300.840	0.6	6.0
2. Urban Wage Earner & Clerical Workers	295.057	0.5	5.8

March 2023

NY-Northeastern New Jersey Area

1. All Urban Consumers	319.038	-0.1	4.6
2. Urban Wage Earners & Clerical Workers	312.810	-0.2	4.0

U.S. City Average

1. All Urban Consumers	301.836	0.3	5.0
2. Urban Wage Earners & Clerical Workers	296.021	0.3	4.5

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								
May-23								
Jun-23								
Jul-23								
Aug-23								
Sep-23								
Oct-23								
Nov-23								
Dec-23								

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

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