



THE ADVOCATE

Cayuga-Onondaga BOCES
Office of Personnel Relations
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Providing comprehensive
employment and personnel
relations services to local
school districts for over
45 years.

IN THIS ISSUE

- + **THE OPR WELCOMES
STACY TAMBURRINO**
- + **MANDATORY WORKPLACE
POSTINGS**
- + **PROTECTING DISTRICTS
FROM LOTTERY WINDFALL**
- + **WORKERS COMPENSATION
AND CIVIL SERVICE LAW
NOTIFICATIONS**
- + **AREA TEACHER AND
NON-INSTRUCTIONAL
SETTLEMENTS**
- + **AREA UNEMPLOYMENT
RATES FOR DECEMBER 2022**
- + **CONSUMER PRICE
INDICES FOR DECEMBER
2022 AND JANUARY 2023**



THE OPR WELCOMES STACY TAMBURRINO

The Cayuga–Onondaga BOCES Office of Personnel Relations is pleased to announce the recent appointment of **Stacy Tamburrino** as **Labor Relations Specialist** for the BOCES.

Stacy joins us after practicing law for twenty years in both the private and public sectors. She graduated cum laude from Union College in 1998 with a bachelor's degree in Economics and from the Syracuse University College of Law in 2002. After law school, Stacy spent more than a decade in the private sector practicing in New York City and then, in her hometown of Auburn. During this time, Stacy worked on a wide variety of legal issues, including civil litigation, real estate transactions, intellectual property, and general practice.

In the last seven years, Stacy has worked for the City of Auburn, holding the position of Corporation Counsel, where she was closely involved in all collective bargaining negotiations, and labor and employment matters.

Stacy is excited to join the OPR team and looks forward to meeting and working with all our client school districts in the near future.



MANDATORY WORKPLACE POSTINGS

On December 16, 2022, New York State adopted an amendment to Labor Law §201 creating a requirement for all employers to provide all mandatory, federal and state workplace postings electronically. This is in addition to the requirement that these notices must still be placed in physical locations. The digital copies should be available on the employer's website and capable of being shared via email. This change was effective immediately, so districts should compile all of their mandatory postings in digital form and provide notice to all employees and applicants as to where and how they are available electronically.

Our office can provide electronic versions of these notices to your district. If you need assistance, please reach out.

PROTECTING DISTRICTS FROM LOTTERY WINDFALL

Governor Hochul recently signed a law that limits the impact of a resident's large lottery jackpot on their district's state aid eligibility.

Chapter 796 of the Laws of 2022, provides that any "New York State Lottery and video lottery individual prizes in excess of one million dollars that when aggregated exceeds twenty-five percent of a district's adjusted gross income shall be excluded from such a district's gross income for the year." In effect, this means that any lottery winnings in excess of the threshold which are more than 25% of a district's adjusted gross income will be excluded from that year's calculation for the school district, beginning with eligible 2022 winnings.

The law is more a framework than a final solution. New legislation is expected on some technical adjustments which would clarify how such lottery winnings would be recorded and reported.

WORKERS COMPENSATION AND CIVIL SERVICE LAW NOTIFICATIONS



Civil Service Law §71 entitles permanent civil service employees to a minimum one-year leave of absence for a work-related illness or injury¹. An employer has the right to commence a proceeding to terminate an individual's employment after the employee has exhausted his/her cumulative leave total of one year. In order to effectuate this termination, an employee must be given notice of his/her rights under the law and afforded a hearing to contest their ability to return to work and/or the amount of leave previously taken.

An appellate decision appears to require public employers to notify employees, at the inception of a workers' compensation leave, that they can be terminated if they fail to return within one year. *LaJoie v. County of Niagara*, 239 A.D.2d 908, 659 N.Y.S.2d 622 (4th Dept. 1997).

In *LaJoie*, the employee was terminated in accordance with Civil Service Law §71. That is, the employee was provided with notice of the pre-termination hearing. The hearing was held, and it was determined

1 No such notice is required if an employee is absent for more than a year for a non-occupational related injury. See, N.Y. Civil Service Law, section 73, see, also, *Mair-Headley v. County of Westchester*, 41 A.D.3d 600, 837 N.Y.S.2d 347 (2nd Dept. 2007). It is still best practice to notify applicable individuals of this option under the law to avoid any argument that the District has failed to notify an employee of conduct which may lead to termination.

that the employee had been absent in excess of one year due to a work related illness or injury, and that she was not physically able to return to work. The employee appealed Niagara County's decision to terminate her employment and argued that the County did not notify her at the commencement of her workers' compensation leave that she could be terminated if she did not return within one year.

The Appellate Division, Fourth Department, agreed with Ms. LaJoie and upheld a lower court's order to reinstate her. The Court found that the Civil Service Rules and Regulations obligated the County of Niagara to notify Ms. LaJoie, at the inception of her workers' compensation leave, that she could be terminated from her position if she failed to return from her leave within one year. See, 4 N.Y.C.R.R. §5.9(b). In particular, 4 N.Y.C.R.R. §5.9(b) specifically provides that not later than the 21st day of absence due to an occupational injury or disease, the appointing authority must notify the employee **in writing** of:

1. the effective date of that leave;
2. the right to leave of absence from the position during continued disability for one year unless extended;
3. the right to apply to the appointing authority to return to duty at any time during the leave;
4. the right to a hearing to contest a finding of unfitness for restoration to duty;
5. the termination of employment as a matter of law at the expiration of the workers' compensation leave; and
6. the right thereafter to apply to the Civil Service Department within one year of the end of disability for reinstatement to the position if vacant, to a similar position, or to a preferred list pursuant to section 71 of the Civil Service Law and subdivision (e) of this section.

The Court found that the County of Niagara failed to provide this written notification within the first twenty-one (21) days of Ms. LaJoie's workers' compensation leave and directed her reinstatement².

There are arguments that 4 N.Y.C.R.R. §5.9(b) is not applicable to school districts and other local municipalities since the regulation applies to the New York State Civil Service Department and school districts are, for the most part, governed by the county civil service rules. While not directly addressing the issue, some courts have reasoned that when a school district complies with the requirements of section 71 it has in part provided its former employee with sufficient post-termination due process. See, *Kriss v. Schenectady City Sch. Dist.*, (N.D.N.Y. 2010), *Santiago v. Newburgh Enlarged City Sch. Dist.*, 434 F.Supp.2d 193 (S.D.N.Y. 2006). Therefore, it is wise for school districts to comply with the *LaJoie* decision and issue the appropriate written notification within the twenty-one (21) days after an employee commences a workers' compensation leave.

A sample letter is provided, and we strongly encourage every school district to forward this letter immediately to every employee who is on or goes on a workers' compensation leave. We also encourage each employer to check with its workers' compensation carrier to determine if the requisite notification is already being issued.

² Note that the Court of Appeals has recently held that employers must negotiate the impacts of this process and decision making. *City of Long Beach v. New York State Public Employment Relations Board*, 39 N.Y.3d (2022). Should you receive a demand to negotiate, please reach out to our office for further guidance.

(District Letterhead)

Date

Employee's name and address

Re: Civil Service Law Section 71

Dear _____:

It has come to my attention that you are on workers' compensation leave as a result of a work-related illness or injury. Your workers' compensation leave is effective _____. Pursuant to Civil Service Law §71, you have the right to leave of absence from the position during continued disability for not more than one year, unless extended. You also have the right to apply to the board of education to return to duty at any time during your leave.

If you do not return from your leave within one year, you have the right to a hearing to contest a finding of unfitness for restoration to duty. If you are found unfit to return to duty, your employment may be terminated in accordance with Civil Service Law §71. If you are terminated, you have the right to apply to the County Civil Service Department within one year after the end of your disability for reinstatement to your position if it is vacant, to a similar position, or to a preferred eligible list pursuant to Civil Service Law §71 and 4 N.Y.C.R.R. 5.9(e).

I encourage you to contact your local union representative for advice. However, if you should have any questions regarding this letter, please do not hesitate to contact me.

Very truly yours,

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					2.70
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	3.54	3.71	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	3.53	3.47	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
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
Nurses, Clerical												
C-O BOCES Avg.	2.34	2.43	2.61	2.73	2.84	2.83	3.26	3.10	3.17	3.60		
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					3.20
Maine-Endwell												
Cust./Maint.	50¢/hr	50¢/hr	75¢/hr	65¢/hr	60¢/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						2.68
Union Endicott												
Cafe. Workers	2.70	2.70	3.40	*3.00	*3.00	3.00	3.00					2.96
Cent Office	2.70	2.70	3.40	3.00	3.00	3.00	3.00					2.97
Comp & Tech	2.70	2.70		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					2.74
School Aides	2.70	2.70	3.40	3.00	*3.00	*3.00	12.9	3.00	3.00	3.00		4.21

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	4.48	3.00	3.00	3.00		
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												
CSEA	2.25	2.25	3.00	3.00	3.00	3.00						2.75
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	3.50					3.15
T-S-T BOCES Avg.	2.43	2.60	2.78	2.85	3.17	3.15	3.27	3.15		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%					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					2.85
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.
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%
2021	9.3%	9.2%	8.3%	7.7%	7.0%	7.5%	7.1%	6.7%	5.7%	5.3%	4.9%	4.5%	6.9%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
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%
2021	6.6%	6.8%	6.2%	5.4%	4.9%	5.4%	5.2%	4.8%	4.0%	3.8%	3.4%	3.1%	5.0%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
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%
2021	6.6%	6.6%	6.1%	5.0%	4.5%	4.9%	4.8%	4.6%	3.7%	3.5%	3.3%	3.0%	4.7%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
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%
2021	7.1%	7.2%	6.5%	5.5%	5.0%	5.7%	5.5%	5.0%	4.2%	4.0%	3.6%	3.4%	5.2%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
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%
2021	4.9%	4.8%	4.2%	3.7%	3.5%	4.4%	4.3%	3.9%	3.1%	3.0%	2.5%	2.2%	3.7%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
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%
2021	5.8%	6.2%	5.7%	4.8%	4.2%	4.7%	4.4%	4.1%	3.4%	3.2%	2.9%	2.7%	4.3%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
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%
2021	6.6%	6.7%	6.1%	5.4%	4.9%	5.4%	5.1%	4.8%	4.0%	3.7%	3.4%	3.0%	4.9%

** Please note that 2021 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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December 2022

NY-Northeastern New Jersey Area

1. All Urban Consumers	315.656	0.2	6.3
2. Urban Wage Earners & Clerical Workers	309.872	0.1	5.9

U.S. City Average

1. All Urban Consumers	296.797	-0.3	6.5
2. Urban Wage Earner & Clerical Workers	291.051	-0.5	6.3

January 2023

NY-Northeastern New Jersey Area

1. All Urban Consumers	318.151	0.8	6.0
2. Urban Wage Earners & Clerical Workers	312.206	0.8	5.4

U.S. City Average

1. All Urban Consumers	299.170	0.8	6.4
2. Urban Wage Earners & Clerical Workers	293.565	0.9	6.3

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

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