



# THE ADVOCATE

Cayuga-Onondaga BOCES  
Office of Personnel Relations  
1879 West Genesee Street Road  
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## VOLUME XLIII SEPTEMBER - OCTOBER 2023

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

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## WELCOME NEW CHIEF SCHOOL OFFICERS

*The Cayuga–Onondaga BOCES Office of  
Personnel Relations*

**welcomes and wishes much success to:**

**Dr. Larry Dake,**  
the recently appointed Superintendent  
at the  
**Chenango Valley Central School District**  
**and**

**Mr. Christopher Wood,**  
the recently appointed Superintendent  
at the  
**Dundee Central School District**

## Salary Transparency Law Correction

In our last issue of *the Advocate*, we printed an article indicating schools needed to comply with the salary transparency law that went into effect in New York State on September 17, 2023.

On September 13, 2023, New York State finally released its proposed regulations. In the proposed regulations it was indicated that the law is not applicable to governmental agencies. While there is a 60-day comment period, this will almost certainly be in the final regulations, likely sometime in November or December. Thus, at this point, school districts are not required to list salary ranges in their postings or to comply with any other provision of the salary transparency law.

We apologize for the confusion. Please reach out if you have any additional questions.

## Timeout and Physical Restraint Update

The New York State Education Department (“NYSED”) enacted new regulations effective August 2, 2023, continuing its prohibition on corporal punishment and aversive interventions, while also prohibiting seclusion and prone restraint in schools. In addition, the regulations created new limitations and requirements for the use of physical restraint and timeout.<sup>1</sup> While the changes are extensive, a non-exhaustive list of some of the key changes are listed below.<sup>2</sup>

- Timeout and/or physical restraint may not be used as discipline or punishment and may only be used when:

Less-intrusive methods of de-escalation “would not prevent imminent danger of serious physical harm to the student or others”;

“there is no known contraindication to its use on the student”; and

Staff using these methods have been trained in the safe and appropriate use of physical restraint and timeout.

- Timeout and/or physical restraint must end after de-escalation, or the imminent threat has concluded.

- The use of timeout and/or physical restraint cannot be used in response to the destruction of property “unless the property damage would result in imminent harm to the student or others.”

- If timeout and/or physical restraint is used, the parents must be notified the same day.

Districts must provide documentation of the incident to a parent within three school days.

- Districts must maintain documentation

<sup>1</sup> Note that the regulations replace the words “emergency intervention” with “physical restraint” and “time out room” with “time-out.”

<sup>2</sup> For a detailed look at the changes, visit:

[www.regents.nysed.gov/sites/regents/files/723brca13.pdf](http://www.regents.nysed.gov/sites/regents/files/723brca13.pdf)

of each use of timeout and/or physical restraint, including:

- Name and date of birth of student;
- Setting and location of the incident;
- Name of person(s) involved;
- Description of incident, including duration and type of restraint, if applicable;
- Whether the student has an Individualized Education Program ("IEP"), 504 Accommodation, Behavioral Intervention Plan ("BIP") or other plan developed for the student;
- List of all positive strategies utilized before timeout and/or physical restraint. Additionally, for students with disabilities, indicate whether the strategies were consistent with a BIP;
- Details of any injuries the student sustained;
- Date and method of parental notification; and
- Date of debriefing

- Administrators and other relevant staff must debrief after each use of timeout and/or physical restraint.

The goal is to prevent/reduce the use of future timeout and/or physical restraint.

- Administrators and other relevant staff must "regularly" review documentation on the use of timeout and/or physical restraint.
- All staff must receive training on the district's policies and procedures related to the use of timeout and physical restraint, evidence-based positive, proactive strategies, crisis intervention and prevention procedures and de-escalation techniques.
- Any staff that may need to use timeout and/or physical restraint must receive "annual evidence-based training in safe and effective timeout and physical restraint procedures."
- Districts must have a written policy (made available to review at the district and the district's website) that establishes

procedures in line with the regulations concerning the use of timeout and physical restraint, including at a minimum:

- Factors that may call for the use of timeout and/or physical restraint;
- Appropriate time limitations for the use of each;
- Prohibition on the use of locked rooms;
- Prohibition on use of prone restraints;
- Requirements for students with disabilities that have BIPs allowing use of timeout;
- Annual staff training;
- Information and notification requirements provided to parents; and
- Data collection

- Starting in 2024–2025, instead of semi-annual reporting, districts must make annual reports to NYSED discussing timeout and/or physical restraint use, along with any allegations, substantiated or not, of corporal punishment and aversive interventions.

- Physical restraints cannot be used as part of a student's IEP or BIP. Timeout must be used in conjunction with a BIP, if applicable, "except for situations that create an immediate concern for the physical safety of a student or others."

- The prohibitions for corporal punishment, aversive interventions and seclusion also apply to School Resource Officers as "agents" of the district, "except when a student is under arrest and handcuffs are necessary for the safety of the student and others."

Although these new requirements may seem extensive, NYSED felt the additional safeguards for students outweighed any of the additional time, money or tasks the districts must undertake to comply with them. NYSED felt the changes were appropriate to emphasize the state's mission to bolster diversity, equity and inclusion. It will be important for districts to immediately implement these requirements, including trainings and policy updates, to avoid costly litigation.



## **New York State Emphasizes The Right To A Free Public Education**

On August 28, 2023, due to the recent influx of asylum seekers in New York, New York State Attorney General Letitia James and New York SED Commissioner of Education Dr. Betty Rosa issued a joint statement reminding school districts that students between the ages of 5 and 21 have a right to a free public education, regardless of nationality or immigration status. The statement also said districts must consider many different proofs of residency for families to use and provided a number of examples.<sup>1</sup>

Furthermore, the statement emphasized that under federal and state law, districts must enroll students as soon as possible, preferably on the next school day, allow the student three (3) business days to prove residency and provide the student with notification and a written explanation if it decides the student is not a resident and how the student can appeal the decision. In addition, districts were told specifically not to require social security numbers or information on immigration status as a condition of enrollment. New York State is putting districts on notice that it is going to protect asylum seekers and districts should not be making it difficult or impossible for non-citizens to enroll in school.

The entire statement can be read at:

[ag.ny.gov/sites/default/files/letters/kyr-ed.pdf](https://ag.ny.gov/sites/default/files/letters/kyr-ed.pdf)

## **Recently Passed Laws in New York State**

On September 9, 2023, Governor Hochul signed legislation declaring Asian Lunar New Year as a school holiday. Districts must be closed when this day falls on a weekday. The upcoming Asian Lunar New Year is February 10, 2024, a Saturday, which means school will not need to close during the 2023–2024 school year. However, during the 2024–2025 school year, Asian Lunar New Year will occur on January 29, 2025, a Wednesday, and schools must be closed. Finally, since the law does not make this a paid holiday, the decision on whether to make this a paid holiday will be a local decision, like Juneteenth, and possibly subject to collective negotiations.

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Effective September 7, 2023, New York Civil Service Law § 63 was amended to mandate that time spent as a provisional employee counts toward a probationary period in the applicable permanent, competitive position that immediately follows the provisional appointment. For example, assuming a 52-week probationary period, if a provisional employee worked for 26 weeks, took a test, and was ultimately hired as a competitive employee in that position, they would only serve an additional 26-week probationary period. With this change, it will be important for districts to make sure to evaluate provisional employees and be cognizant that the probationary period will not restart following a provisional appointment in the same position.

<sup>1</sup> Each district must make a non-exhaustive list of acceptable proof for residency publicly available.





## Short-Term Suspensions and Due Process - Notice of the Suspension Is Not Enough

Short-term suspension of students for five days or less offers administrators a way to impose student discipline in an efficient and timely manner. It can be an effective tool to help mitigate challenging behavior and encourage better choices. However, the latitude and flexibility given to administrators for these suspensions is not without limits. Education Law Section 3214 still sets forth minimal standards for administrative due process.

Education Law Section 3214(3)(b) (1) specifically states that “*notice and opportunity* for an informal conference shall take place prior to suspension of the pupil unless the pupil’s presence poses a continuing danger to persons or property or an ongoing threat of disruption...” So, even when a superintendent’s hearing is not required, short-term suspensions still must provide notice and an opportunity to be heard.

The Commissioner of Education referenced this law recently in a decision issued on September 20, 2023. In the Appeal of R.M. and C.M., on behalf of their child, from action of the Board of Education of Vernon-Verona-Sherrill Central School District (Decision No. 18,344), the Commissioner sustained an appeal of student discipline where the principal failed to give the parents an opportunity for an informal conference before the discipline was imposed.

In this case, the elementary student said to another classmate, “if you ever touch me again...” and then made a hand gesture with his finger across his throat. The principal learned of this behavior on a Monday and then imposed a one-day in-school suspension on Tuesday. The principal emailed the parents on the Monday and then again on Tuesday morning. A physical letter was also mailed to the student’s parents, but did not arrive until that Wednesday.

The Commissioner noted that it was undisputed that the principal had given notice and informed the parents of the short-term suspension. However, the opportunity to have an informal conference with the principal to discuss the suspension was lacking. The Commissioner said that this “opportunity” must occur before the removal from school unless there is a “continuing danger to persons or property or an ongoing threat of disrupting the academic process.”

No arguments were made that there was a continuing danger or threat by the student and the record did not support any such finding. Accordingly, the Commissioner ordered that the discipline be expunged from the student’s record. The reasoning was that there were simply “zero school hours,” to give the parents any opportunity to meet with the principal to discuss the incident, which effectively denied the student the minimal due process they were entitled to receive.



## When to Schedule A Manifestation Determination Review Together With A Superintendent's Hearing? *Timing is Everything*

Education Law Section 3214 provides that no student may be suspended for six or more days until a school district proves the disciplinary charges against them by a "fair hearing." The Commissioner of Education reiterated this rule in a decision issued on January 13, 2022, where she held that the student in question did not, in fact, receive such a "fair hearing." See Appeal of M.W., on behalf of her child, from the action of the Board of Education of the Greenport Union Free School District, 61 Ed Dept, Decision No. 18068 (NYCOMMED), 2022 WL 266719.

In this case, the Commissioner stated that the student was denied "a fair opportunity to tell their side of the story," in part, because the manifestation determination review ("MDR") occurred prematurely. Specifically, the MDR had occurred prior to the superintendent's hearing. The MDR was held on December 1, 2020, and the superintendent's hearing was held on December 4, 2020.

Notably, the student in this case admitted their guilt to the charges against them. However, regardless of the student's own

admission, the Commissioner sustained the appeal on behalf of the student in Appeal of M.W. and directed that the long-term suspension of the student be expunged.

The Commissioner reasoned that holding the MDR before a student was found guilty of the alleged misconduct contravened 8 NYCRR section 201.9. The Commissioner also mentioned that there would be no purpose to having the MDR, at all, if the student was found not to have committed the charged conduct, so there were economies to be gained by scheduling it after a finding of guilt. Lastly, the decision explained that holding the MDR before the hearing presumed the student's guilt. Such a presumption of guilt directly undermines the requirement that hearings be "fair," pursuant to Education Law Section 3214.

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Based on the foregoing, the Office of Personnel Relations continues to recommend that school districts conduct manifestation determination reviews only after a student has been found guilty of misconduct in a superintendent's hearing.

As always, please reach out to our office if you have any additional questions.



## 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               | 7.00            | 4.50            | 4.00        | 4.00        | 4.25 |
| Lansing      | 3.25           | 2.85        | 2.90               | 2.65               | 3.75        | 3.75               | 3.50               | 3.50            |                 |             |             | 3.27 |
| Newfield     | 2.50           | 3.25        | 3.00               | 3.25               | 3.00        | 3.00               | 3.75               | 4.00            | 4.25            |             |             | 3.33 |
| South Seneca | 2.75           | 3.25        | 3.25               | 3.50               | 3.50        | 3.50               | 3.50               |                 |                 |             |             | 3.32 |
| Trumansburg  | 3.00           | 3.25        | 3.50               | 3.50               | 3.00        | 3.25               | 3.75               | 4.00            |                 |             |             | 3.41 |
|              | <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>4.40</b>     | <b>4.38</b>     | <b>4.00</b> | <b>4.00</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        |             | 3.35 |
| Cent Office  | 2.70          | 3.40          | 3.00         | 3.00         | 3.00          | 3.00          | 4.0+80¢       | 4.0+80¢       | 4.00        | 4.00        |             | 3.26 |
| Comp & Tech  | 2.70          | 3.40          | 3.00         | 3.00         | 3.00          | 3.00          |               |               |             |             |             | 3.02 |
| Dist Office  | 2.70          | 3.40          | 3.00         | 3.00         | 3.00          | 3.00          |               |               |             |             |             | 3.02 |
| Maint. Workers                                     | 2.70          | 3.40          | 5.00         | 3.00         | 2.00          | 2.00          | \$1500 + 4.00 | \$1500 + 4.00 | 4.00        | 4.00        |             | 3.26 |
| School Aides                                       | 2.70          | 3.40          | 3.00         | *3.00        | *3.00         | 12.9          | 3.00          | 3.00          | 3.00        |             |             | 4.43 |
| Transp   | 2.70          | 3.40          | 3.00         | 3.00         | 3.00          | 3.00          | \$2.50        | \$1.50        | \$1.50      |             |             | 3.03 |

| RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS |                |                |                                     |                  |             |                                |                   |             |             |             |           |      |
|--|----------------|----------------|-------------------------------------|------------------|-------------|--------------------------------|-------------------|-------------|-------------|-------------|-----------|------|
|  | 2016-2017      | 2017-2018      | 2018-2019                           | 2019-2020        | 2020-2021   | 2021-2022                      | 2022-2023         | 2023-2024   | 2024-2025   | 2025-2026   | 2026-2027 | Avg. |
| <b>BROOME-TIOGA BOCES cont'd</b>                   |                |                |                                     |                  |             |                                |                   |             |             |             |           |      |
| <b>Vestal</b>                                      |                |                |                                     |                  |             |                                |                   |             |             |             |           |      |
| Paraprofessional                                   |                | 3.00           | 3.00                                | 3.00             | 3.00        |                                | \$1.25            | 90¢/hr      | 80¢/hr      | 75¢/hr      |           | 3.00 |
| Employees  | 2.90           | 2.95           | 3.00                                | 0.00             | 0.00        | 10.0                           | \$3.00            | \$1.00      | \$1.00      |             |           | 3.14 |
| <b>B-T BOCES Avg</b>                               | <b>2.75</b>    | <b>3.19</b>    | <b>3.17</b>                         | <b>2.61</b>      | <b>2.65</b> | <b>5.24</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              | \$1.75      | \$1.75      | \$1.50      | \$1.50    | 2.64 |
| HEA  | 2.20           | 2.25           | 3.00                                | 3.00             | 3.00        | 3.00                           | 3.00              | 3.00        | 3.00        | 3.00        |           | 2.85 |
| <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                         | \$1.10/hr or 3.8% | 4.00        |             |             |           | 3.66 |
| <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  |                    | *+\$.30-1.20/hr based on years |                   |                   |                   |      |
| NYSUT  | 3.00                       | 2.95                               | 2.95               | 3.50               | 3.35               | *3.30                   | 3.30               | *3.50                          | 3.00              | 3.00              |                   | 3.13 |
| <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       | 2.5 +<br>55¢/hr    | 2.5 +<br>65¢/hr                | 2.5 +<br>75¢/hr   |                   |                   | 2.46 |
|  | * 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                           |                   |                   |                   | 2.84 |
| <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              |                   |                   | 2.81 |
| Aides/Clerical                                     | 3.00                       | 3.00                               | 3.00               | 3.00               | 4.30               | 4.50                    | 4.50               | 4.00                           | 4.00              | 4.25              | 4.25              | 3.80 |
| <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              |                   |                   | 2.95 |
|  |                            | 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               |                                |                   |                   |                   | 2.54 |
| <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              | 3.50              | 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              |                   |                   | 2.89 |
| <b>WFL BOCES Avg.</b>                              | <b>2.78</b>                | <b>2.87</b>                        | <b>2.85</b>        | <b>3.12</b>        | <b>3.35</b>        | <b>3.45</b>             | <b>2.97</b>        | <b>3.06</b>                    | <b>3.16</b>       | <b>3.82</b>       | <b>3.94</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% | 4.2% | 4.1% | 4.4% |      |      |      |      |           |
| 2022 | 5.3% | 5.1% | 4.7% | 4.2% | 4.1% | 4.3% | 4.8% | 4.9% | 3.9% | 3.6% | 3.7% | 3.8% | 4.4%      |

## Syracuse, NY Metropolitan Statistical Area

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

## Cayuga County Statistical Area

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

## Broome County Statistical Area

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

## Ithaca, NY Metropolitan Statistical Area

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

## Ontario/Seneca/Wayne/Yates Statistical Area

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

## Rochester, NY Metropolitan Statistical Area

| Year | Jan  | Feb  | Mar  | Apr  | May  | Jun  | Jul  | Aug  | Sep  | Oct  | Nov  | Dec  | Ann. Avg. |
|------|------|------|------|------|------|------|------|------|------|------|------|------|-----------|
| 2023 | 4.0% | 3.7% | 3.3% | 2.5% | 2.9% | 3.1% | 3.2% | 3.5% |      |      |      |      |           |
| 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 |
|-----------------------------------|-----------------------------------|----------------------------------|
|-----------------------------------|-----------------------------------|----------------------------------|

## July 2023

### NY-Northeastern New Jersey Area

|   |         |     |     |
|---|---------|-----|-----|
| 1. All Urban Consumers                      | 322.496 | 0.4 | 3.2 |
| 2. Urban Wage Earners<br>& Clerical Workers | 316.105 | 0.3 | 2.5 |

### U.S. City Average

|   |         |     |     |
|---|---------|-----|-----|
| 1. All Urban Consumers                      | 305.691 | 0.2 | 3.2 |
| 2. Urban Wage Earners<br>& Clerical Workers | 299.899 | 0.2 | 2.6 |

## August 2023

### NY-Northeastern New Jersey Area

|   |         |     |     |
|---|---------|-----|-----|
| 1. All Urban Consumers                      | 324.380 | 0.6 | 3.5 |
| 2. Urban Wage Earners<br>& Clerical Workers | 318.290 | 0.7 | 3.0 |

### U.S. City Average

|   |         |     |     |
|---|---------|-----|-----|
| 1. All Urban Consumers                      | 307.026 | 0.4 | 3.7 |
| 2. Urban Wage Earners<br>& Clerical Workers | 301.551 | 0.6 | 3.4 |

# COST OF LIVING UPDATE

## ALL CITIES

## NY - NORTHEASTERN NEW JERSEY

| Month  | Revised Wage Earner Index | %   | All Urban Consumers Index | %   | Revised Wage Earner Index | %   | All Urban Consumers Index | %   |
|--------|---------------------------|-----|---------------------------|-----|---------------------------|-----|---------------------------|-----|
| Jan-21 | 255.3                     | 1.6 | 261.6                     | 1.4 | 279.9                     | 1.4 | 285.5                     | 1.2 |
| Feb-21 | 256.8                     | 1.9 | 263.0                     | 1.7 | 281.0                     | 1.7 | 286.5                     | 1.4 |
| Mar-21 | 258.9                     | 3.0 | 264.9                     | 2.6 | 281.8                     | 2.1 | 287.5                     | 2.0 |
| Apr-21 | 261.2                     | 4.7 | 267.1                     | 4.2 | 283.9                     | 3.3 | 289.5                     | 3.2 |
| May-21 | 263.6                     | 5.6 | 269.2                     | 5.0 | 285.3                     | 3.2 | 291.0                     | 3.2 |
| Jun-21 | 266.4                     | 6.1 | 271.7                     | 5.4 | 288.3                     | 4.3 | 293.9                     | 4.1 |
| Jul-21 | 267.8                     | 6.0 | 273.0                     | 5.4 | 288.3                     | 3.7 | 293.6                     | 3.5 |
| Aug-21 | 268.4                     | 5.8 | 273.6                     | 5.3 | 289.1                     | 4.0 | 293.9                     | 3.7 |
| Sep-21 | 269.1                     | 5.9 | 274.3                     | 5.4 | 290.7                     | 4.2 | 295.5                     | 3.8 |
| Oct-21 | 271.6                     | 6.9 | 276.6                     | 6.2 | 291.8                     | 4.9 | 296.5                     | 4.3 |
| Nov-21 | 273.0                     | 7.6 | 277.9                     | 6.8 | 293.0                     | 5.5 | 297.5                     | 5.0 |
| Dec-21 | 273.9                     | 7.8 | 278.8                     | 7.0 | 292.7                     | 5.0 | 296.9                     | 4.4 |
| Jan-22 | 276.3                     | 8.2 | 281.1                     | 7.5 | 296.2                     | 5.8 | 300.2                     | 5.1 |
| Feb-22 | 278.9                     | 8.6 | 283.7                     | 7.9 | 297.0                     | 5.7 | 301.2                     | 5.1 |
| Mar-22 | 283.2                     | 9.4 | 287.5                     | 8.5 | 300.9                     | 6.8 | 305.0                     | 6.1 |
| Apr-22 | 284.6                     | 8.9 | 289.1                     | 8.3 | 303.2                     | 6.8 | 307.8                     | 6.3 |
| May-22 | 288.0                     | 9.3 | 292.3                     | 8.6 | 305.2                     | 7.0 | 309.2                     | 6.3 |
| Jun-22 | 292.5                     | 9.8 | 296.3                     | 9.1 | 309.6                     | 7.4 | 313.6                     | 6.7 |
| Jul-22 | 292.2                     | 9.1 | 296.3                     | 8.5 | 308.5                     | 7.0 | 312.6                     | 6.5 |
| Aug-22 | 291.6                     | 8.7 | 296.2                     | 8.3 | 309.0                     | 6.9 | 313.3                     | 6.6 |
| Sep-22 | 291.9                     | 8.5 | 296.8                     | 8.2 | 308.5                     | 6.1 | 313.3                     | 6.6 |
| Oct-22 | 293.0                     | 7.9 | 298.0                     | 7.7 | 308.8                     | 5.8 | 314.3                     | 6.0 |
| Nov-22 | 292.5                     | 7.1 | 297.7                     | 7.1 | 309.6                     | 5.7 | 315.0                     | 5.9 |
| Dec-22 | 291.1                     | 6.3 | 296.8                     | 6.5 | 309.9                     | 5.9 | 315.7                     | 6.3 |
| Jan-23 | 293.6                     | 6.3 | 299.2                     | 6.4 | 312.2                     | 6.0 | 318.2                     | 6.0 |
| Feb-23 | 295.1                     | 5.8 | 300.8                     | 6.0 | 313.3                     | 5.5 | 319.3                     | 6.0 |
| Mar-23 | 296.0                     | 4.5 | 301.8                     | 5.0 | 312.8                     | 4.0 | 319.0                     | 4.6 |
| Apr-23 | 297.7                     | 4.6 | 303.4                     | 4.9 | 313.2                     | 3.3 | 319.2                     | 3.7 |
| May-23 | 298.4                     | 3.6 | 304.1                     | 4.0 | 313.7                     | 2.8 | 320.0                     | 3.5 |
| Jun-23 | 299.4                     | 2.3 | 305.1                     | 3.0 | 315.1                     | 1.8 | 321.3                     | 2.5 |
| Jul-23 | 299.9                     | 2.6 | 305.7                     | 3.2 | 316.1                     | 2.5 | 322.5                     | 3.2 |
| Aug-23 | 301.6                     | 3.4 | 307.0                     | 3.7 | 318.3                     | 3.0 | 324.4                     | 3.5 |
| Sep-23 |                           |     |                           |     |                           |     |                           |     |
| Oct-23 |                           |     |                           |     |                           |     |                           |     |
| Nov-23 |                           |     |                           |     |                           |     |                           |     |
| Dec-23 |                           |     |                           |     |                           |     |                           |     |

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