



THE ADVOCATE

Cayuga-Onondaga BOCES
Office of Personnel Relations
1879 West Genesee Street Road
Auburn, New York 13021-9430

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Office of Personnel Relations

Randy J. Ray
Director of Personnel Relations

J. Ryan Hatch
Nicholas Minderler
Labor Relations Specialists

Jack Mekeel
Safety Coordinator

Christine Barbagallo
Kelly Walsh
Administrative Assistants

Telephone: (315) 255-7683 or
(315) 253-0361
FAX: (315) 255-7625
Email: kwalsh@caybores.org

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Mandatory Trainings



Questions often arise on the required trainings school districts must offer on a yearly basis. Below is a list of mandatory trainings in New York State that staff must receive as required by federal and state law and regulations.

1. **Child Abuse/Mandatory Reporters** (NY Educ. Law §§ 1126–1134; 8 NYCRR § 100.2(hh)(2)): This training is specifically “for all current and new teachers, school nurses, school counselors, school psychologists, school social workers, school administrators, other personnel required to hold a teaching or administrative certificate or license, and school board members,” but can be given to all employees. It must outline duties of employees, confidentiality, reporting responsibilities and penalties for failure to report.
2. **Dignity for All Students Act (“DASA”)** (8 NYCRR § 100.2(jj)(2)): This training is for all employees to raise awareness about bullying, harassment and discrimination to maintain a safe school environment.
3. **Sexual Harassment** (NY Labor Law § 201–g): The training must be “interactive” and include an explanation of what sexual harassment is, examples of behavior that constitutes sexual harassment, an explanation of state and federal sexual harassment laws, information about employees’ rights, and let employees know about administrative and judicial forums for bringing complaints. In addition, the sexual harassment training materials and policy, which includes a standardized complaint form, examples of prohibited conduct, and notice of what the procedures are for the investigation of the complaint, must be provided to every employee in writing. This information must also be available in English and/or the language identified by each employee as his/her primary language. Therefore, it is advisable to give each employee a copy of the district’s sexual harassment policy and, if your district does not already do so, require employees to acknowledge in writing that they have received the mandated sexual harassment training.
 - a. In addition, federal regulations (see 34 C.F.R. §§ 106.8, 106.9) require dissemination of non-discrimination policy and compliance coordinator, which can be done at yearly training.
 - b. New employees hired after the start of school must receive training in the first 30 days of employment.
4. **Emergency Response Plan** (8 NYCRR § 155.17(c)(1)(iii)(d)(xi)(b)): Requires annual training on the building-level emergency response plan, including information on violence prevention and mental health, for all staff. The completion of this training must be certified to the Commissioner that all staff received training by September 15 each year.
 - a. New employees hired after the start of school must receive training in the first 30 days of employment.
5. **Bloodborne Pathogens** (29 C.F.R. § 1910.1030(g)(2)): Requires annual training to all employees about occupational exposure.
6. **Toxic Substances** (NY Labor Law § 878; 12 NYCRR §§ 820.2, 820.4): Requires annual training required for all employees routinely exposed to toxic substances, but it is advisable to train with the bloodborne pathogen presentation for all employees.
7. **Student Information Privacy (*pending enactment of Part 121 of the Commissioner’s Regulations*)**: New York Education Law § 2–d became effective in 2014 to address student data protection – the passage of this statute did not require annual training. However, NYSED issued proposed regulations in January 2019 to clarify Education Law 2–d. The proposed regulations would require annual training for all employees with access to Personally

Identifiable Information (“PII”) (including but not limited to name, family members, address and personal identifiers) as defined by the Family Educational Rights and Privacy Act (See 34 C.F.R. 99.3). In practice, all employees will likely need training. The regulations will also extend protections to teacher and administrative data, including APPR. As of this writing, the regulations that were expected to take effect July 1, 2019, have yet to be adopted. Nonetheless, districts should anticipate their implementation in order to prepare trainings when the regulations become effective.

New Opinion Letters Require Employers to Designate FMLA Leave

The Family and Medical Leave Act (“FMLA”) allows for up to 12 workweeks of leave in a 12-month period for qualifying reasons, including but not limited to the birth of a child and a serious health condition. Can an employee choose when to designate his/her qualifying leave as FMLA or can the employer choose? Until recently, it has been relatively settled through opinion letters from the U.S. Department of Labor (“DOL”) that employers had the discretion to designate an employee’s qualifying absence as FMLA leave, even if the employee did not ask for it or stated he/she did not want it designated as such. However, some courts¹ began allowing employees the ability to decline FMLA protection in order to retain their FMLA leave for future absences. As a result, the DOL issued a new opinion letter to clarify its position.

In its March 14, 2019 Opinion Letter (“Letter”), https://www.dol.gov/whd/opinion/FMLA/2019/2019_03_14_1A_FMLA.pdf, the DOL went a step beyond merely rejecting the 9th Circuit’s opinion and confirming the employer’s discretion whether or not to designate qualifying absences as FMLA leave without the employee’s consent. Rather than confirming the employer’s option to

designate qualifying leaves as FMLA leave, the Letter **requires** employers to designate **all** qualifying leave (intermittent and long-term) as FMLA leave. Therefore, the DOL made clear that employers and employees no longer have flexibility when it comes to designating qualifying leave under the FMLA.

Additionally, the Letter reiterated that employees cannot designate more than 12 weeks of qualifying leave as FMLA leave. If there is a practice, policy or collective bargaining agreement that allows for greater leave rights than those under the FMLA, the employer must continue to follow those. However, additional leave time cannot expand the FMLA entitlement. Employers can allow paid leave to be used concurrently or after the 12-week allotment, but employees cannot take leave (paid or unpaid) *before* using their 12-week FMLA allotment. Thus, once the employer is aware of a qualifying leave, it must designate the leave as FMLA leave.

Based on the Letter, it is recommended that districts review their FMLA policies, practices and contractual language. While the Letter is not formal legislation, it does carry enough authority that districts should begin designating all qualifying leave, regardless of length, as FMLA leave moving forward.

In a second opinion letter, issued on August 8, 2019, https://www.dol.gov/whd/opinion/FMLA/2019/2019_08_08_2A_FMLA.pdf, the DOL found that leave for a parent to attend a CSE/IEP meeting maybe FMLA qualifying. The DOL noted that FMLA leave may be used intermittently to “care for a family member ... with a serious health condition” or “to make arrangements for changes in care”. It then recognized that CSE/IEP meetings can address medical arrangements for a student even if the school itself is not a medical provider.

Addressing the facts before it, the DOL found that if a parent attends a CSE/IEP meeting to make decisions for a child’s medically-prescribed speech, physical and occupational therapy, and/or to discuss the well-being of the child in the care of providers of such services then the leave would be FMLA qualifying.

¹ The pertinent case came from the 9th Circuit Federal Court, which only holds persuasive authority in NYS.



Student Discipline Reminders

With the beginning of the 2019–2020 school year quickly approaching, school districts will likely be addressing a myriad of student disciplinary issues. Below are a few reminders about Superintendent Hearing notices that will hopefully make those hearings run smoother.

Timely Written Notice

The law requires adequate written notice of the Superintendent's Hearing and is the first issue that should be verified at a hearing. The lack of proper notice by the district is grounds for a long-term suspension to be overturned by the Commissioner of Education. The Commissioner of Education has found that forty-eight (48) hours is an adequate amount of time, but there is no hard-and-fast rule. Hand delivery to the parent(s) is optimal, but the notice can be left in a mailbox at the last known address if no one is home.

A lack of a timely written notice is the number one problem that delays a Superintendent's Hearing. This can take several forms and is often raised as an issue when a parent fails to appear for the hearing or the parent(s) appears for the hearing, but upon reviewing the notice he/she wants to consult someone else about the matter. Often the principal or assistant principal who appears on behalf of the school does not have any information about when or how the notice was given to the parent(s). Therefore, the principal or assistant principal should know in advance of

a hearing about how service of the notice was completed before the hearing.

A delay resulting from failing to provide timely notice of the hearing will allow a student who has already served his/her five (5) day principal suspension to return to school. That student would be entitled to attend school until proper notice is completed, a new hearing is held, and the superintendent notifies the parent(s) of his/her decision for a long-term suspension.

A phone call to the parent(s) about the hearing does not constitute "written notice" if the parent has not actually received the written notice within an adequate amount of time. If the notice is personally delivered, a written statement from the person who served the notice is good evidence, but having that person available to testify is a sound practice.

Testimony from someone who spoke with the parent(s) verbally advising them of the hearing and stating that the parent acknowledged receiving the notice is helpful. If nothing else, the district should have available the person who mailed the notice to the parent(s) and who could testify that he/she did so far enough in advance that the parent would have received the letter, and that the letter had not been returned to the district.

Properly Drafted Notice

An adequate written notice must give a parent "reasonable notice" of the charge against the student. As a refresher all hearing notices must include:

- The designation of a hearing officer, if applicable;
- The time and place of the hearing;
- Part(s) of the district's Code of Conduct that were allegedly violated;
- Notice of and a description of the conduct that allegedly violated the Code of Conduct;
- The student's rights at the hearing

(representation by counsel, question witnesses and evidence, present witnesses and evidence, have the superintendent issue subpoenas for witnesses, testify on his/her own behalf (including refraining from testifying), have a record of the hearing maintained, findings of fact, opportunity to rebut anecdotal record, appeal to the Board of Education and right to appeal to the Commissioner of Education after the appeal to the Board); and,

- A statement that the district may use anecdotal evidence during the penalty phase.

Sometimes the description of the charge in the notice creates problems for principals and assistant principals at the hearing. If there is too little detail, the notice to the parent may be deemed inadequate. However, too much information may put the principal or assistant principal in a position of having to prove very specific information in a lengthy hearing with a multitude of witnesses.

A proper notice should tell the parent the specific act(s), name(s), date(s), time(s) and place(s) where the alleged conduct occurred, but not include superfluous detail. A simple statement that “John Smith violated the Code of Conduct by engaging in an act of violence,” does not put the parent(s) on notice of the date, time, or place of the conduct or let them know what the act of “violence” was.

A charge statement should start with “On” and include the time and place, as well as, the specific alleged conduct, for example:

On Friday, September 6, 2019, during third period in the science hallway, John Smith violated the Code of Conduct, Section ___, by tearing down a poster and punching another student.

With this statement all the principal or assistant principal has to prove is that John Smith punched another student in the science hallway on September 6th.

When the charge statement is given in narrative form, then the issue of timing and surplus information becomes an issue when it probably has no bearing on whether the conduct occurred or violated the Code of Conduct. For example, take this narrative statement:

On Friday, September 6, 2019, during third period in the science hallway, John Smith left his chemistry class angry with the substitute teacher. Once in the hallway he ripped a poster down, then saw a student who he has had issues with in the past over a girl. John walked up to the other student and then violated the Code of Conduct by punching that student.

A finding that John Smith violated the Code of Conduct when he tore down the poster or punched the other student does not require any information about whether he was angry or with whom, and it does not matter in what order these acts occurred. Narrative charges often result in students and parents focusing on perceived inaccuracies or inconsistencies, arguing that the entire charge should be dismissed.

Often the charge statement is taken from the principal’s suspension letter. There are two concerns with this practice. First, the principal’s charge statement may contain too much or too little information. Second, what the principal’s understanding of the situation at the time he/she wrote the suspension letter could have changed before the hearing. Therefore, we recommend having the principal review the notice of charge statement to be placed in the Superintendent’s Hearing Notice before being sent to the parent(s).

As always, please feel free to contact our office with any questions.



RECENT AREA TEACHER CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES

	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	AVG.
BOCES	2.25	2.25	2.25	2.50	2.70	2.75	2.80					2.50
Auburn	2.25	2.25	2.60	2.60	2.60	2.70	2.75	2.80	2.85			2.60
Cato-Meridian	2.00	2.00	2.70	2.60	2.50	2.85	2.85					2.50
Jordan-Elbridge	2.18	2.50	2.50	2.50	2.80	2.80	2.80					2.58
Moravia	0.00	2.50	2.50	2.50	2.90	2.85	2.80					2.29
Port Byron	2.00	2.00	2.50	2.60	2.70	2.60						2.40
Skaneateles	1.50	2.50	2.60	2.75								2.34
So. Cayuga	2.00	2.25	2.25	2.75	2.75	2.75						2.46
Union Springs	2.00	2.00	2.50	2.50	2.50	2.75	2.80	2.85				2.49
Weedsport	2.00	2.00	2.50	2.50	2.75	2.75	2.75					2.46
	1.82	2.23	2.49	2.58	2.69	2.76	2.79	2.83	2.85			

BROOME-TIOGA BOCES

Chenango Valley	2.75	2.75	2.75	2.75	2.75	\$2,000	3.00	3.00	3.00			2.84
Deposit	2.50	2.50	3.00	3.00	3.00	2.99	\$400 + 3.00	\$400 + 3.00	\$400 + 3.00	\$400 + 3.00		2.90
Maine-Endwell	2.60	2.80	2.95	2.95	2.95	2.95						2.87
Owego-Apal.	2.00	2.00	2.95	2.85	2.75							2.51
Union-Endicott	2.70	2.70	2.60	2.90	2.90	3.50	3.50	3.00	3.00			2.98
Vestal	2.60	2.95	2.95	2.95	3.00	3.00	3.00	3.00				2.93
Whitney Point	2.20	2.20	2.50	2.60	2.70							2.44
	2.48	2.56	2.81	2.86	2.86	3.11	3.17	3.00	3.00	3.00		

GENESEE VALLEY BOCES

Geneseo	2.00	3.00	3.00	3.00	3.75	3.60	3.50					3.12
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OSWEGO BOCES

Hannibal	1.75	2.20	2.20	2.20	2.75	3.00	3.00	3.00				2.51
Oswego	2.00	2.00	2.00	0.00	3.00	3.00	3.00					2.14
	1.88	2.10	2.10	1.10	2.88	3.00	3.00	3.00				

TOMPKINS-SENECA-TIOGA BOCES

BOCES												
Candor	2.00	1.5 + \$1000	1.5 + \$1000	2.0 + \$500								1.75
Dryden	3.00	3.00	3.00	3.05	3.13	4.42	4.25	4.14	3.31			3.48
Groton	2.50	2.60	2.70	2.70	6.00	6.00	6.0/5.0/4.0					3.75
							% depends on years					
Ithaca	2.00	2.00	2.00	4.50	\$1,930	3.00						2.70
Lansing	2.70	3.00	3.00	3.25	2.85	2.90	2.65					2.91
Newfield	3.00	3.50	2.75	2.50	3.25	3.00	3.25					3.04
South Seneca	2.45	2.45	1.45	2.75	3.25	3.25						2.60
Trumansburg	3.00	3.00	2.50	3.00	3.25	3.50	3.50					3.11
	2.58	2.79	2.49	3.11	3.72	3.72	3.60	4.14	3.31			

RECENT AREA TEACHER CONTRACT SETTLEMENTS

WAYNE - FINGER LAKES BOCES

	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	AVG.
BOCES	2.50	2.45	2.45	3.00	3.00							2.68
Bloomfield	1.98	2.00	2.00									1.99
Canandaigua	2.69	2.65	2.57									2.64
Clyde-Savannah	2.25	2.25	2.25	3.50	3.25	3.25	3.00					2.79
Dundee	2.50	3.00	3.30	3.40	2.50	4.00	3.25	3.25				3.15
Gananda	2.60	2.75	3.00	3.00	3.20							2.91
Geneva	2.00	2.00	3.00	3.50	3.50	2.50						2.75
Gorham-Middlesex	2.50	2.50	2.50	3.00	3.00	3.00	3.00					2.79
Honeoye	2.50	2.75	2.75	2.90	3.30	3.30	3.35	3.45				3.04
Lyons	2.50 + \$1,000	2.50 + \$600	2.70 + \$300	2.90 + \$700	2.90 + \$300	2.90 + \$200	3.10*	3.30*	3.08*			2.88
Manchester-Shortsville	2.00	2.00	2.50	3.00	2.50	2.50	2.50					2.43
Marion	2.00	2.40	2.25	3.00	3.25	3.50	3.65					2.86
Naples	2.25	2.25	2.50	2.50	2.60	3.50	3.45	3.35	3.25			2.85
Newark	2.50	2.50	3.00	3.00	3.00	3.25	3.10	3.20				2.73
N Rose-Wolcott	1.90	2.00	2.30	3.50	3.50	3.30	3.30	3.30				2.66
Palmyra-Macedon	3.90	2.50	1.75 + \$500	2.75	2.75	2.75	3.25	3.25	3.25	3.25	3.50	3.12
Penn Yan	1.90	2.00	2.00	2.30	3.00	3.00	3.00					2.46
Phelps-CI Springs	2.00	2.00	2.00	3.00	3.00	3.00	3.00					2.57
Red Creek	2.50	2.40	2.40	4.00	3.25	3.00	2.50					2.86
Romulus	1.50	1.50	5.00	3.00	3.00	3.00						2.83
Seneca Falls	2.00	2.00	3.00	2.75	2.50	2.00						2.38
Sodus	2.00	2.20	3.00	3.00	3.30	3.30						2.80
			* 2015-16 and 2016-17 3.0 percent settlement for on-step unit members									
Victor	2.50	2.50	3.10	3.10	3.10							2.86
Waterloo	1.50	1.75	1.95	3.00	3.00	3.50	3.50	3.25	3.25			2.74
Wayne	3.00	2.00	3.50	4.00	2.50	3.00	3.00	3.00	3.00			3.00
Williamson	2.25	2.50	2.50	2.60	2.50	3.00	3.00	3.75	3.15			2.81
	2.29	2.27	2.70	3.08	2.98	3.08	3.12	3.31	3.18	3.25	3.50	

* Lyons 2019-20, 2020-2021 and 2021-22 + \$1,000 at 21 years

Denotes Current Contract
Denotes Previous Contract

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES

	2013- 2014	2014- 2015	2015- 2016	2016- 2017	2017- 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023	2023- 2024	Avg.
BOCES												
Aides (CSEA)	2.00	2.00	2.50	2.50	2.50	2.70	2.75	2.80				2.47
Tchr. Ass't	2.00	2.00	2.50	2.50	2.70	2.75						2.41
Non-Instructional	2.00	2.00	2.50	2.50	2.70	2.75						2.51
Auburn												
Aides/Clerical (NYSUT)	1.00	2.00	2.00	2.60	2.60	2.60						2.13
Bus Drivers (CSEA)	0.00	2.25	2.25	2.60	2.60	2.60						2.05
Cust/Maint. (CSEA)	0.00	2.25	2.25	2.60	2.60	2.60						2.05
Nurses (SEIU)	2.00											2.00
Cato-Meridian												
Aides/Ass'ts (SEIU)	50¢/hr	50¢/hr	75¢/hr	75¢/hr	75¢/hr	50¢/hr	45¢/hr	45¢/hr				
Bus Drivers (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.25	2.25				2.19
Cust./Maint. (CSEA)	2.00	2.00	2.00	2.00	2.50	2.50	2.25	2.25				2.19
Jordan-Elbridge												
Aides/Clerical(SEIU)	3.00	3.00	2.50	2.50	2.50	2.80						2.72
Bus Drivers	2.00	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00			2.50
Cust./Maint (SEIU)	3.00	3.00	2.50	2.50	2.50	2.80						2.72
Cafeteria (SEIU)	3.00	3.00	2.50	2.50	2.50	2.80						2.72
Transportation	1.00	1.00	1.00	2.75	2.75	2.75	3.00	3.00	3.00			2.17
Moravia												
Aides/Ass't (CSEA)	0.00	2.00	2.00	2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75		2.22
CSEA	0.00	2.00	2.00	2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75		2.22
Port Byron												
Aides (SEIU)	2.00	2.00	2.50	2.50	2.50	2.50	70¢/hr	70¢/hr				2.33
Cust./Maint. (CSEA)	2.00	2.00	2.00	2.50	2.50	2.50						2.25
Cafeteria (CSEA)	2.00	2.00	2.00	2.50	2.50	2.50						2.25
Nurse (CSEA)	2.00	2.00	2.00	2.50	2.50	2.50						2.25
Clerical (SEIU)	2.00	2.00	2.50	2.50	2.50	2.50	70¢/hr	70¢/hr				2.33
Skaneateles												
Aides (CSEA)	1.50	2.50	2.60									2.20
Tchr Ass't (CSEA)	1.50	2.50	2.60									2.20
Cust./Maint (CSEA)	1.50	2.50	2.60									2.20
Nurses (CSEA)	1.50	2.50	2.60									2.20
Clerical (CSEA)	1.50	2.50	2.60									2.20
So. Cayuga												
Aides (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
Tchr. Ass't (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
Bus Drivers (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
Bus Mech (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
Cust./Maint (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
Cafeteria (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
CAYUGA-ONONDAGA BOCES cont'd												
	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	Avg.
So. Cayuga cont'd												
Nurses (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
Clerical (CSEA)	2.50	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr				2.58
Union Springs												
Aides (SEIU)	2.00	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50				2.38
Tchr. Ass'ts (SEIU)	2.00	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50				2.38
Bus Drivers (CSEA)	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00				2.56
Bus Mech (CSEA)	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00				2.56
Cust/Maint. (CSEA)	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00				2.56
Cafeteria (CSEA)	2.00	2.00	2.50	2.50	2.50	3.00	3.00	3.00				2.56
Nurses (SEIU)	2.00	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50				2.38
Clerical (SEIU)	2.00	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50				2.38
					* @ % + \$250							
Weedsport												
Aides (CSEA)	1.95	1.95	2.50	2.50	2.50	2.75	2.75	2.75				2.46
Bus Drivers (CSEA)	1.95	1.95	2.50	*2.50	*2.50	2.75	2.75	2.75				2.44
			*Bus drivers @ % + 30¢									
Bus Mech (CSEA)	1.95	1.95	2.50	2.50	2.50	2.75	2.75	2.75				2.46
Cust/Maint. (CSEA)	1.95	1.95	2.50	2.50	2.50	2.75	2.75	2.75				2.46
Nurses, Clerical												
C-O BOCES Avg.	1.90	2.26	2.34	2.49	2.54	2.70	2.76	2.77	3.00	2.75		
BROOME-TIOGA BOCES												
Chenango Valley												
Non-Instruct. (NYSUT)	2.25	2.50	2.90	3.00	3.00	3.00	3.00					2.81
Deposit												
CSEA	2.00	3.00	3.00	3.00	3.00	3.00	\$1/hr	4.00	50¢/hr			3.00
Maine-Endwell												
Cust./Maint.	2.00	50¢/hr	50¢/hr	50¢/hr								2.00
School Lunch												
Supp Staff	2.95	3.00	3.15									3.03
Transp	\$600	\$700	\$800									
Owego-Apalachin												
NYSUT	1.99	1.99	2.50	2.50	2.50							2.30
Union Endicott												
Cafe. Workers	2.70	2.70	2.70	2.70	3.40	*3.00	*3.00	3.00	3.00			2.89
Cent Office	2.70	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00			2.91
Comp & Tech	2.70	2.70	2.70	2.70		3.00	3.00	3.00	3.00			2.91
Dist Office	2.70	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00			2.91
Maint. Workers	2.70	2.70	2.70	2.70	3.40	5.00	3.00	2.00	2.00			2.91
School Aides	2.70	2.70	2.70	2.70	3.40	3.00	*3.00	*3.00				2.87
Transp	2.70	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00			2.87

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
	2013- 2014	2014- 2015	2015- 2016	2016- 2017	2017- 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023	2023- 2024	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
Whitney Point												
Aides/Food Serv (NYSUT)	2.25	2.50	2.50	2.50								2.44
B-T BOCES Avg	2.49	2.66	2.75	2.73	3.19	3.20	3.00	3.00	2.80			
OSWEGO BOCES												
Hannibal												
CSEA	1.75	1.95	2.00	2.50	2.75	3.00						2.33
HEA	1.75	2.20	2.20	2.20	2.25							2.12
Oswego												
CSEA	2.00	2.00	2.00	0.00	3.00	3.00	3.00	3.00				2.25
Osw. BOCES Avg.	1.83	2.05	2.07	1.57	2.67	3.00	3.00	3.00				
TOMPKINS-SENECA-TIOGA BOCES												
BOCES												
Local												
Candor												
Local												
Dryden												
NYSUT	3.00	2.85	2.66	2.90	3.75	3.50	3.50					3.17
Groton												
CSEA	2.50	2.75	2.75	2.25	2.25	2.25						2.46
Ithaca												
Supp Prof.		2.00	3.00	2.00	2.00							2.25
Lansing												
NYSUT	90¢/hr	3.50	60¢/hr	3.00								3.25
Newfield												
CSEA	2.50	1.50	2.25	2.25	3.00	3.00	3.00	3.00				2.56
South Seneca												
Local	2.00	2.00	2.00	2.60	2.10	2.00	\$1.40- 2.00/hr	3.50	2.50	2.50		2.36
Trumansburg												
Local	2.50	2.50	2.50	50¢/hr	56¢/hr	3.50						2.75
T-S-T Avg.	2.50	2.44	2.53	2.50	2.62	2.85	3.25	3.00	2.50	2.50		

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
	2013- 2014	2014- 2015	2015- 2016	2016- 2017	2017- 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023	2023- 2024	Avg.
WAYNE-FINGER LAKES BOCES												
BOCES												
NYSUT	1.90	2.75	2.45	2.45								2.39
Bloomfield												
NEA/NYSUT	1.95	1.85	1.85									1.88
Canandaigua												
Cust./Maint.	3.00	3.00	3.00									3.00
Cler./Aides	3.00	2.40	2.40									2.60
Food Service	2.25	2.25	3.00	3.00	3.00							2.70
Bus Drivers	2.25	2.25										2.25
Monitors	2.25	2.00	3.47	2.40	2.35							2.49
Clyde-Savannah												
Supp Pers (CSEA)	2.50	2.50	2.50	3.50	3.50	3.50	3.50					3.07
Transp.	2.00	2.00	2.00	3.75	3.60	3.50	3.50					2.91
Dundee												
CSEA	2.00	2.00	2.00	2.50	2.50	2.50						2.25
Gananda												
CSEA	2.80	2.80	2.80									2.80
Geneva						*for 5+ yrs of service up to \$1.00						
CSEA	2.00	2.00	3.00	3.00	3.00	*5¢/hr/yr	+ 75¢/hr	+75¢/hr				2.60
Gorham-Middlesex												
Bus Drivers (NYSUT)	2.25	2.25	2.70	2.70	2.70							2.52
Cust./F Serv (NYSUT)	3.75	2.70	2.70	2.50	50¢/hr	50¢/hr	3.00	3.00				2.94
Teacher Aides (NYSUT)	2.25	2.70	2.70	2.50	50¢/hr	50¢/hr	3.00	3.00				2.69
Honeoye												
NYSUT	2.50	2.75	2.50	3.00	2.95	2.95	3.50	3.35	3.30	3.30		3.01
Lyons												
NYSUT	2.50	2.50	2.50	1.80	1.80	1.80	2.90	2.90	2.90			2.40
				+ 54¢/hr	+ 54¢/hr	+ 54¢/hr	+70¢/hr	+70¢/hr	+70¢/hr			
Manchester-S'ville												
CSEA	1.90	1.90	2.50	2.50	2.50							2.26
Marion												
CSEA	1.75	1.75	1.75									1.75
Naples												
CSEA	2.70	2.70	2.70	2.80	2.90	2.90						2.78

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
WAYNE-FINGER LAKES BOCES cont'd												
	2013- 2014	2014- 2015	2015- 2016	2016- 2017	2017- 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023	2023- 2024	Avg.
Newark					*or starting rate +1.2% if greater							
Custodians (CSEA)	2.00	2.00	2.40	2.00	* 50¢/hr	2.90	2.90					2.37
Tchr Aides/Asst (NYSUT)	1.50	2.40	2.00	*2.25	*2.25	1.50						1.98
				* 2016-17 & 2017-18 2.25-3.0% based on years								
N Rose-Wolcott												
NYSUT	1.90	1.90	1.95									1.53
Palmyra-Macedon												
CSEA	2.90	2.90	2.90	2.90	\$2,400/ salary	\$2,500/ salary	\$2,500/ salary	\$2,500/ salary				2.90
				or	\$1.15/hr	\$1.20/hr	\$1.20/hr	\$1.20/hr				
Penn Yan												
CSEA	2.25	2.25	2.25	2.35	2.35							2.29
Phelps-CI Springs (NYSUT)												
Nurses/Food Serv/ Bus Driv/Maint	2.00	2.00	2.00	3.00	3.00	3.00	3.00					2.57
Aides/Clerical	2.00	2.00	2.00	3.00	3.00	3.00	3.00					2.57
Red Creek												
CSEA	2.00	2.00	* 3.50	2.50	2.50							2.25
			* 2015-16 % based on hire date									
Romulus												
CSEA	1.50	1.50	3.00	3.00	3.00							2.40
Seneca Falls												
NEA/NYSUT	2.00	2.00	3.00	2.75	2.50	2.00						2.38
Sodus												
CSEA	2.00	2.00	2.00									2.00
Victor												
CSEA	1.50	2.00	2.00	2.00								1.88
Waterloo												
NEA/NYSUT	1.50	1.75	1.95	3.00	3.00	3.00	3.00	3.00	3.00			2.58
Wayne												
CSEA	2.50	2.70	2.90	2.90	2.70	2.90	5.00	4.25	4.00	4.00		3.39
						OR	\$1.00/hr					
Williamson												
CSEA	3.00	2.00	1.75	2.00	3.50	3.25	3.00	3.00				2.69
WFL BOCES Avg.	2.27	2.28	2.44	2.73	2.83	2.82	3.21	3.21	3.30	3.65		

AREA UNEMPLOYMENT RATES

New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2019	4.6%	4.4%	4.1%	3.6%	3.8%	3.8%							
2018	5.0%	5.1%	4.6%	4.0%	3.7%	4.1%	4.2%	4.0%	3.6%	3.6%	3.5%	3.9%	4.1%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2019	4.7%	4.6%	4.4%	3.7%	3.7%								
2018	5.8%	5.8%	5.1%	4.4%	3.9%	4.3%	4.2%	3.8%	3.6%	3.5%	3.6%	4.2%	4.3%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2019	5.1%	5.0%	4.8%	3.9%	3.8%	3.6%							
2018	6.1%	6.0%	5.5%	4.7%	4.0%	4.2%	4.3%	4.1%	3.5%	3.5%	3.6%	4.3%	4.5%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2019	5.4%	5.1%	4.9%	4.1%	4.0%	4.1%							
2018	6.6%	6.6%	5.8%	5.0%	4.3%	4.8%	4.8%	4.5%	4.0%	3.9%	3.9%	4.5%	4.9%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2019	3.7%	3.6%	3.4%	3.0%	3.1%	3.4%							
2018	4.7%	4.7%	3.9%	4.0%	3.7%	5.1%	4.9%	4.4%	3.9%	3.6%	3.4%	3.2%	4.1%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2019	4.5%	4.5%	4.3%	3.5%	3.4%	3.3%							
2018	5.5%	5.7%	5.0%	4.2%	3.5%	3.8%	3.5%	3.4%	3.2%	3.1%	3.2%	3.9%	4.0%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2019	4.5%	4.4%	4.2%	3.6%	3.6%	3.6%							
2018	5.4%	5.5%	4.9%	4.3%	3.9%	4.2%	4.1%	4.0%	3.6%	3.5%	3.5%	4.0%	4.2%

** Please note that 2018 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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June 2019

NY-Northeastern New Jersey Area

1. All Urban Consumers	278.802	0.3	1.7
2. Urban Wage Earners & Clerical Workers	273.360	0.2	1.5

U.S. City Average

1. All Urban Consumers	256.143	0.0	1.6
2. Urban Wage Earners & Clerical Workers	249.747	0.0	1.4

July 2019

NY-Northeastern New Jersey Area

1. All Urban Consumers	278.817	0.0	1.7
2. Urban Wage Earners & Clerical Workers	273.287	0.0	1.5

U.S. City Average

1. All Urban Consumers	256.571	0.2	1.8
2. Urban Wage Earners & Clerical Workers	250.236	0.2	1.7

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-17	236.9	2.5	242.8	2.5	261.4	2.5	266.9	2.5
Feb-17	237.5	2.8	243.6	2.7	262.1	2.7	267.7	2.6
Mar-17	237.7	2.3	243.8	2.4	262.2	2.4	267.6	2.3
Apr-17	238.4	2.1	244.5	2.2	262.5	2.0	267.9	2.0
May-17	238.6	1.8	244.7	1.9	262.8	2.0	268.2	1.8
Jun-17	238.8	1.5	244.9	1.6	263.2	1.9	268.7	1.8
Jul-17	238.6	1.6	244.8	1.7	262.6	1.7	268.1	1.6
Aug-17	239.4	1.9	245.5	1.9	263.5	2.0	268.7	1.7
Sep-17	240.9	2.3	246.8	2.2	265.3	2.4	270.1	2.1
Oct-17	240.6	2.1	246.7	2.0	264.6	2.2	269.6	1.8
Nov-17	240.7	2.3	246.7	2.2	264.2	1.9	269.4	1.6
Dec-17	240.5	2.2	246.5	2.1	264.4	1.8	269.6	1.4
Jan-18	241.9	2.1	247.9	2.1	265.7	1.6	270.8	1.4
Feb-18	243.0	2.3	249.0	2.2	267.2	1.9	272.2	1.7
Mar-18	243.5	2.4	249.6	2.4	267.1	1.9	272.2	1.7
Apr-18	244.6	2.6	250.5	2.5	267.9	2.1	273.0	1.9
May-18	245.8	3.0	251.6	2.8	269.0	2.3	274.0	2.2
Jun-18	246.2	3.1	252.0	2.9	269.3	2.3	274.2	2.0
Jul-18	246.2	3.2	252.0	2.9	269.1	2.5	274.1	2.2
Aug-18	246.3	2.9	252.1	2.7	269.3	2.2	274.4	2.2
Sep-18	246.6	2.3	252.4	2.3	270.3	1.9	275.5	2.0
Oct-18	247.0	2.7	252.9	2.5	269.9	2.0	275.1	2.0
Nov-18	245.9	2.2	252.0	2.2	269.2	1.9	274.5	1.9
Dec-18	244.8	1.8	251.2	1.9	268.4	1.5	273.8	1.6
Jan-19	245.1	1.3	251.7	1.6	269.7	1.5	275.1	1.6
Feb-19	246.2	1.3	252.8	1.5	270.3	1.2	275.8	1.3
Mar-19	247.8	1.8	254.2	1.9	271.1	1.5	276.6	1.6
Apr-19	249.3	1.9	255.5	2.0	272.0	1.5	277.4	1.6
May-19	249.9	1.7	256.1	1.8	272.7	1.4	278.1	1.5
Jun-19	249.8	1.4	256.1	1.6	273.4	1.5	278.8	1.7
Jul-19	250.2	1.7	256.6	1.8	273.3	1.5	278.8	1.7

THE ADVOCATE STAFF

Editorial Assistant & Desktop Publisher:

Kelly M. Walsh

Contributors:

Randy J. Ray • J. Ryan Hatch •
Nicholas Minderler

Published by:

Cayuga-Onondaga BOCES
Office of Personnel Relations
1879 West Genesee Street Road
Auburn, NY 13021-9430
Telephone: 315-255-7683 • Fax: 315-255-7625

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

J. Ryan Hatch
Labor Relations Specialist and Civil Rights Compliance Officer
1879 West Genesee Street Road
Auburn, NY 13021
(315) 255-7683
rhatch@cayboces.org