



# THE ADVOCATE

Cayuga-Onondaga BOCES  
Office of Personnel Relations  
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## VOLUME XL JANUARY - FEBRUARY 2020

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

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# Student Data Protection in New York State

In 2014, NYS adopted Education Law § 2-d to better protect student data, although the law left many questions. On January 29, 2020, Part 121 of the Commissioner's Regulations went into effect to better define and explain Education Law § 2-d. Additionally, the Family Educational Rights and Privacy Act ("FERPA") works in conjunction with Education Law § 2-d and Part 121. Therefore, below is a brief breakdown of FERPA before diving into some of the new requirements of Part 121.

FERPA contains broad protections for student information and applies to all school districts because they receive federal funds. FERPA and its regulations protect records/documents relating to a student's educational performance from disclosure unless there is a demonstrated need. An educational record is any record (handwriting, video or audio tape, computerized data, film, print, microfilm or microfiche) except teacher's notes, medical records, statistical data. See 20 U.S.C. § 1232g; 34 C.F.R. § 99.3. In addition, Personal Identifiable Information ("PII") is protected, which includes any information that would make the student's identity traceable, directly or indirectly, such as: name, family members, address, personal identifier, other direct identifiers, such as the student's DOB and mother's maiden name, other information linkable

to the student or information requested by a person who the agency or institution reasonably believes knows the identity of the student to whom the education record relates. See 34 C.F.R. § 99.3.

Disclosure means to permit access to or the release, transfer, or other communication of PII contained in education records by any means to any party except the party identified or the party that provided or created the record. See 34 C.F.R. § 99.3. In order to disclose, a district needs parental (includes guardian) consent, adult student consent (when student turns 18), or meet limited statutory exceptions. See 20 U.S.C. § 1232g. FERPA does not prohibit a school official from disclosing information about a student if the information is obtained through the school official's personal knowledge or observation, rather than from the student's education records. For example, if a teacher overhears a student making threatening remarks to other students, FERPA does not protect that information and the teacher may disclose what he/she heard to proper authorities.

In addition, FERPA allows districts to disclose "directory" information (name, address, email, phone, awards, date and place of birth, dates of attendance, grade level, etc.) unless a parent directs the district not to. See 20 U.S.C. § 1232g(a) (5)(A); 34 C.F.R. § 99.3. Schools must notify parents and eligible students annually of their rights under FERPA, including information that informs parents and eligible students about directory information to allow them a reasonable amount of time to request that the school not disclose directory information about them. The actual means of notification (i.e. special letter, student handbook) is left to the discretion of each school.

Generally, NY Education Law § 2-d and Part 121 of the Commissioner's Regulations adopt many of the FERPA guidelines and definitions. However, notably absent in

the statute and regulations is an exception for directory information. Thus, even if a district designates and notifies parents of certain directory information, that same information may be considered private under Education Law § 2-d and Part 121. Since it appears directory information is private, districts must follow additional procedures to remain in compliance with NYS law. If directory information is shared, such as using an email address to sign up for school software or apps, the district must ensure that the data is encrypted. The district and the third-party vendor must sign a contract that ensures student information remains confidential and enables reporting of suspected data breaches. See 8 NYCRR §§ 121.2, 121.6, 121.9, 121.10. Districts must also include the parental bill of rights to each third-party vendor who receives student data. See 8 NYCRR § 121.3. Third-party vendors may also be subject to civil penalties for failure to follow these regulations. See 8 NYCRR § 121.11. If districts are unable to get these reassurances with third-party vendors, districts may want to reconsider the software and apps that students and staff use to avoid being noncompliant with Education Law § 2-d and Part 121. As such, the additional requirements may also make it more difficult to utilize certain software, usually free, from third-party vendors and/or developers.

The new regulations further clarify Education Law § 2-d and/or add the following requirements for school districts:

1. Implement a data security and privacy policy no later than July 1, 2020. See 8 NYCRR § 121.5(b)
2. Provide clear timelines to deal with possible data breaches. See 8 NYCRR § 121.10
3. In addition to the previously required Bill of Rights for Data Privacy and Security, the district should publish on its website supplemental

information to the bill of rights that includes every third-party contract that may use PII and how it will be used, how the vendor will protect PII and mitigate risk of breach, duration of each third-party contract and what will happen to the data upon the contractual end date, and procedures to challenge data that is collected. See 8 NYCRR § 121.3

4. Clarifies that “click-through agreements” must abide by all of the requirements in the regulations (i.e. clicking “I agree” does not satisfy the regulations).
5. Yearly training for all staff with access to PII. See 8 NYCRR § 121.7
6. Verify that certain employees of third-party vendors receive training regarding federal and state laws governing student confidentiality. See 8 NYCRR § 121.6(a)(4)
7. Each district must designate a Data Protection Officer, who can be a current district employee. See 8 NYCRR § 121.8
8. Adopt complaint procedures for unauthorized releases of student data. See 8 NYCRR § 121.4

Since these regulations officially began on January 29, 2020, districts must already be following the new guidelines to avoid violations. It is recommended that districts begin to reach out to their technology consultants and/or third-party vendors to verify compliance.

# Photos and Videos Under FERPA

In a world where virtually everyone carries a device that can record events spontaneously, when do videos and photos of students become an “education record” subject to FERPA? The U.S. Department of Education recently provided some guidance to answer this question and others related to the topic which we will examine below.

By way of background, the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99), sometimes referred to as the “Buckley Act”, is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education and gives parents certain rights to inspect and review their children’s education records maintained by the school.

As with any other “education record,” a photo or video of a student is an education record, subject to specific exclusions, when the photo or video is: (1) directly related to a student; and (2) maintained by an educational agency or institution or by a party acting for the agency or institution. (20 U.S.C. 1232g(a)(4) (A); 34 CFR § 99.3 “Education Record”)

## What does it mean to be “directly related” to a student?

Although FERPA does not clearly define the term “directly related”, there are factors which should be applied to the records on a case by case basis to make this determination.

For example, the photo or video would be considered “directly related” if it is used to discipline a student, shows a student violating the law, shows a student being

injured, attacked, victimized, or having a health emergency. Also, the recording would be considered “directly related” if the person taking the photo or video intends to focus on a student, as in the case of a student photo ID or a video of a student’s presentation or performance; or if it otherwise contains the student’s personally identifiable information, which could occur in a recorded faculty meeting wherein the student’s grades are being discussed.

A photo or video should not be considered “directly related” to a student in the absence of these factors and if the student’s image is incidental or captured only as part of the background, or if a student is shown participating in school activities that are open to the public and without a specific focus on any individual. An example of this would be a close up photo of two student football players during a game would be “directly related” to those two students but not the student spectators in the background.

## What does it mean to be “maintained by an educational agency or institution”?

To be considered an “education record” under FERPA, an educational agency or institution, or a party acting for the agency or institution, also must maintain the record. Thus, a photo taken by a parent at a school football game would not automatically be considered an education record, even if it is directly related to a particular student, because it is not being maintained by the school or on the school’s behalf. If, however, the parent’s photo shows two students fighting at the game, and the parent provides a copy of the photo to the school, which then maintains the photo in the students’ disciplinary records, then the copy of the photo being maintained by the school is an education record.

## An exclusion for law enforcement unit records

As with most laws there are exceptions and sometimes an exception to an exception. FERPA excludes those records created and maintained by a law enforcement unit of an educational agency or institution for a law



enforcement purpose from its definition of an “educational record”. That means if a law enforcement unit of an educational agency or institution creates and maintains the school’s surveillance videos for a law enforcement purpose, then any such videos would not be considered to be education records. However, if the law enforcement unit provides a copy of the video to another component within the educational agency or institution (for example, to maintain the record in connection with a disciplinary action), then the copy of the video may become an education record of the student(s) involved if the video is not subject to any other exclusion from the definition of “education records” and the video is: (1) directly related to a student; and (2) maintained by an educational agency or institution or by a party acting for the agency or institution.

In cases where the photo or video meets the definition of an educational record, educational agencies and institutions may not turn over videos to the police upon request without having first either obtained the written consent of the parent or eligible student or determined that the conditions of an exception to the general requirement of consent have been met, as in the case of disclosures made in connection with a health or safety emergency.

#### Other considerations

The same recorded image can be the education record of more than one student under FERPA, as in the case of a video of two students fighting and the school uses and maintains the same footage to discipline each student, because it would be directly related to each student.

In cases where a video is an education record of multiple students, in general, FERPA requires the educational agency or institution to allow, upon request, an individual parent of a student (or the student if that student is eligible) to whom the video directly relates to inspect and review the video. FERPA generally does not require the educational agency or institution to release or make copies of the

video to the parent or eligible student. If the agency or institution opts to make a copy for the parents or eligible student, it may charge a fee that is commensurate with what they would normally charge for similar copies. That said, it would not violate FERPA for an educational agency or institution to non-consensually disclose, to an eligible student or to his or her parents, copies of education records that the eligible student or his or her parents otherwise would have the right to inspect and review under FERPA.

In providing access to the video, the educational agency or institution must provide the parent of the student (or the student if that student is eligible) with the opportunity to inspect and review the video. If the educational agency or institution can reasonably redact or segregate out the portions of the video directly related to other students, without destroying the meaning of the record, then the educational agency or institution would be required to do so prior to providing the parent or eligible student with access. No fees or costs associated with the redaction, segregation or retrieval can be charged to the parents or eligible student. On the other hand, if redaction or segregation of the video cannot reasonably be accomplished, or if doing so would destroy the meaning of the record, then the parents of each student to whom the video directly relates (or the students themselves if they are eligible students) would have a right under FERPA to access the entire record even though it also directly relates to other students. It should be noted that FERPA permits legal representatives of a parent or an eligible student to inspect and review videos with the parent or eligible student.

For more information on this topic please visit the U.S. Department of Education website, Protecting Student Privacy at: <https://studentprivacy.ed.gov/faq/faqs-photos-and-videos-under-ferpa>.

As always, please feel free to contact the Office of Personnel Relations with any questions on this topic.

## 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	2.88	2.88	2.88	2.88		2.59
Skaneateles	1.50	2.50	2.60	2.75	3.20	3.10	3.00					2.66
So. Cayuga	2.00	2.25	2.25	2.75	2.75	2.75	\$1,900	3.00	\$1,900			2.54
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
	<b>1.82</b>	<b>2.23</b>	<b>2.49</b>	<b>2.58</b>	<b>2.74</b>	<b>2.79</b>	<b>2.83</b>	<b>2.88</b>	<b>2.87</b>	<b>2.88</b>		

### 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	3.00	3.50	3.00	3.00			2.73
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	3.00	3.00	3.00				2.65
	<b>2.48</b>	<b>2.56</b>	<b>2.81</b>	<b>2.86</b>	<b>2.86</b>	<b>3.07</b>	<b>3.10</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>		

### 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
	<b>1.88</b>	<b>2.10</b>	<b>2.10</b>	<b>1.10</b>	<b>2.88</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>				

### TOMPKINS-SENECA-TIOGA BOCES

BOCES												
Candor	2.00	1.5 + \$1000	1.5 + \$1000	2.0 + \$500	3.20	2.0 + \$44/step	2.0 + \$44/step					2.60
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	3.50	3.50	3.50	3.50		2.96
Trumansburg	3.00	3.00	2.50	3.00	3.25	3.50	3.50					3.11
	<b>2.58</b>	<b>2.79</b>	<b>2.49</b>	<b>3.11</b>	<b>3.72</b>	<b>3.72</b>	<b>3.60</b>	<b>3.82</b>	<b>3.41</b>	<b>3.50</b>		

# 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						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	3.10	3.20	3.40				3.03
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				2.94
N Rose-Wolcott	1.90	2.00	2.30	3.50	3.50	3.30	3.30	3.30				2.89
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	2.75	2.75	2.75			2.81
Seneca Falls	2.00	2.00	3.00	2.75	2.50	2.00	3.00	3.00	3.00	\$1,200		2.58
Sodus	2.00	2.20	3.00	3.00	3.30	3.30	3.00	3.00	3.00	3.00		2.88
			* 2015-16 and 2016-17 3.0 percent settlement for on-step unit members				* 2019-20, 2020-21, 2021-22, and 2022-23 or 2% off schedule, or \$12,000 if applicable					
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
	<b>2.29</b>	<b>2.27</b>	<b>2.70</b>	<b>3.08</b>	<b>2.98</b>	<b>3.08</b>	<b>3.10</b>	<b>3.23</b>	<b>3.08</b>	<b>3.13</b>	<b>3.50</b>	

\* 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.
<b>BOCES</b>												
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	2.80	2.80				2.51
<b>Auburn</b>												
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
<b>Cato-Meridian</b>												
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
<b>Jordan-Elbridge</b>												
Aides/Clerical(SEIU)	3.00	3.00	2.50	2.50	2.50	2.80	3.00	50¢+3.0	50¢+3.0			2.81
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	3.00	50¢+3.0	50¢+3.0			2.81
Cafeteria (SEIU)	3.00	3.00	2.50	2.50	2.50	2.80	3.00	50¢+3.0	50¢+3.0			2.81
Transportation	1.00	1.00	1.00	2.75	2.75	2.75	3.00	3.00	3.00			2.17
<b>Moravia</b>												
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
<b>Port Byron</b>												
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	70¢/hr	70¢/hr				2.25
Cafeteria (CSEA)	2.00	2.00	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr				2.25
Nurse (CSEA)	2.00	2.00	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr				2.25
Clerical (SEIU)	2.00	2.00	2.50	2.50	2.50	2.50	70¢/hr	70¢/hr				2.33
<b>Skaneateles</b>												
Aides (CSEA)	1.50	2.50	2.60	2.00	3.00	3.00	3.00					2.51
Tchr Ass't (CSEA)	1.50	2.50	2.60	2.00	3.00	3.00	3.00					2.51
Cust./Maint (CSEA)	1.50	2.50	2.60	2.00	3.00	3.00	3.00					2.51
Nurses (CSEA)	1.50	2.50	2.60	2.00	3.00	3.00	3.00					2.51
Clerical (CSEA)	1.50	2.50	2.60	2.00	3.00	3.00	3.00					2.51
<b>So. Cayuga</b>												
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	2.43	2.61	2.74	2.84	2.79	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	75¢/hr	65¢/hr	60¢/hr					2.00
Supp Staff	2.95	3.00	3.15									3.03
Transp	\$600	\$700	\$800	\$910-\$1625	\$860-\$1525	\$810 - \$1425						
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
						*@ % + 25¢/hour						

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.
<b>BROOME-TIOGA BOCES cont'd</b>												
<b>Vestal</b>												
Paraprofessional					3.00	3.00	3.00	3.00				3.00
Employees				2.90	2.95	3.00						2.95
<b>Whitney Point</b>												
Aides/Food Serv (NYSUT)	2.25	2.50	2.50	2.50								2.44
<b>B-T BOCES Avg</b>	<b>2.49</b>	<b>2.66</b>	<b>2.75</b>	<b>2.73</b>	<b>3.19</b>	<b>3.20</b>	<b>3.00</b>	<b>3.00</b>	<b>2.80</b>			
<b>OSWEGO BOCES</b>												
<b>Hannibal</b>												
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
<b>Oswego</b>												
CSEA	2.00	2.00	2.00	0.00	3.00	3.00	3.00	3.00				2.25
<b>Osw. BOCES Avg.</b>	<b>1.83</b>	<b>2.05</b>	<b>2.07</b>	<b>1.57</b>	<b>2.67</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>				
<b>TOMPKINS-SENECA-TIOGA BOCES</b>												
<b>BOCES</b>												
Local												
<b>Candor</b>												
Local												
<b>Dryden</b>												
NYSUT	3.00	2.85	2.66	2.90	3.75	3.50	3.50					3.17
<b>Groton</b>												
CSEA	2.50	2.75	2.75	2.25	2.25	2.25						2.46
<b>Ithaca</b>												
Supp Prof.		2.00	3.00	2.00	2.00							2.25
<b>Lansing</b>												
NYSUT	90¢/hr	3.50	60¢/hr	3.00								3.25
<b>Newfield</b>												
CSEA	2.50	1.50	2.25	2.25	3.00	3.00	3.00	3.00				2.56
<b>South Seneca</b>												
Local	2.00	2.00	2.00	2.60	2.10	2.00	\$1.40- \$2.00	3.50	2.50	2.50		2.36
<b>Trumansburg</b>												
Local	2.50	2.50	2.50	50¢/hr	56¢/hr	3.50						2.75
<b>T-S-T Avg.</b>	<b>2.50</b>	<b>2.44</b>	<b>2.53</b>	<b>2.50</b>	<b>2.62</b>	<b>2.85</b>	<b>3.25</b>	<b>3.25</b>	<b>2.50</b>	<b>2.50</b>		

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.
<b>WAYNE-FINGER LAKES BOCES</b>												
<b>BOCES</b>												
NYSUT	1.90	2.75	2.45	2.45								2.39
<b>Bloomfield</b>												
NEA/NYSUT	1.95	1.85	1.85									1.88
<b>Canandaigua</b>												
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
<b>Clyde-Savannah</b>												
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
<b>Dundee</b>												
CSEA	2.00	2.00	2.00	2.50	2.50	2.50	4.00	4.00	4.00			2.83
<b>Gananda</b>												
CSEA	2.80	2.80	2.80									2.80
<b>Geneva</b>						*for 5+ yrs of service up to \$1.00						
CSEA	2.00	2.00	3.00	3.00	3.00	*5¢/hr/hrs	+ 75¢/hr	+75¢/hr				2.60
<b>Gorham-Middlesex</b>												
Bus Drivers (NYSUT)	2.25	2.25	2.70	2.70	2.70	\$1/hr	\$1/hr	\$1/hr	\$1/hr			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
<b>Honeoye</b>												
NYSUT	2.50	2.75	2.50	3.00	2.95	2.95	3.50	3.35	3.30	3.30		3.01
<b>Lyons</b>												
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			
<b>Manchester-S'ville</b>												
CSEA	1.90	1.90	2.50	2.50	2.50							2.26
<b>Marion</b>												
CSEA	1.75	1.75	1.75									1.75
<b>Naples</b>												
CSEA	2.70	2.70	2.70	2.80	2.90	2.90	3.50	3.50	3.75	3.90		3.14

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.
<b>Newark</b>					*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								
<b>N Rose-Wolcott</b>												
NYSUT	1.90	1.90	1.95									1.53
<b>Palmyra-Macedon</b>												
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				
<b>Penn Yan</b>												
CSEA	2.25	2.25	2.25	2.35	2.35							2.29
<b>Phelps-CI Springs (NYSUT)</b>												
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
<b>Red Creek</b>												
CSEA	2.00	2.00	* 3.50	2.50	2.50	\$1/hr	3.00	\$1/hr	3.00			2.50
			* 2015-16 % based on hire date									
<b>Romulus</b>												
CSEA	1.50	1.50	3.00	3.00	3.00							2.40
<b>Seneca Falls</b>												
NEA/NYSUT	2.00	2.00	3.00	2.75	2.50	2.00						2.38
<b>Sodus</b>												
CSEA	2.00	2.00	2.00									2.00
<b>Victor</b>												
CSEA	1.50	2.00	2.00	2.00								1.88
<b>Waterloo</b>												
NEA/NYSUT	1.50	1.75	1.95	3.00	3.00	3.00	3.00	3.00	3.00			2.58
<b>Wayne</b>												
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					
<b>Williamson</b>												
CSEA	3.00	2.00	1.75	2.00	3.50	3.25	3.00	3.00				2.69
<b>WFL BOCES Avg.</b>	<b>2.27</b>	<b>2.28</b>	<b>2.44</b>	<b>2.73</b>	<b>2.83</b>	<b>2.82</b>	<b>3.27</b>	<b>3.35</b>	<b>3.46</b>	<b>3.78</b>		

# 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%	4.1%	4.2%	3.7%	3.9%	3.6%	3.7%	3.9%
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%	4.0%	4.2%	4.2%	3.9%	3.9%	3.7%	4.4%	4.1%
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%	4.0%	4.2%	3.6%	3.8%	3.7%	4.7%	4.2%
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%	4.7%	4.7%	4.3%	4.3%	4.1%	5.0%	4.6%
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%	3.8%	3.9%	3.5%	3.5%	3.0%	3.2%	3.4%
2018	4.6%	4.5%	3.9%	3.6%	3.2%	4.2%	3.9%	3.6%	3.3%	3.1%	3.0%	3.1%	3.6%

## 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%	3.5%	3.6%	3.4%	3.5%	3.4%	4.4%	3.8%
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%	4.0%	4.2%	3.8%	3.8%	3.7%	4.3%	4.0%
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](http://www.labor.state.ny.us)



# CONSUMER PRICE INDICES

INDEX 1982-84 BASE YEAR=100	% INCREASE FROM PRIOR MONTH	% INCREASE FROM PRIOR YEAR
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## December 2019

### NY-Northeastern New Jersey Area

1. All Urban Consumers	279.816	0.1	2.2
2. Urban Wage Earners & Clerical Workers	274.027	0.1	2.1

### U.S. City Average

1. All Urban Consumers	256.974	- 0.1	2.3
2. Urban Wage Earners & Clerical Workers	250.452	-0.1	2.3

## January 2020

### NY-Northeastern New Jersey Area

1. All Urban Consumers	282.020	0.8	2.5
2. Urban Wage Earners & Clerical Workers	276.077	0.7	2.4

### U.S. City Average

1. All Urban Consumers	257.971	0.4	2.5
2. Urban Wage Earners & Clerical Workers	251.361	0.4	2.5

# COST OF LIVING UPDATE

## ALL CITIES

## NY - NORTHEASTERN NEW JERSEY

Month	Revised Wage Earner Index	%	All Urban Consumers Index	%	Revised Wage Earner Index	%	All Urban Consumers Index	%
Jan-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
Aug-19	250.1	1.5	256.6	1.7	273.9	1.7	279.4	1.8
Sep-19	250.3	1.5	256.8	1.7	273.7	1.3	279.3	1.4
Oct-19	250.9	1.6	257.3	1.8	273.5	1.3	279.3	1.5
Nov-19	250.6	1.9	257.2	2.1	273.6	1.7	279.5	1.8
Dec-19	257.0	2.3	250.5	2.3	279.8	2.2	274.0	2.1
Jan-20	258.0	2.5	251.4	2.5	282.0	2.5	276.1	2.4
Feb-20								
Mar-20								
Apr-20								
May-20								
Jun-20								
Jul-20								
Aug-20								
Sep-20								
Oct-20								
Nov-20								
Dec-20								

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## PAST ISSUES OF “THE ADVOCATE”

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

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