



THE ADVOCATE

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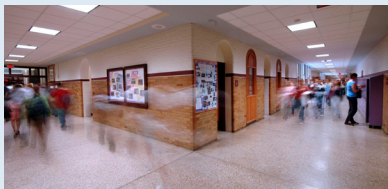
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Providing comprehensive
employment and personnel
relations services to local
school districts for over
45 years.

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SENDING LETTERS OF REASONABLE ASSURANCE

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

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

following holiday recess periods.

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

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

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

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

SAMPLE TEACHER LETTER

Date

Dear (Teacher):

Please be advised that the [DISTRICT] with this letter is providing you with reasonable assurance that you will perform services for the [DISTRICT] in the capacity of (blank) for the school year 2020–2021 beginning on July 1, 2020 and ending on June 30, 2021.

It is expected that you will be receiving substantially the same economic terms and conditions of employment in the upcoming school year, with your expected earnings to be no less than 90% of what you earned for the 2019–2020 school year. This assurance will also continue for periods of employment immediately before and after any vacation and/or holiday term during the school year 2020–2021. Attached please find a copy of the 2020–2021 school calendar.

Please notify this office by June 30, 2020, should you be unable to accept this employment for the 2020–2021 school year.

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

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

Chief School Officer
_____ School District

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

Employee's Signature
Regular Classroom Teacher

SAMPLE NON-INSTRUCTIONAL LETTER

Date

Dear (Employee):

Please be advised that the [DISTRICT] with this letter is providing you with reasonable assurance that you will perform services for the [DISTRICT] in the capacity of (blank) for the school year 2020–2021 beginning on July 1, 2020 and ending on June 30, 2021.

It is expected that you will be receiving substantially the same economic terms and conditions of employment in the upcoming school year, with your expected earnings to be no less than 90% of what you earned for the 2019–2020 school year. This assurance will also continue for periods of employment immediately before and after any vacation and/or holiday term during the school year 2020–2021. Attached please find a copy of the 2020–2021 school calendar.

Please notify this office by June 30, 2020 should you be unable to accept this employment for the 2020–2021 school year.

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

District) and to resume work at the beginning of the ensuing year or term and immediately following vacation periods and/or holiday recesses unless otherwise notified.

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

Chief School Officer
_____ School District

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

Employee's Signature
Non-Instructional Employee

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

Date

Dear (Substitute Teacher/Per Diem Employee):

Please be advised that the [DISTRICT] with this letter is providing you with reasonable assurance that you will perform services for the [DISTRICT] in the capacity of substitute teacher for periods of employment immediately before and after the [Thanksgiving/Christmas/Winter/Spring Recess between \(add dates for specific recess\) Date, 2020 through Date, 2020.](#)

It is anticipated that the need for substitutes following the [Thanksgiving/Christmas/Winter/Spring Recess between Date, 2020 through Date, 2020](#) will remain. As long as your availability for assignments remains the same as it was prior to the [Thanksgiving/Christmas/Winter/Spring Recess](#), it is expected that you will be receiving substantially the same economic terms and conditions of employment, with your total expected earnings for the 2020–2021 school year to be no less than 90% of what you earned in the 2019–2020 school year.

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

Attached please find a copy of the 2020–2021 school calendar.

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

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

Chief School Officer
_____ School District

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

Employee's Signature
Substitute Teacher/Per Diem Employee

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

Date

Dear (Substitute Teacher/Per Diem Employee):

Please be advised that the (School District) with this letter is providing you with reasonable assurance that you will perform services for the (School District) in the capacity of substitute teacher for the school year 2020–2021 beginning on July 1, 2020 and ending on June 30, 2021.

It is anticipated that the need for substitutes during the 2020–2021 school year will remain. As long as your availability for assignments remains the same as it was during the 2019–2020 school year, it is expected that you will be receiving substantially the same economic terms and conditions of employment, with your expected earnings to be no less than 90% of what you earned for the 2019–2020 school year.

This assurance will also continue for periods of employment immediately before and after any vacation and/or holiday term during the school year 2020–2021. Attached please find a copy of the 2020–2021 school calendar.

Your name will be maintained in the electronic registry or list that the District used [[specify the list or registry used](#)] to call subs in the 2019–2020 school year and this registry or list will be used in the 2020–2021 school year to call substitute teachers. Please notify this office by June 30, 2020, should you be unable to accept this employment for the 2020–2021 school year.

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

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

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

Chief School Officer
_____ School District

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

Employee's Signature
Substitute Teacher/Per Diem Employee

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

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



Employee Leave Time for Voting (Amended Again)

The March/April 2019 edition of the *Advocate* included an article about amendments to *New York Election Law § 3-110*, which were included with the 2019-2020 Budget. Buried in the 2020-2021 Budget are new changes to § 3-110, but fortunately, this year's modifications rollback many of the amendments from last year.

Last year's revision to § 3-110, gave all employees in New York three (3) hours to vote without loss of pay in most elections, with the only requirement being that an employee had to request the paid time from their employer at least two (2) days in advance. It did not matter if the employee had sufficient time to vote before or after work; they could still ask for the time if the employee believed that he or she needed it. Under the revised language of the Statute, employers were allowed to designate when the leave time was taken, either at the start or at the end of the employee's regularly scheduled shift, but could do little else to address staffing needs. Prior to the 2019 revisions, § 3-110 gave an employee two (2) hours of leave time, without loss of pay, but only if the employee did not have four (4) consecutive hours between the opening of polls and the beginning of his or her working shift, or four (4) consecutive hours between the end of their work shift and the close of polls.

Questions immediately arose about implementing such a sweeping change. The law was unclear about whether employers would be able to ask for proof that an employee actually voted and/or how long it took to vote, and whether the three (3) hours to vote was for the year or for each election. The answers to these questions from the Board of Elections, were not employer friendly, see <https://www.elections.ny.gov/NYSBOE/elections/TimeOffToVoteFAQ.pdf> (FAQ last updated 7/18/19).

Anticipating that many employees would request this paid time to vote, some school districts structured their calendar to include a half-day for students during major elections and designated the last three hours of the work day as paid time for employees to vote. Some scheduled a superintendent's day so that an absence of employees would have a minimal affect on student services.

Under the most recent amendments, the number of hours of paid leave time dropped back to two (2) hours and put back in place the requirement that paid leave time would only be available to the employee if he/she does not have "sufficient time" to vote.

Now, if an employee has four (4) consecutive hours between the opening of polls and the start of his/her work shift, or, four (4) consecutive hours between the end of his/her work shift and the closing of polls on a day that he or she may vote; then the employee is "deemed to have sufficient time outside his or her working hours within which to vote", *New York Election Law § 3-110(2)(as amended 2020)*, and will not be entitled to any paid leave time.

However, if the employee does not have four (4) consecutive hours between the opening of polls and the start of his/her work shift, or, four (4) consecutive hours between the end of his/her work shift and the closing of polls on a day that he or

she may vote; then the employee would be entitled up to two (2) hours of paid leave time to vote. For example, if an employee has only three (3) hours between the opening or closing of voting and the beginning or end of his/her shift, then the employee would be entitled to one (1) hour of paid leave. Note, it is possible for an employee to need more than two (2) hours off to vote, which should be granted, but the law only allows the employee two (2) hours of paid time off.

In order to take leave time to vote, an employee must notify the district between two (2) and ten (10) working days before the election that he or she needs time off to vote. The district should then inform the employee if they should take the leave time at either the beginning or end of his or her work shift.

Districts are still required to conspicuously post a notice in the workplace setting forth the provisions of § 3-110 at least ten (10) working days before an election, and keep the notice posted until the polls are closed. The New York Primary Election calendar for voting should be checked regularly at: <https://www.elections.ny.gov/PoliticalCalendar.html>, to determine when a notice should go up. The law applies to any federal, state, county, city, town or village office, or deciding any ballot question submitted to all the voters of the state or the voters of any county or city, or deciding any ballot question submitted to the voters of any town or village at the time of a general election and includes primary and general elections as well as any special elections called by the Governor. It does not include school district elections, library district elections, fire district elections or special town elections. The law does not apply to early voting periods. See <https://www.elections.ny.gov/NYSBOE/elections/TimeOffToVoteFAQ.pdf>.

As of this writing, the Board of Elections has not yet updated its *FAQ* or official *Notice*

that should be placed conspicuously in the work place, which are found at: <https://www.elections.ny.gov/>, under the headings “Time Off To Vote” and “Time Off To Vote FAQs”, however, the act indicated that the changes would take place “immediately”. Our office will send an updated *Notice* to districts when it is available.

If you have any other questions regarding employee leave time for voting, please contact the Office of Personnel Relations.

Legislative Update:

School Administrators transitioning to a new administrative position who are hired on or after June 1, 2020 and who have previously been granted administrative tenure will be subject to a three year probationary period instead of the current required four year period. This amendment applies to administrators who have been granted tenure in a previous school district, the current school district of employment, or a board of cooperative educational services.

This shortened probationary period does not apply to individuals who have been dismissed from their previous administrative position and adopts the same probationary time period currently applied to teachers.

The reduced probationary tenure bill was signed into law by Governor Cuomo on October 4, 2019 and was sponsored by Senator Mayer and Assemblyman Benedetto. Read the final bill at: https://nyassembly.gov/leg/?default_fld=&leg_video=&bn=A08346&term=0&Memo=Y&Text=Y

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
	1.82	2.23	2.49	2.58	2.74	2.79	2.83	2.88	2.87	2.88		

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
	2.48	2.56	2.81	2.86	2.86	3.07	3.10	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	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
	2.58	2.79	2.49	3.11	3.72	3.72	3.60	3.82	3.41	3.50		

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
	2.29	2.27	2.70	3.08	2.98	3.08	3.10	3.23	3.08	3.13	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	2.80	2.80				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	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
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	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
Skaneateles												
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
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	2.43	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.
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	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	3.25	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	4.00	4.00	4.00			2.83
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	\$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
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	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.
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	\$1/hr	3.00	\$1/hr	3.00			2.50
			* 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	3.27	3.35	3.46	3.78		

AREA UNEMPLOYMENT RATES

New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2020	4.1%	3.9%	4.4%										
2019	4.8%	4.5%	4.2%	3.6%	3.6%	3.8%	4.2%	4.1%	3.6%	3.7%	3.6%	3.7%	4.0%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2020	4.9%	4.7%	4.9%										
2019	5.0%	5.0%	4.6%	3.8%	3.8%	4.0%	4.3%	4.2%	3.9%	3.9%	4.0%	4.5%	4.3%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2020	5.3%	5.1%	5.4%										
2019	5.3%	5.3%	4.9%	3.9%	3.8%	3.9%	4.2%	4.2%	3.6%	3.8%	3.9%	4.7%	4.3%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2020	5.7%	5.4%	5.6%										
2019	5.8%	5.5%	5.1%	4.3%	4.0%	4.5%	5.0%	4.8%	4.3%	4.3%	4.4%	5.0%	4.7%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2020	3.8%	3.5%	3.7%										
2019	4.0%	3.8%	3.5%	3.2%	3.3%	3.8%	4.2%	4.0%	3.7%	3.6%	3.3%	3.3%	3.6%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2020	4.9%	4.7%	5.0%										
2019	4.8%	4.8%	4.4%	3.6%	3.4%	3.6%	3.7%	3.7%	3.4%	3.5%	3.6%	4.4%	3.9%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2020	4.7%	4.5%	4.7%										
2019	4.7%	4.7%	4.3%	3.7%	3.7%	3.9%	4.3%	4.3%	3.8%	3.9%	3.9%	4.4%	4.1%

** Please note that 2019 data has been updated as labor force statistics for all LAUS areas are revised each year as part of the benchmarking process. The annual benchmarking process is part of the nationwide re-estimating procedure mandated by the U.S. Bureau of Labor Statistics.*

Source: New York State Department of Labor Statistics

www.labor.state.ny.us

CONSUMER PRICE INDICES

INDEX 1982-84 BASE YEAR=100	% INCREASE FROM PRIOR MONTH	% INCREASE FROM PRIOR YEAR
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February 2020

NY-Northeastern New Jersey Area

1. All Urban Consumers	282.577	0.2	2.4
2. Urban Wage Earners & Clerical Workers	276.412	0.1	2.3

U.S. City Average

1. All Urban Consumers	258.678	0.3	2.3
2. Urban Wage Earners & Clerical Workers	251.935	0.2	2.3

March 2020

NY-Northeastern New Jersey Area

1. All Urban Consumers	281.975	-0.2	2.0
2. Urban Wage Earners & Clerical Workers	275.913	-0.2	1.8

U.S. City Average

1. All Urban Consumers	258.115	-0.2	1.5
2. Urban Wage Earners & Clerical Workers	251.375	-0.2	1.5

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	251.9	2.3	258.7	2.3	276.4	2.3	282.6	2.4
Mar-20	251.4	1.5	258.1	1.5	276.0	1.8	282.0	2.0
Apr-20								
May-20								
Jun-20								
Jul-20								
Aug-20								
Sep-20								
Oct-20								
Nov-20								
Dec-20								

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

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