



THE ADVOCATE

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VOLUME XL

JULY 2020

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TITLE IX UPDATE

On May 6, 2020, the U.S. Department of Education issued new Title IX regulations that will change how K-12 schools respond to reports of sexual assault and harassment of students and employees, and require school administrators to more formally investigate claims and share the evidence with accused students and their parents. The purpose of this update is to make you aware of the new requirements in order to take the necessary steps to amend and update your existing Title IX policies and procedures before the new regulations become effective on August 14, 2020.

The new rules, which apply to K-12 schools and colleges, mark the first time the department has established regulations under the gender equity law Title IX detailing what schools must do when dealing with sexual assault cases involving student victims. By way of background, Title IX of the 1972 Educational Amendments was enacted to address sexual discrimination of students, employees and others in any educational program or institution that receives federal funds. Accordingly, Title IX and the subsequent case law was used to provide guardrails and guidance for schools to identify sexual harassment and protect victims by developing and implementing consistent policies and procedures.

This article will summarize the key changes in the new regulations. There is uncertainty surrounding how these changes will interrelate with recent changes to New York State sexual harassment law. Our office will issue more guidance in the future. It should be noted that the new regulations make clear that Title IX protections apply to **employees**, as well as students, in workplaces that receive federal funding.

1. Your Board policies will likely need to be updated to include the following:

Districts must update policies to specifically designate **and** authorize "Title IX Coordinator" instead of other title(s).

Supportive Measures for complainant and respondent.

Evidentiary Standard: Preponderance of the evidence (lower standard: more likely than not to have occurred) or clear and convincing evidence (higher standard: substantially more likely than not to be true). The district has the option to use either the preponderance of evidence standard or the higher clear and convincing evidence standard when determining whether a student or employee has been victimized. Once the standard has been adopted by the district, it must be applied consistently throughout the process and the burden to prove whether a student or employee has been victimized remains with the district.

Add, review and/or update a grievance process, see <https://www2.ed.gov/about/offices/list/ocr/docs/titleix-overview.pdf> for an overview of the requirements for "A Fair Grievance Process".

2. Title IX now defines sexual harassment as conduct on the basis of sex that

falls into one or more of the following categories of *quid pro quo*, unwelcomed conduct, and sexual assault.

Quid pro quo harassment occurs when a school employee conditions education benefits on participation in unwelcome sexual conduct.

Unwelcome conduct occurs when a reasonable person would determine that the behavior is so severe, pervasive, **and** objectively offensive that it effectively denies a person equal access to the school's education program or activity. While this definition clearly applies to students, it is unclear how this standard will co-exist in the employment context under Title VII and NYS law. Under Title VII, the standard to find a violation for employees is lower because the conduct must be so severe, pervasive, **or** objectively offensive. In NYS, the employment standard is even lower, only requiring a violation for "trivial inconveniences."

3. A district must respond as soon as it has "actual notice":

Schools are required to investigate when *any* district employee (administrators, teachers, school counselors, bus drivers, custodians and other staff) learns that a student or employee has been sexually assaulted or harassed; whether a student, parent or bystander reports it, or when the employee witnesses it. There is potential liability for sexual harassment revealed to an employee and no district action is taken.

4. Required district action after "actual notice" has been received:

An immediate response should include: (1) contacting the complainant or alleged victim; (2) offer the complainant or alleged victim supportive measures and explain that the supportive measures

are available with or without a formal complaint; (3) explain the process of filing a formal complaint; (4) consider the complainant or alleged victim's wishes; (5) contact the respondent or alleged harasser and offer supportive measures; and (6) if supportive measures were not offered to the complainant or alleged victim, document reasons for this decision.

5. Supportive Measures:

Districts must offer supportive measures after receiving allegations or a formal complaint of sexual harassment to both the alleged victim and the alleged harasser. Supportive measures are designed to deter sexual harassment, maintain equal opportunities to education and provide a safe environment that is not unreasonably burdensome and non-disciplinary; examples include academic course adjustments, counseling, no-contact orders, leaves of absence, and/or class schedule changes. The supportive measures must be reasonable given the specific circumstances of the complaint.

6. Formal Complaint and Investigation Procedures:

A formal complaint is a document signed by the complainant, the Title IX Coordinator, or a third party such as a parent. A complaint can be made at any time and the district must respond promptly in a way that is not clearly unreasonable in light of the circumstances. The District retains the burden of proof to find or not find a violation.

While a formal complaint may be filed by a third party, including a parent filing on behalf of their student(s), parents are not considered complainants or respondents. Parents are entitled to receive complaints made against their

child. If the Title IX Coordinator files a complaint, he/she is not a complainant in the grievance process and must be free of conflicts and bias. **Please note that in NYS, all complaints of sexual harassment in the workplace involving staff or students should be investigated, regardless of the complainant's wishes.**

At the start of the formal grievance process, **both** parties receive written notice of the allegations, an equal opportunity to select an advisor of his/her choice, and an equal opportunity to submit and review evidence throughout the investigation of a formal complaint. There is a presumption that the respondent is not guilty until a determination regarding responsibility is made at the conclusion of the grievance procedure.

The identity of complainants, respondents and witnesses under New York regulations are expected to be kept confidential. This expectation is in clear conflict with the changes in the Title IX regulations. In New York, confidentiality requirements often preclude the respondent from having actual notice of the complainant's name and the specific allegations. The U.S. Department of Education has determined that due process allows the respondent to know the name of the complainant and to have access to the evidence against him/her.

During the investigation, the district must send written notice of any interviews/meetings/hearings to the parties. The district must send to each of the parties and/or their advisors all evidence directly related to the allegations for inspection, review and a response. Additionally, after the investigation report is provided to the parties, the parties are allowed to submit relevant questions to any party

or witness. Following that exchange, both parties will simultaneously receive a copy of the written determination, which must explain the basis for the decision including findings of fact on the alleged conduct and any disciplinary sanctions that should be imposed on the respondent.

The final decision-maker cannot be the Title IX Coordinator or investigator. Therefore, any superintendents who are currently considered a Title IX Officer, should not be a Title IX Coordinator.

Following the decision, the district must allow an equal opportunity for the parties to appeal.

7. Informal Resolution Process:

Informal resolutions, such as mediation or restorative justice, are allowed in certain circumstances after a Formal Complaint has been made.

All parties must provide written, voluntary consent to forego the Formal Complaint Procedure. A district cannot require the parties utilize this process. Any party can withdraw their consent and continue with the Formal Complaint Procedure.

The informal resolution process is **NOT** available if the allegations involve harassment of a student by an employee.

8. Title IX Coordinators:

Title IX Coordinators must be trained on the definition of sexual harassment, the scope of the school's education program or activity, how to conduct an investigation, the grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including avoiding prejudgment of

the facts at issue, conflicts of interest, and bias. A school must ensure that decision-makers receive training on any technology to be used at a live hearing. A school's decision-makers and investigators must receive training on issues of relevance, including how to apply the rape shield protections provided only for complainants.

The new Title IX regulations also demand additional requirements that every Title IX Coordinator must become familiar with; such as, time limits, requirements for dismissing a complaint, rape shield protections, retaliation, and record keeping. Therefore, we again highly suggest having your Title IX Coordinator review the documents provided by the Department of Education and receive training that includes the new regulation requirements as soon as possible.

9. Interplay with New York Workplace Regulations:

As noted previously, a big change to Title IX is its applicability to claims of employee-to-employee harassment. At this point, it is unclear how exactly Title IX will affect the requirements of the New York regulations.

We will keep you informed as guidance develops on the new Title IX regulations, especially as it relates to conflicts with New York laws and regulations. In the meantime, if you should have any questions please do not hesitate to contact the office.

WELCOME NEW CHIEF SCHOOL OFFICERS



The Cayuga-Onondaga BOCES Office of Personnel Relations welcomes and wishes much success to:

E. BRIDGET ASHTON
the recently appointed
Superintendent at the
HONEOYE CENTRAL SCHOOL DISTRICT

MATHIS CALVIN, III, Ed. D.
the recently appointed
Superintendent at the
OSWEGO CITY SCHOOL DISTRICT

ERIC KNUTH
the recently appointed
Superintendent at the
SKANEATELES CENTRAL SCHOOL DISTRICT

JOSEPH SIRACUSE, Ed. D.
the recently appointed
Superintendent at the
WAYNE CENTRAL SCHOOL DISTRICT

MARYGRACE MAZZULLO
the recently appointed
Superintendent at the
WILLIAMSON CENTRAL SCHOOL DISTRICT

OPR Training Update:

Given the current circumstances surrounding Covid-19, the Office of Personnel Relations will no longer be offering any traditional in-person trainings until further notice.



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	2.80				2.54
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	2.80				2.61
Moravia	0.00	2.50	2.50	2.50	2.90	2.85	2.80	2.80				2.36
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	3.40	3.60	3.60		2.93
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	2.92	3.11	3.24		

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	2.00 + \$125					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	3.00	2.50	2.50	2.70		2.72
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	3.00	\$125 + 3.00	\$125 + 3.00		2.62
Phelps-Cl 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	3.09	3.17	3.02	2.98	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	2.80					2.46
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	3.0 or 70¢/hr				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	3.00	3.00	3.00	3.00				2.72
B-T BOCES Avg	2.49	2.66	2.75	2.73	3.17	3.18	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	50¢/hr	60¢/hr	75¢/hr	75¢/hr				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/hrs	+ 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-Cl 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%	4.2%	15.1%	14.2%								
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%	4.7%	16.3%	11.9%								
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%	5.1%	15.3%	10.6%								
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%	5.4%	15.2%	10.7%								
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%	3.5%	10.2%	7.8%								
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%	4.8%	14.4%	10.2%								
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%	4.6%	14.9%	11.0%								
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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April 2020

NY-Northeastern New Jersey Area

1. All Urban Consumers	280.623	-0.5	2.4
2. Urban Wage Earners & Clerical Workers	274.876	-0.4	1.1

U.S. City Average

1. All Urban Consumers	256.389	-0.7	1.1
2. Urban Wage Earners & Clerical Workers	249.515	-0.7	0.1

May 2020

NY-Northeastern New Jersey Area

1. All Urban Consumers	282.092	0.5	1.4
2. Urban Wage Earners & Clerical Workers	276.413	0.6	1.4

U.S. City Average

1. All Urban Consumers	256.394	0.0	0.1
2. Urban Wage Earners & Clerical Workers	249.521	0.0	-0.1

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	249.5	0.1	256.4	1.1	274.9	1.1	280.6	2.4
May-20	249.5	0.1	256.4	0.1	276.4	1.4	282.1	1.4
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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