



# THE ADVOCATE

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

## Office of Personnel Relations

**Randy J. Ray**  
Director of Personnel Relations

**Nicholas Minderler**  
**Robert Stamey**  
**Mark Detwiler**  
Labor Relations Specialists

**Jack Mekeel**  
Safety Coordinator

**Christine Barbagallo**  
**Kelly Walsh**  
Administrative Assistants

Telephone: (315) 255-7683 or  
(315) 253-0361  
FAX: (315) 255-7625  
Email: [kw Walsh@cayboces.org](mailto:kw Walsh@cayboces.org)

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

## VOLUME XLI NOVEMBER - DECEMBER 2021

### IN THIS ISSUE ....

- + CHANGES TO THE OPEN MEETINGS LAW
- + SUPPORTING TRANSGENDER STUDENTS
- + AREA TEACHER AND NON-INSTRUCTIONAL SETTLEMENTS
- + AREA UNEMPLOYMENT RATES FOR OCTOBER 2021
- + CONSUMER PRICE INDICES FOR SEPTEMBER AND OCTOBER 2021

THE STAFF OF THE OFFICE OF  
PERSONNEL RELATIONS EXTENDS  
TO YOU AND YOUR FAMILY BEST  
WISHES FOR THE HOLIDAY SEASON  
AND A  
VERY HAPPY NEW YEAR!

# CHANGES TO THE OPEN MEETINGS LAW



Recent changes to the Open Meetings Law have created an additional burden to school districts when preparing for a meeting. On October 19, 2021, the Open Meetings Law changed, and now requires that all public entities either make available or post on a website any resolutions, policies, and other public documents to be discussed at an open meeting at least 24 hours prior to the meeting, to the “extent practicable.” This also includes an obligation to post to the relevant website, again to the “extent practicable.” This change became effective on November 18, 2021. The intent of the amendment is to create more transparency in all levels of government, including school districts. While this change may seem minor, its effects are wider reaching than they first appear, and school districts should move forward carefully.

Under the prior iteration of the Open Meetings Law, section 103 of the Public Officers Law, it was in the sole discretion of “the agency or department”, including school districts, to decide when to post documents and proposals prior to the relevant meeting in question. This was the only requirement and provided school districts with flexibility when deciding when to post. This in turn provided significant leeway to add new subjects to board agendas when necessary. This language is now gone, and Governor Hochul made clear in her statement that the purpose of this change was to improve transparency, as she felt that municipal boards were abusing their authority and avoiding making documents available ahead of time.

The new law requires a public entity covered by the Open Meetings Law, including school districts, to post any resolutions, documents, or policies to be discussed 24 hours prior to a meeting, to the extent practicable. This extends to websites, meaning school districts must also post this information to their website at least 24 hours prior to the meeting, again to the extent practicable. The law's intentional use of the phrase “to the extent practicable” would appear to provide some breathing room to school districts looking to make a last-minute change to their agendas. However, at present there is no clear definition or understanding of that phrase. The Committee on Open Government made clear that this phrase often differs from one situation to the next, meaning that it is fact specific. This is good news, as they appear to be recognizing and endorsing the need for some level of flexibility, but any action within 24 hours of the meeting should be considered carefully.

Practically speaking, the new law means that school districts should proceed with caution when making last minute changes to agendas or subjects of discussion. Every effort should be made to identify matters for discussion as soon as possible, so that a compliant posting can be made as far in advance of the 24-hour deadline as possible. This may include posting on a Friday for a Monday meeting, as it is unclear if “to the extent practicable” would apply when an employee’s absence created the delay. Districts may want to consider updating their policies to reflect this earlier time requirement, to provide staff with sufficient notice of the change.

Regardless of the timeline, school districts should make every effort to post a relevant document as soon as possible or think twice before making late additions or changes. If a last-minute change needs to be made, there are a few positive steps that districts should take which may help avoid litigation. Districts should have copies of the new resolution, document, or policy available at the meeting and should

offer a brief explanation regarding why the posting couldn't be made 24 hours in advance. Before stating anything on the record, everyone should be clear on the need for the delay and agree on how it will be presented to the public. This is a new requirement on school districts, and every effort should be made to proceed with caution until further clarity comes from the state or some other party's litigation. Please reach out to our office if you have any questions or concerns.

Finally, please remember that this change does not affect the current understanding of what documents need to be disclosed. As before, school districts can and should consider all proposed settlements or legal claims, memorandums of agreement, employment matters, collective bargaining agreements, and contracts to hire in executive session. The change in law does not mandate that school districts make these documents available to the public.



## **SUPPORTING TRANSGENDER STUDENTS**

Gender identity is a protected class under federal law (Title VII And Title IX), NYS Human Rights Law and DASA. This means that a school district or its employees can be liable for discriminating against transgender students. It is imperative that districts try to create a safe and trusting educational atmosphere for all students. Therefore, when a transgender student approaches a district about his/her gender

identity, the best course of action a district can take is to follow the wishes of the student. However, nothing is ever that easy. This article will help navigate some of the trials and tribulations that districts face when providing support to transgender students, including how to work with parents, staff or students, recordkeeping and identification on tests.

The best case scenario for any district is to have parents that support the student and a school community that accepts transgender students. Unfortunately, this is not always the case, yet it is still the district's obligation to support the transgender student. A common issue is how and when a district needs to notify parents if a student tells the district of his/her transgender status and requests that the district not tell his/her parents. The district must balance the student's rights and safety against parental rights, but there are not necessarily clear answers to those situations. It is important for districts to address each situation individually, rather than use a singular approach for all situations. While there is no correct way, a district should look at the underlying factors such as the student's age, grade and mental/emotional state. Are there reasons the student does not want his/her parents to know? Does the student feel safe at home? Is there a possibility the news could result in an unsafe atmosphere at home and/or lead to child abuse? The district should work with the student to address any concerns with the family. At some point, the district should also be clear with the student that the parents will eventually find out about the student's gender identity. It may be necessary for the district to set up a meeting with the student and the parents to have the discussion in a safe and supportive atmosphere. The goal should be to create a positive relationship with the family and also provide any necessary resources to ensure the student feels safe at school and at home. If the parents continue not to support or forbid

their student to be openly transgender at school, the district should consider that its failure to follow the wishes of the student may have consequences under federal and state law for violating the rights of a transgender student.

The above issue could become more complicated if the parents are requesting educational records before the student and/or district has told the parents. Generally, FERPA and its regulations protect records/documents relating to a student's educational record from disclosure unless there is a demonstrated need. An educational record is very broad – any record (handwriting, video or audio tape, computerized data, film, print, microfilm or microfiche) except teacher's notes, medical records and statistical data. See 20 U.S.C. § 1232g; 34 C.F.R. § 99.3. Has the district changed the student's name in its official files? Has it created a separate file with the student's birthname? Is the student only being addressed by a new name verbally in his/her classes? If a district is changing the student's name on discipline, transcript and attendance reports, etc., a parent can request and be entitled to these documents. A district can try to stall, but at some point the parent will see a new name if these records are changed. The student should be aware of this when discussing the plan and timeline for telling his/her parents.<sup>1</sup>

Another issue may occur when school communities refuse to accept transgender students. However, it is not up to the community to dictate how a student prefers his/her gender. To help alleviate outside concerns, the District should try to work together so all parties feel welcome and

---

<sup>1</sup> Keep in mind that for older students, all of the rights under FERPA transfer to the student, so the parents may not be entitled to this information if the student is 18 or older. No other student or community member is allowed to view these records. This means that the name and gender from a student's birth cannot be shared. Only other staff with a "legitimate educational interest" can view the student's education records.

safe, but it should never be at the expense of the transgender student – i.e. force the transgender student to change separately in a locker room or use a different bathroom. It may also be an appropriate time to provide education for the school community at large to try to create a more positive environment.

Finally, the issue whether transgender students must use their legal name on tests. For tests that are developed locally in the district, the student's preferred name should be used, just like referring to the student by his/her preferred name throughout the district should be used. For standardized tests, which are reported to the state, the student's birth name and gender may need to be used if there has not been a legal name change. Furthermore, for the SATs or ACTs, tests regulated by outside organizations, the student may need to supply their legal name and sex as stated on their birth certificate. These tests are not school related, so it is up to the organization how the student must identify himself/herself. In places where students need to use their legal names, the district should discuss with them to prevent any surprises and provide assistance, as necessary.

There are many issues that districts face when trying to maintain a trusting, supportive and safe environment for all of its students, including transgender students. Districts should remember that the primary goal is to protect the rights of the student. Please contact us if these issues arise.

## RECENT AREA TEACHER CONTRACT SETTLEMENTS

### CAYUGA-ONONDAGA BOCES

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	AVG.
BOCES	2.25	2.25	2.50	2.70	2.75	2.80	2.80	1.99	1.99			2.45
Auburn	2.25	2.60	2.60	2.60	2.70	2.75	2.80	2.85				2.64
Cato-Meridian	2.00	2.70	2.60	2.50	2.85	2.85	2.70	3.50	3.25	3.00		2.80
Jordan-Elbridge	2.50	2.50	2.50	2.80	2.80	2.80	2.80	4.00	4.00	4.00		3.07
Moravia	2.50	2.50	2.50	2.90	2.85	2.80	2.80	2.80	2.80			2.71
Port Byron	2.00	2.50	2.60	2.70	2.60	2.88	2.88	2.88	2.88			2.66
Skaneateles	2.50	2.60	2.75	3.20	3.10	3.00	3.40	3.60	3.60			3.08
So. Cayuga	2.25	2.25	2.75	2.75	2.75	\$1,900	3.00	\$1,900				2.63
Union Springs	2.00	2.50	2.50	2.50	2.75	2.80	2.85	2.85	2.88	2.99		2.66
Weedsport	2.00	2.50	2.50	2.75	2.75	2.75	2.75	3.00	3.00			2.67
	2.23	2.49	2.58	2.74	2.79	2.83	2.88	3.05	3.09	3.33		

### BROOME-TIOGA BOCES

Chenango Valley	2.75	2.75	2.75	2.75	\$2,000	3.00	3.00	3.00				2.86
Deposit	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	2.80	2.95	2.95	2.95	2.95	3.10 + \$300	3.10	4.90	2.96	2.96	2.96	3.15
Owego-Apal.	2.00	2.95	2.85	2.75	3.00	3.50	3.00	3.00				2.82
Union-Endicott	2.70	2.60	2.90	2.90	3.50	3.50	3.00	3.00				3.01
Vestal	2.95	2.95	2.95	3.00	3.00	3.00	3.00	3.00	3.15	3.20		3.02
Whitney Point	2.20	2.50	2.60	2.70	3.00	3.00	3.00	3.00	3.00	3.00		2.80
	2.56	2.81	2.86	2.86	3.07	3.10	3.02	3.32	3.04	3.05	2.96	

### DELAWARE-CHENANGO-MADISON-OTSEGO BOCES

Sidney	3.00	3.00	3.20	4.00	4.00	4.00	4.00	3.00				3.60
--------	------	------	------	------	------	------	------	------	--	--	--	------

### OSWEGO BOCES

Hannibal	2.20	2.20	2.20	2.75	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.76
----------	------	------	------	------	------	------	------	------	------	------	------	------

### TOMPKINS-SENECA-TIOGA BOCES

Candor	1.5 + \$1000	1.5 + \$1000	2.0 + \$500	3.20	2.0 + \$44/step	2.0 + \$44/step						2.03
Dryden	3.00	3.00	3.05	3.13	4.42	4.25	4.14	3.31				3.54
Groton	2.60	2.70	2.70	6.00	6.00	3.00	3.00	3.00	3.50			3.61
Lansing	3.00	3.00	3.25	2.85	2.90	2.65	3.75	3.75	3.50	3.50		3.22
Newfield	3.50	2.75	2.50	3.25	3.00	3.25	3.00	3.00	3.75	4.00	4.25	3.20
South Seneca	2.45	1.45	2.75	3.25	3.25	3.50	3.50	3.50	3.50			3.02
Trumansburg	3.00	2.50	3.00	3.25	3.50	3.50	3.00	3.25	3.75	4.00		3.28
	2.79	2.49	3.11	3.72	3.72	3.60	3.40	3.30	3.60	3.83	4.25	



## RECENT AREA TEACHER CONTRACT SETTLEMENTS

### WAYNE - FINGER LAKES BOCES

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	AVG.
Clyde-Savannah	2.25	2.25	3.50	3.25	3.25	3.00	2.0 + \$125	3.30	3.25	3.25	3.25	3.06
Dundee	3.00	3.30	3.40	2.50	4.00	3.25	3.25					3.24
Gananda	2.75	3.00	3.00	3.20	3.10	3.20	3.40					3.09
Geneva	2.00	3.00	3.50	3.50	2.50	3.00	2.50	2.50	2.70			2.80
Gorham-Middlesex	2.50	2.50	3.00	3.00	3.00	3.00						2.83
Honeoye	2.75	2.75	2.90	3.30	3.30	3.35	3.45	3.60	3.60	3.50	3.40	3.26
Lyons	2.50 + \$600	2.70 + \$300	2.90 + \$700	2.90 + \$300	2.90 + \$200	3.10*	3.30*	*5.10	3.60	3.60	3.60	3.29
Manchester-Shortsville	2.00	2.50	3.00	2.50	2.50	2.50						2.50
Naples	2.25	2.50	2.50	2.60	3.50	3.45	3.35	3.25				2.93
Newark	2.50	3.00	3.00	3.00	3.25	3.10	3.20	3.30	3.30	3.30	3.30	3.11
Palmyra-Macedon	2.50	1.75 + \$500	2.75	2.75	2.75	3.25	3.25	3.25	3.25	3.50		3.03
Penn Yan	2.00	2.00	2.30	3.00	3.00	3.00	3.00	3.0% + \$125	3.0% + \$125			2.61
Phelps-Cl Springs	2.00	2.00	3.00	3.00	3.00	3.00	3.00	3.60	3.90			2.94
Red Creek	2.40	2.40	4.00	3.25	3.00	2.50						2.93
Romulus	1.50	5.00	3.00	3.00	3.00	2.75	2.75	2.75				2.97
Seneca Falls	2.00	3.00	2.75	2.50	2.00	3.00	3.00	3.00	\$1,200			2.66
Sodus	2.20	3.00	3.00	3.30	3.30	3.00	3.00	3.00	3.00			2.98
		* 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						
Waterloo	1.75	1.95	3.00	3.00	3.50	3.50	3.25	3.25				2.90
Wayne	2.00	3.50	4.00	2.50	3.00	3.00	3.00	3.00				3.00
Williamson	2.50	2.50	2.60	2.50	3.00	3.00	3.75	3.15				2.88
	<b>2.26</b>	<b>2.79</b>	<b>3.06</b>	<b>2.93</b>	<b>3.05</b>	<b>3.05</b>	<b>3.15</b>	<b>3.29</b>	<b>3.33</b>	<b>3.43</b>	<b>3.39</b>	

\* Lyons: 2019-20 and 2020-21 + \$1,000 at 21 years; 2021-22 all unit members received an extra assignment

Denotes Current Contract  
Denotes Previous Contract

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
CAYUGA-ONONDAGA BOCES												
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	Avg.
<b>BOCES</b>												
Aides (CSEA)	2.00	2.50	2.50	2.50	2.70	2.75	2.80	1.99	1.99	1.99		2.37
Non-Instructional	2.00	2.50	2.50	2.70	2.75	2.80	2.80	1.99	1.99	1.99		2.45
<b>Auburn</b>												
Aides/Clerical (NYSUT)	2.00	2.00	2.60	2.60	2.60	2.90	2.85	2.80	2.75	2.75		2.59
Bus Drivers (CSEA)	2.25	2.25	2.60	2.60	2.60	2.95	2.95	2.95	2.90	2.90		2.70
Cust/Maint. (CSEA)	2.25	2.25	2.60	2.60	2.60	2.95	2.95	2.95	2.90	2.90		2.67
Nurses (SEIU)	1.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50				2.38
<b>Cato-Meridian</b>												
Aides/Ass'ts (SEIU)	50¢/hr	75¢/hr	75¢/hr	75¢/hr	50¢/hr	45¢/hr	45¢/hr	7.00	3.00	3.00		4.33
Bus Drivers (CSEA)	2.00	2.00	2.00	2.50	2.50	2.25	2.25	5.00	3.00	3.00	3.00	2.68
Cust./Maint. (CSEA)	2.00	2.00	2.00	2.50	2.50	2.25	2.25	5.00	3.00	3.00	3.00	2.68
<b>Jordan-Elbridge</b>												
Aides/Clerical(SEIU)	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	2.50	2.50	2.50	3.00	3.00	3.00				2.56
Cust./Maint (SEIU)	3.00	2.50	2.50	2.50	2.80	3.00	50¢+3.0	50¢+3.0				2.81
Cafeteria (SEIU)	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	2.75	2.75	2.75	3.00	3.00	3.00				2.31
<b>Moravia</b>								On 1/1/22 add \$1.40/hr				
Aides/Ass't (CSEA)	2.00	2.00	2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75			2.54
CSEA	2.00	2.00	2.75	2.75	2.75	70¢/hr	2.75	70¢/hr	2.75			2.54
<b>Port Byron</b>												
Aides (SEIU)	2.00	2.50	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr			2.40
Cust./Maint. (CSEA)	2.00	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr			2.30
Cafeteria (CSEA)	2.00	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr			2.30
Nurse (CSEA)	2.00	2.00	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr			2.30
Clerical (SEIU)	2.00	2.50	2.50	2.50	2.50	70¢/hr	70¢/hr	70¢/hr	70¢/hr			2.40
<b>Skaneateles</b>												
Aides (CSEA)	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00		2.79
Tchr Ass't (CSEA)	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00		2.79
Cust./Maint (CSEA)	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00		2.79
Nurses (CSEA)	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00		2.79
Clerical (CSEA)	2.50	2.60	2.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00		2.79
<b>So. Cayuga</b>												
Aides (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
Tchr. Ass't (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
Bus Drivers (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
Bus Mech (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
Cust./Maint (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
Cafeteria (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
CAYUGA-ONONDAGA BOCES cont'd												
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	Avg.
<b>So. Cayuga cont'd</b>												
Nurses (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
Clerical (CSEA)	2.50	45¢/hr	45¢/hr	45¢/hr	50¢/hr	2.75	50¢/hr	3.25	3.25	3.25		2.94
<b>Union Springs</b>												
Aides (SEIU)	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.50
Tchr. Ass'ts (SEIU)	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.50
Bus Drivers (CSEA)	2.00	2.50	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.64
Bus Mech (CSEA)	2.00	2.50	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.64
Cust/Maint. (CSEA)	2.00	2.50	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.64
Cafeteria (CSEA)	2.00	2.50	2.50	2.50	3.00	3.00	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.64
Nurses (SEIU)	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.50
Clerical (SEIU)	2.50	2.50	2.50	*2.50	*2.50	*2.50	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	2.50
				* @ % + \$250								
<b>Weedsport</b>												
Aides (CSEA)	1.95	2.50	2.50	2.50	2.75	2.75	2.75	2.75	3.00	3.25		2.67
Bus Drivers (CSEA)	1.95	2.50	*2.50	*2.50	2.75	2.75	2.75	\$5/hr	3.00	3.25		2.62
		*Bus drivers @ % + 30¢										
Bus Mech (CSEA)	1.95	2.50	2.50	2.50	2.75	2.75	2.75	\$5/hr	3.00	3.25		2.59
Cust/Maint. (CSEA)	1.95	2.50	2.50	2.50	2.75	2.75	2.75	2.75	3.00	3.25		2.61
Nurses, Clerical												
<b>C-O BOCES Avg.</b>	<b>2.25</b>	<b>2.34</b>	<b>2.43</b>	<b>2.61</b>	<b>2.73</b>	<b>2.84</b>	<b>2.83</b>	<b>3.26</b>	<b>2.96</b>	<b>3.06</b>	<b>3.00</b>	
<b>BROOME-TIOGA BOCES</b>												
<b>Chenango Valley</b>												
Non-Instruct. (NYSUT)	2.50	2.90	3.00	3.00	3.00	3.00	3.0 or 70¢/hr	3.0 or \$1/hr	3.0 or 70¢/hr	3.0 or 70¢/hr		2.94
<b>Deposit</b>												
CSEA	3.00	3.00	3.00	3.00	3.00	\$1/hr	4.00	50¢/hr				3.17
<b>Maine-Endwell</b>												
Cust./Maint.	50¢/hr	50¢/hr	50¢/hr	75¢/hr	65¢/hr	60¢/hr						
Supp Staff	3.00	3.15	\$1150-\$1375	\$950-\$1225	\$850-\$1150	75¢/hr	75¢/hr	70¢/hr	80¢/hr	80¢/hr	80¢/hr	3.08
Transp	\$700	\$800	\$910-\$1625	\$860-\$1525	\$810-\$1425	\$300 + 3.25	\$300 + 3.25	70¢/hr	70¢/hr	70¢/hr		3.25
<b>Owego-Apalachin</b>												
NYSUT	1.99	2.50	2.50	2.50	2.85	2.85	2.85					2.58
<b>Union Endicott</b>												
Cafe. Workers	2.70	2.70	2.70	3.40	*3.00	*3.00	3.00	3.00				2.92
Cent Office	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00				2.94
Comp & Tech	2.70	2.70	2.70		3.00	3.00	3.00	3.00				2.94
Dist Office	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00				2.94
Maint. Workers	2.70	2.70	2.70	3.40	5.00	3.00	2.00	2.00				2.94
School Aides	2.70	2.70	2.70	3.40	3.00	*3.00	*3.00	12.9	3.00	3.00	3.00	4.34
Transp	2.70	2.70	2.70	3.40	3.00	3.00	3.00	3.00				2.90



RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	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)	2.50	2.50	2.50	3.00	3.00	3.00	3.00					2.79
<b>B-T BOCES Avg</b>	<b>2.66</b>	<b>2.75</b>	<b>2.73</b>	<b>3.17</b>	<b>3.15</b>	<b>2.98</b>	<b>2.98</b>	<b>4.48</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>	
<b>OSWEGO BOCES</b>												
<b>Hannibal</b>												
CSEA	1.95	2.00	2.50	2.75	3.00	3.00	3.00	2.25	2.00			2.49
HEA	2.20	2.20	2.20	2.25	3.00	3.00	3.00	3.00				2.61
<b>TOMPKINS-SENECA-TIOGA BOCES</b>												
<b>Dryden</b>												
NYSUT	2.85	2.66	2.90	3.75	3.50	3.50	3.00	3.80	3.80			3.31
<b>Groton</b>												
CSEA	2.75	2.75	2.25	2.25	2.25	\$1.50/hr	3.00	60¢/hr				2.54
<b>Lansing</b>												
NYSUT	3.50	60¢/hr	3.00	50¢/hr	60¢/hr	75¢/hr	75¢/hr	\$1.29/hr				3.25
<b>Newfield</b>												
CSEA	1.50	2.25	2.25	3.00	3.00	3.00	3.00					2.57
<b>South Seneca</b>												
Local	2.00	2.00	2.60	2.10	2.00	\$1.40-\$2	3.50	2.50	2.50			2.40
<b>Trumansburg</b>												
Local	2.50	2.50	50¢/hr	56¢/hr	3.50	3.00	3.25	3.50				3.04
<b>T-S-T BOCES Avg.</b>	<b>2.52</b>	<b>2.43</b>	<b>2.60</b>	<b>2.78</b>	<b>2.85</b>	<b>3.17</b>	<b>3.15</b>	<b>3.27</b>	<b>3.15</b>			
<b>WAYNE-FINGER LAKES BOCES</b>												
<b>Clyde-Savannah</b>								* 1.5% - 3%, based on years				
Supp Pers (CSEA)	2.50	2.50	3.50	3.50	3.50	3.50	2.50	*+70¢/hr	2.50	2.50	2.50	2.90
Transp.	2.00	2.00	3.75	3.60	3.50	3.50	75¢/hr	3.00	1.50	0.00*		2.48
								*up to \$28.50/hr based on yrs				
<b>Dundee</b>												
CSEA	2.00	2.00	2.50	2.50	2.50	4.00	4.00	4.00				2.94
<b>Gananda</b>												
CSEA	2.80	2.80	50¢/hr	70¢/hr	70¢/hr	75¢/hr	\$1.25/hr	75¢/hr				3.00
			OR 3.2%									
<b>Geneva</b>					*for 5+ yrs of service up to \$1.00							
CSEA	2.00	3.00	3.00	3.00	*5¢/hr/yrs	75¢/hr	75¢/hr					2.75
<b>Gorham-Middlesex (NYSUT)</b>												
Bus Drivers	2.25	2.70	2.70	2.70	\$1/hr	\$1/hr	\$1/hr	\$1/hr				2.59

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS												
WAYNE-FINGER LAKES BOCES con't												
	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	Avg.
<b>Honeoye</b>												
NYSUT	2.75	2.50	3.00	2.95	2.95	3.50	3.35	3.30	3.30			3.07
<b>Lyons</b>												
NYSUT	2.50	2.50	1.80	1.80	1.80	2.90	2.90	2.90				2.39
			+54¢/hr	+54¢/hr	+54¢/hr	+70¢/hr	+70¢/hr	+70¢/hr				
<b>Manchester-S'ville</b>												
CSEA	1.90	2.50	2.50	2.50	35¢/hr	30¢/hr	60¢/hr	70¢/hr	70¢/hr			2.35
<b>Naples</b>												
CSEA	2.70	2.70	2.80	2.90	2.90	3.50	3.50	3.75	3.90			3.18
<b>Newark</b>				*or starting rate +1.2% if greater								
Custodians (CSEA)	2.00	2.40	2.00	* 50¢/hr	2.90	2.90	2.75	\$2.25/hr	\$1.75/hr	\$1.00/hr	\$1.00/hr	2.49
Tchr Aides/Asst (NYSUT)	2.40	2.00	*2.25	*2.25	1.50	* 2.9 + 40¢/hr	* 2.9 + 35¢/hr	* 2.9 + 35¢/hr				2.29
			* 2.25-3.0% based on years			* OR Salary Rate						
<b>Palmyra-Macedon</b>												
CSEA	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	2.35	2.35	3.00	3.00	3.00	3.00	3.00	3.00		2.72
<b>Phelps-CI Springs (NYSUT)</b>								On 1/1/22 add \$2.50/hr				
Nurses/Food Serv/Bus Driv/Maint	2.00	2.00	3.00	3.00	3.00	2.25	3.50	3.50	2.00	2.50	2.50	2.69
Aides/Clerical	2.00	2.00	3.00	3.00	3.00	3.00	4.30	4.50	4.50			3.26
<b>Red Creek</b>												
CSEA	2.00	* 3.50	2.50	2.50	\$1/hr	3.00	\$1/hr	3.00				2.60
		* 2015-16 % based on hire date										
<b>Romulus</b>												
CSEA	1.50	3.00	3.00	3.00	3¢/hr +2.85%	3¢/hr +2.85%	3¢/hr +2.85%	3¢/hr +2.85%				2.63
				or	48¢/hr	48¢/hr	48¢/hr	48¢/hr				
<b>Seneca Falls</b>												
NEA/NYSUT	2.00	3.00	2.75	2.50	2.00	3.00	3.00	2.50	2.00			2.53
<b>Waterloo</b>												
NEA/NYSUT	1.75	1.95	3.00	3.00	3.00	3.00	3.00	3.00				2.71
<b>Wayne</b>												
CSEA	2.70	2.90	2.90	2.70	2.90	5.00	4.25	4.00	4.00			3.48
					OR \$1.00/hr							
<b>Williamson</b>												
CSEA	2.00	1.75	2.00	3.50	3.25	3.00	3.00	3.00	2.75	2.75	2.75	2.70
<b>WFL BOCES Avg.</b>	<b>2.29</b>	<b>2.44</b>	<b>2.76</b>	<b>2.84</b>	<b>2.83</b>	<b>3.10</b>	<b>3.37</b>	<b>3.48</b>	<b>2.92</b>	<b>2.28</b>	<b>2.54</b>	

# AREA UNEMPLOYMENT RATES

## New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	9.4%	9.7%	8.4%	7.7%	7.0%	7.2%	7.4%	7.1%	6.3%	6.0%			
2020	4.1%	4.1%	4.4%	16.2%	15.7%	14.8%	14.8%	11.6%	9.9%	8.3%	8.3%	8.5%	10.0%

## Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	7.2%	7.4%	6.6%	5.6%	5.0%	5.4%	5.5%	5.3%	4.4%	4.3%			
2020	4.8%	4.9%	5.0%	17.3%	12.7%	11.6%	11.7%	8.8%	6.1%	5.7%	5.8%	6.5%	8.4%

## Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	6.9%	7.1%	6.5%	5.3%	4.7%	4.9%	5.1%	5.0%	4.1%	4.1%			
2020	5.1%	5.2%	5.3%	16.6%	11.5%	10.5%	11.0%	8.5%	5.4%	5.0%	5.2%	5.9%	7.9%

## Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	7.5%	7.8%	6.9%	5.7%	5.1%	5.6%	5.8%	5.5%	4.6%	4.5%			
2020	5.6%	5.6%	5.7%	17.2%	12.2%	11.6%	12.0%	9.1%	6.2%	5.9%	6.2%	6.8%	8.7%

## Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	5.3%	5.4%	4.7%	4.1%	3.7%	4.3%	4.6%	4.3%	3.5%	3.5%			
2020	3.7%	3.6%	3.6%	11.0%	8.7%	9.2%	9.3%	6.9%	4.7%	4.4%	4.6%	4.7%	6.2%

## Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	6.2%	6.5%	6.0%	4.9%	4.3%	4.6%	4.6%	4.4%	3.7%	3.6%			
2020	4.7%	4.8%	5.0%	15.2%	10.8%	9.9%	10.1%	7.6%	5.0%	4.8%	5.0%	5.6%	7.4%

## Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2021	7.0%	7.1%	6.4%	5.5%	4.9%	5.3%	5.3%	5.2%	4.3%	4.2%			
2020	4.6%	4.6%	4.8%	15.9%	11.9%	11.2%	11.7%	9.0%	6.3%	5.8%	6.0%	6.7%	8.2%

*\* Please note that 2020 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
-----------------------------------	-----------------------------------	----------------------------------

## September 2021

### NY-Northeastern New Jersey Area

1. All Urban Consumers	295.488	0.5	3.8
2. Urban Wage Earners & Clerical Workers	290.733	0.6	4.2

### U.S. City Average

1. All Urban Consumers	274.310	0.3	5.4
2. Urban Wage Earner & Clerical Workers	269.086	0.3	5.9

## October 2021

### NY-Northeastern New Jersey Area

1. All Urban Consumers	296.472	0.3	4.3
2. Urban Wage Earners & Clerical Workers	291.835	0.4	4.9

### U.S. City Average

1. All Urban Consumers	276.589	0.8	6.2
2. Urban Wage Earners & Clerical Workers	271.552	0.9	6.9

# 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-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	251.1	0.5	257.8	0.6	276.5	1.2	282.3	1.3
Jul-20	252.6	1.0	259.1	1.0	277.9	1.7	283.6	1.7
Aug-20	253.6	1.4	259.9	1.3	277.9	1.5	283.5	1.4
Sep-20	254.0	1.5	260.3	1.4	278.9	1.9	284.6	1.9
Oct-20	254.1	1.3	260.4	1.2	278.3	1.8	284.1	1.7
Nov-20	253.8	1.3	260.2	1.2	277.7	1.5	283.3	1.4
Dec-20	254.1	1.4	260.5	1.4	278.8	1.8	284.4	1.6
Jan-21	255.3	1.6	261.6	1.4	279.9	1.4	285.5	1.2
Feb-21	256.8	1.9	263.0	1.7	281.0	1.7	286.5	1.4
Mar-21	258.9	3.0	264.9	2.6	281.8	2.1	287.5	2.0
Apr-21	261.2	4.7	267.1	4.2	283.9	3.3	289.5	3.2
May-21	263.6	5.6	269.2	5.0	285.3	3.2	291.0	3.2
Jun-21	266.4	6.1	271.7	5.4	288.3	4.3	293.9	4.1
Jul-21	267.8	6.0	273.0	5.4	288.3	3.7	293.6	3.5
Aug-21	268.4	5.8	273.6	5.3	289.1	4.0	293.9	3.7
Sep-21	269.1	5.9	274.3	5.4	290.7	4.2	295.5	3.8
Oct-21	271.6	6.9	276.6	6.2	291.8	4.9	296.5	4.3
Nov-21								
Dec-21								

# THE ADVOCATE STAFF

## Editorial Assistant & Desktop Publisher:

Kelly M. Walsh

## Contributors:

Randy J. Ray • Nick Minderler •  
Robert Stamey • Mark Detwiler

## Published by:

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

*\* All Rights Reserved*

## PAST ISSUES OF “THE ADVOCATE”

Past issues of “The Advocate” can be read and/or downloaded for your reference at your convenience.

Simply go to our website at [www.cayboces.org](http://www.cayboces.org), navigate through Professional Services, then Labor Relations, then click the link to “The Advocate” newsletter.

## NOTICE OF NON-DISCRIMINATION

The Cayuga-Onondaga BOCES does not discriminate on the basis of an individual’s actual or perceived race, color, religion, creed, ethnicity, national origin, citizenship status, age, marital status, partnership status, disability, predisposing genetic characteristics, sexual orientation, gender/sex, military status, veteran status, domestic violence victim status or political affiliation, and additionally does not discriminate against students on the basis of weight, gender identity, gender expression, and religious practices or any other basis prohibited by New York state and/or federal non-discrimination laws in employment or its programs and activities. The BOCES provides equal access to community and youth organizations.

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

Randy J. Ray  
Director of Personnel Relations and Civil Rights Compliance Officer  
1879 West Genesee Street Road  
Auburn, NY 13021  
(315) 255-7683  
[rray@cayboces.org](mailto:rray@cayboces.org)