



THE ADVOCATE

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VOLUME XLV SEPTEMBER - OCTOBER 2025

IN THIS ISSUE

- + **2025 CELL PHONE LAW:
RAISING MORE QUESTIONS
THAN ANSWERS**
- + **NEW YORK STATE
REITERATES FAPE FOR
SPECIAL EDUCATION
STUDENTS UNTIL AGE 22**
- + **AMENDMENT TO CIVIL
SERVICE LAW SECTION 80**
- + **AREA TEACHERS AND
NON-INSTRUCTIONAL
SETTLEMENTS**
- + **AREA UNEMPLOYMENT
RATES FOR AUGUST 2025**
- + **CONSUMER PRICE
INDICES FOR JULY AND
AUGUST 2025**

2025 Cell Phone Law: Raising More Questions than Answers

The Amendment to NYS Education Law Section 2803, also known as “The Distraction-Free Schools Law,” prohibits the use of cell phones and other internet-enabled devices during the school day. This law was passed as a part of the Fiscal Year 2026 State Budget. As such, there is no legislative history to review for understanding.

There is, however, history from other bills that were presented to address the concerns around students’ use of cell phones in schools. In March 2025, the New York Assembly presented two bills that attempted to change the Education Law in order to tackle excessive cell phone use. Assembly Bill A6488 proposed to require the State Education Department (“SED”) to work with the New York State Council of School Superintendents and the New York State School Boards Association to establish model codes of conduct on school property for the use of cell phones by students during school hours and during classroom instruction. Assembly Bill A6547 proposed to require the Boards of Education of every school district to develop policies and procedures, specific to the individual school environments, for the use of cell phones by students during the school day. In both of the proposed legislative bills, there was an intent to bring various parties together to find solutions for cell phone use by students. Notably, neither bill declared an outright prohibition on cell phone use by students.

By contrast, Education Law Section 2803 expressly prohibits the use of internet-enabled devices, and offers no reference to or guidance from SED. The heart of the statute lies in the general rule stated in subsection (2) that every school district “...adopt a written policy prohibiting the use of internet-enabled devices by students during the school day anywhere on school grounds...” The following subsections set parameters for these district policies, specifically mandating that:

- Schools provide “one or more” methods

for parents or guardians to contact their children during the school day;

- Schools include “one or more methods for onsite storage where students may store” internet-enabled devices, “which may include lockers”; and
- Schools adopt and post such policies on or before August 1, 2025, just two months after the law took effect.

The portion of the law concerning the methods of storage for internet-enabled devices has raised questions about what is acceptable and compliant. However, there is no relevant regulatory guidance in place to provide clarification, so the plain language of the statute should be taken on its face. That is to say, the law requires schools to include ways for students to store their devices, but it simultaneously gives students flexibility in their choice of storage. The law says that “students may store...” It does not say “students shall store...” To this end, it has created an open-ended question of whether backpacks, lockers, pouches, bins, or rooms are considered compliant storage. However, regardless of how the phones are stored, they are clearly not compliant if students are using them. Use, not possession, of the internet-enabled devices is what constitutes a violation under the law.

Beyond stating the general rule, Education Law Section 2803 allows exceptions. It states that the district policies may permit use of internet-enabled devices where:

- Authorized for a “specific educational purpose;”
- Necessary for the management of a student’s healthcare;
- An emergency exists;
- Translation services are needed;
- Required by law; or
- On a “case by case basis, upon review and determination by a school psychologist, school social worker, or school counselor...”

These exceptions create more questions. The phrase “specific educational purpose,” is not defined by the law and has not been clarified by regulatory guidance or specific examples. Even if there was a definition for this educational purpose, who is then able to authorize it? The exception carved out for emergencies

appears clear, but if a district policy requires storage at a distance from students, then how would students be able to use their devices during such emergencies? The definition of an emergency is an unforeseen combination of circumstances, which creates a need for immediate reaction. If there is no time to reach a cell phone because it is stored at a distance, then how can a student use it in that circumstance? Regarding the management of a student's healthcare, would the parents be permitted to make this determination or would they need to provide documentation from a healthcare provider?

Lastly, Section 2803, subsection 7(b) prohibits "the suspension of a student if the sole grounds for the suspension is that the student accessed an internet-enabled device." This section has raised the question of enforcement. In other words, how are schools to enforce a law and policy without imposing consequences? The word "solely" in this context is informative and the key to clarity. While schools may not suspend students "solely" for using a cell phone, they can do so where the student shows disorderly, disruptive or insubordinate conduct. For example, where a student refuses to put their phone away into storage, refuses to turn it off or refuses to hand it over, then the law permits discipline based on insubordination. Similarly, where a student decides to use a cell phone during the school day to show images to others or to communicate with other students, then the law permits discipline based on disruption or disorderly conduct.

It is obvious that smart phones and social media applications have had a significant impact on schools and students. The hope behind the "bell to bell" law is that children will become more engaged, learn to socialize face to face versus screen to screen, and learn better by keeping their faces up. The difficulty lies not in the intention behind the law, but in all the questions raised in its application.

The Office of Labor Relations will have more updates on this topic if regulations or guidance from the NYS Education Department are released. Until then, please reach out to us at (315) 255-7683 with any questions you may have.

New York State Reiterates FAPE for Special Education Students Until Age 22

In 2021, the Second Circuit Court of Appeals¹ held that the Individuals with Disabilities in Education Act ("IDEA") required that public schools are responsible to provide a free appropriate public education ("FAPE") to students with disabilities until they turn the age of 22 or the day before they turn 22. See *A.R. v. Connecticut State Bd. of Ed.*, 5 F.4th 155 (2d Cir. 2021). The Second Circuit examined Connecticut law and the phrase in the IDEA stating, "3 through 21 inclusive," which the Court interpreted to mean every day until the student's 22nd birthday. After that decision, NYSED issued Formal Opinion of Counsel No. 242 (July 6, 2023) that clearly adopted the decision from *A.R.* See [Opinion](#). NYSED stated that the Connecticut statute examined in *A.R.* was "materially indistinguishable" from the New York statute defining eligibility for special education services. In both Connecticut and New York, the law requires special education services to last only until the conclusion of the school year the student turns the age of 21. However, each state also has laws that allow free public adult education to non-disabled individuals who have not received a high school diploma through their 22nd birthday. Therefore, NYSED stated that the decision in *A.R.* requiring "public schools in Connecticut to provide special education and related services to resident students with disabilities at least until their 22nd birthdays is equally applicable in New York."²

Despite this clear guidance, some school districts in New York chose not to follow *A.R.* On July 17, 2025, two cases were decided in the New York State Supreme Court Appellate

1 The highest federal appeals court with jurisdiction over New York.

2 NYSED further recommended, but did not require, that due to the issue that a student can turn 22 at any point during a school year, that a district should provide special education services through the end of the school year that the student turns 22 or upon receipt of a high school diploma, whichever occurs first.

Division, Third Department.³ First, in *Katonah-Lewisboro U.F.S.D. v. N.Y.S. Ed. Dept.*, 2025 N.Y. Slip Op. 04211 (3d Dept. 2025), a special education student that turned the age of 21 in the 2021–2022 school year and who had not earned a high school diploma was denied further services for the 2022–2023 school year. The family appealed to NYSED, who ruled in favor of the family that the district needed to provide FAPE until the day before his 22nd birthday. Subsequently, the district appealed, and the trial court ruled in the district's favor because it found that NYS law had an exemption for continued FAPE after turning the age of 21, and that neither A.R. nor NYSED's 2023 Opinion of Counsel controlled. See *Katonah-Lewisboro U.F.S.D. v. N.Y.S. Ed. Dept.*, 83 Misc. 3d 529 (Sup. Ct., Albany Cnty. 2024). Second, in *Mahopac C.S.D., v. N.Y.S. Ed. Dept.*, 2025 NY Slip Op. 04214 (3d Dept. 2025), the school district denied services for a special education student beyond the 2023–2024 school year since the student turned the age of 21 during that year. The family appealed to NYSED, who sustained the appeal. The school district subsequently appealed, and the trial court annulled NYSED's determination on procedural grounds.

At the appellate division, the Third Department agreed with NYSED's application of A.R. and interpretation of New York law in each case. In both decisions, the Court unequivocally held, "SED's determination that a school district should provide education services to students with disabilities until age 22 has a sound basis in reason and is supported by the record, and, thus, is not arbitrary and capricious." Additionally, in *Mahopac*, the Court indicated:

SED has the authority to examine federal and state law, along with cases interpreting said laws, in an effort to ensure compliance with federal law and to advise and guide school districts accordingly. Here, SED did exactly that. Relying on existing case law, including a case from the Second Circuit that explicitly found that, if a state provides public education classes aimed at the attainment of a secondary education to nonlearning-disabled

³ Although the Third Department does not control all of New York, it should be considered strong, persuasive authority throughout the state. Districts should remember that if one or both decisions are appealed, the New York Court of Appeals would have final say on the matter.

students, it must provide the same – no more or less – to learning disabled students up to the age of 22.

As a result of these two decisions, NYSED issued a memorandum on August 14, 2025 that re-emphasized A.R., and school districts' obligation to "provide a free appropriate public education (FAPE) to students who have not received a high school diploma through age 22." See [Memo](#). NYSED was very clear that "school districts may not continue to ignore the holding of A.R." and "any decision not to follow this obligation...will be considered willful within the meaning of Education Law § 306."⁴

Based on the above, pending any additional appeal to the New York Court of Appeals, districts should comply with multiple court decisions and opinions from NYSED counsel to provide FAPE to special education students that have not received a high school diploma until they turn the age of 22. Failure to comply could result in loss of funding and litigation.

⁴ A "willful" violation could result in the Commissioner of Education withholding state funds.

Amendment to Civil Service Law Section 80

As written in the *March/April 2024 Advocate*, our office indicated that non-competitive and labor class employees received statutory layoff protections under Section 80 and Section 81 of the Civil Service Law, similar to those already held by competitive class employees. The article also advised that districts could still follow previously negotiated or future negotiated layoff provisions for non-competitive and labor class positions. However, effective September 5, 2025, Civil Service Law Section 80(10) has been added to clarify that a CBA only controls when the layoff/recall rights provided are greater than what is indicated in the law. In other words, Section 80 is the floor for layoff rights, and it may be necessary to review CBAs to determine if layoff language for non-competitive and labor class employees meet the minimum standards of Section 80. If the procedures do not meet the minimum standards, districts would need to follow Section 80 or negotiate new layoff procedures. This may become a particular issue for teacher aides and 1:1 teacher aides. Please contact our office with any questions.

RECENT AREA TEACHER CONTRACT SETTLEMENTS

CAYUGA-ONONDAGA BOCES

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	AVG.
BOCES	2.75	2.80	2.80	1.99	4.00	4.00	4.00					3.19
Auburn	2.70	2.75	2.80	2.85	4.00	4.00	4.00	4.00				3.39
Cato-Meridian	2.85	2.85	2.70	3.50	3.25	3.00	4.00	3.70	3.40			3.25
Jordan-Elbridge	2.80	2.80	2.80	4.00	4.00	4.00	3.50	3.50	3.50			3.43
Moravia	2.85	2.80	2.80	2.80	4.25	4.25	4.25	3.85	3.85	3.80		3.55
Port Byron	2.60	2.88	2.88	2.88	2.88	3.75 +\$600	3.75	3.90	3.85	3.80		3.27
Skaneateles	3.10	3.00	3.40	3.60	3.60	4.00	4.00	4.00	4.00			3.63
So. Cayuga	2.75	\$1,900	3.00	\$1,900	4.75	4.50	4.10	3.75				3.81
Union Springs	2.75	2.80	2.85	2.85	2.88	2.99	4.00	3.85	3.75			3.19
Weedsport	2.75	2.75	2.75	3.00	3.00	3.00	3.25	3.25				2.97
	2.79	2.83	2.88	3.05	3.66	3.75	3.89	3.76	3.73	3.80		

BROOME-TIOGA BOCES

Chenango Forks						4.75	4.50	4.25				4.50
Chenango Valley	\$2,000	3.00	3.00	3.00	4.0+ \$1250	4.25	3.25	4.00	4.00			3.42
Deposit	2.99	\$400 + 3.00	\$400 + 3.00	\$400 + 3.00	\$400 + 3.00	3.00	3.00	3.00				3.00
Maine-Endwell	2.95	3.10 + \$300	3.10	4.90	2.96	2.96	2.96					3.31
Owego-Apal.	3.00	3.50	3.00	3.00	4.00	4.00	4.00	4.00	4.00	4.00		3.60
Union-Endicott	3.50	3.50	3.00	3.00	4.00	4.00	4.00	4.00				3.60
Vestal	3.00	3.00	3.00	3.00	3.15	3.20						3.06
	3.09	3.13	3.02	3.38	3.53	3.74	3.62	3.85	4.00	4.00		

DELAWARE-CHENANGO-MADISON-OTSEGO BOCES

Sidney	4.00	4.00	4.00	3.00	4.00	4.00	4.00					3.86
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CITI BOCES

Hannibal	3.00	3.00	3.00	3.00	3.00	3.00	3.00	5.00	4.00	4.00	3.50	3.41
Phoenix		3.00	3.00	3.00	3.00	4.00	4.00	4.00	4.00			3.50
	3.00	3.00	3.00	3.00	3.00	3.50	3.50	4.00	4.00	4.00	3.50	

TOMPKINS-SENECA-TIOGA BOCES

Candor	2.0 + \$44/step	2.0 + \$44/step	1.25	2.0 + \$45/step	2.0 + \$45/step	3.50	3.50	3.50	3.50			2.94
Dryden	4.42	4.25	4.14	3.31	\$200 + 4.80	\$200 + 4.80	\$200 + 4.80					4.03
Groton	6.00	3.00	3.00	3.00	3.50	7.00	4.50	4.00	4.00			4.22
Newfield	3.00	3.25	3.00	3.00	3.75	4.00	4.25	\$2K+ 3.50	5.00	\$2K+ 2.75		3.66
South Seneca	3.25	3.50	3.50	3.50	3.50	7.00	6.00	5.50				4.47
Trumansburg	3.50	3.50	3.00	3.25	3.75	4.00	3.00	4.00	4.50			3.61
	4.03	3.60	2.98	3.21	3.63	5.10	4.25	4.25	4.25	2.75		

RECENT AREA TEACHER CONTRACT SETTLEMENTS

WAYNE - FINGER LAKES BOCES

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	AVG.
Clyde-Savannah	3.25	3.00	2.0 + \$125	3.30	3.25	3.25	3.25	3.25				3.22
Dundee	4.00	3.25	3.25	2.75	2.75	2.75	5.50	5.00	4.00			3.69
Gananda	3.10	3.20	3.40	3.00	5.00	5.00	4.00	4.00				3.81
Geneva	2.50	3.00	2.50	2.50	2.70	4.00	4.00	3.70	3.20			3.12
Gorham-Middlesex	3.00	3.00	3.20	3.50	3.50	3.50	4.50	4.50	4.50			3.69
Honeoye	3.30	3.35	3.45	3.60	3.60	3.50	3.40	4.00	4.00	3.75	3.75	3.61
Lyons	2.90 + \$200	3.10*	3.30*	5.10	3.60	3.60	3.60					3.72
Manchester-Shortsville	2.50	2.50	4.50	4.50	4.00	4.00	4.25	4.00	4.00			3.81
Naples	3.50	3.45	3.35	3.25	3.50	3.50	4.25	4.25	4.25	4.00		3.73
Newark	3.25	3.10	3.20	3.30	3.30	3.30	3.30	3.00 + \$900 **	3.00 + \$750	3.00 + \$600		3.25
Palmyra-Macedon	2.75	3.25	3.25	3.25	3.25	3.50	4.25	4.25	4.25	4.25	4.00	3.47
Penn Yan	3.00	3.00	3.00	3.0% + \$125	3.0% + \$125	4.00 + \$1500	4.00	4.00				3.40
Phelps-Cl Springs	3.00	3.00	3.00	3.60	3.90	3.40	3.75	3.60	3.50			3.42
Red Creek	3.00	2.50			3.90 + \$600	3.90 + \$600	3.90 + \$600	4.50	4.00	4.00		3.71
Romulus	3.00	2.75	2.75	2.75	3.75	3.75	4.00	4.00	4.00	4.00		3.34
Seneca Falls	2.00	3.00	3.00	3.00	3.80	3.60	3.30	+1,200	4.00	4.00	4.00	3.10
Sodus	3.30	3.00	3.00	3.00	3.00	3.95	3.75	3.00	3.00			3.22
		* 2019-20, 2020-21, 2021-22, and 2022-23 or 2% off schedule, or \$12,000 if applicable				* Off Schedule: 2023-24: 3.45%, 2024-25: 3.25%, and 2025-26: 3.0%						
Waterloo	3.50	3.50	3.25	3.25	4.00	4.00	4.00	4.00				3.69
Wayne	3.00	3.00	3.00	3.00	3.50	3.50	4.25	4.00	4.00	3.75		3.50
Williamson	3.00	3.00	3.75	3.15	3.80	3.50	3.25	3.25				3.34
	3.05	3.05	3.23	3.32	3.58	3.68	3.93	3.97	3.89	3.96	3.92	

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

** Newark: 2025-26, depending on YOS, up to \$2,100 added to 2024-25 before % and \$ increase

Denotes Current Contract
Denotes Previous Contract

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS											
CAYUGA-ONONDAGA BOCES											
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	Avg.
BOCES											
Aides (CSEA)	2.80	1.99	1.99	1.99	3.00	3.85					2.60
Non-Instructional	2.80	1.99	4.00	4.00	4.00	3.85	3.85	3.85			3.54
Auburn											
Aides/Clerical (NYSUT)	2.85	2.80	2.75	2.75	2.75	\$3/hr	\$2.50/hr	\$2/hr			2.78
Bus Drivers (CSEA)	2.95	2.95	2.90	2.90	4.00	4.00	4.00	3.00	3.00		3.30
Cust/Maint. (CSEA)	2.95	2.95	2.90	2.90	4.00	4.00	4.00	3.00	3.00		3.30
Nurses (SEIU)	2.50	2.50	2.50	2.50	2.50	2.50	3.00	3.00			2.63
Cato-Meridian											
Aides/Ass'ts (SEIU)	45¢/hr	7.00	10.00	10.00	4.00	4.00	4.00				6.50
Bus Drivers (CSEA)	2.25	10.00	3.00	3.00	3.00	\$1.2+\$250	\$1/hr	\$1/hr			4.25
Cust./Maint. (CSEA)	2.25	5.00	3.00	3.00	3.00	\$1.2+\$250	\$1/hr	\$1/hr			3.25
Jordan-Elbridge											
Aides/Clerical(SEIU)	50¢+3.0	50¢+3.0	\$2+4.0	\$1.50+4.0	\$1.50+4.0						
Bus Drivers	3.00	3.00	4.00	4.00	4.00						3.60
Cust./Maint (SEIU)	50¢+3.0	50¢+3.0	\$2+4.0	\$1.5+4.0	\$1.5+4.0						
Cafeteria (SEIU)	50¢+3.0	50¢+3.0	\$2+4.0	\$1.5+4.0	\$1.5+4.0						
Transportation	3.00	3.00	4.00	4.00	4.00						3.60
Moravia		On 1/1/22 add \$1.40/hr									
Aides/Ass't (CSEA)	2.75	70¢/hr	2.75	\$2/hr	6.00	5.00					4.13
CSEA	2.75	70¢/hr	2.75	\$2/hr	6.00	5.00					4.13
Port Byron											
Aides (SEIU)	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00				4.00
Cust./Maint. (CSEA)	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00				4.00
Cafeteria (CSEA)	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00				4.00
Nurse (CSEA)	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00				4.00
Clerical (SEIU)	70¢/hr	70¢/hr	70¢/hr	4.00	4.00	4.00	4.00				4.00
Skaneateles											
Aides (CSEA)	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00			3.43
Tchr Ass't (CSEA)	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00			3.43
Cust./Maint (CSEA)	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00			3.43
Nurses (CSEA)	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00			3.43
Clerical (CSEA)	3.00	3.00	3.00	3.00	\$2.50/hr	4.00	4.00	4.00			3.43
So. Cayuga											
Aides (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
Tchr. Ass't (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
Bus Drivers (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
Bus Mech (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
Cust./Maint (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
Cafeteria (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS											
CAYUGA-ONONDAGA BOCES cont'd											
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	Avg.
So. Cayuga cont'd											
Nurses (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
Clerical (CSEA)	50¢/hr	3.25	3.25	3.25	\$1.50/hr	\$1.50/hr					3.25
Union Springs											
Aides (SEIU)	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1,750	\$1,750	\$1,750	\$1,750		
Tchr. Ass'ts (SEIU)	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1,750	\$1,750	\$1,750	\$1,750		
Bus Drivers (CSEA)	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr		3.00
Bus Mech (CSEA)	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr		3.00
Cust/Maint. (CSEA)	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr		3.00
Cafeteria (CSEA)	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1/hr		3.00
Nurses (SEIU)	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$1,750	\$1,750	\$1,750	\$1,750		
Clerical (SEIU)	*2.50	\$1/hr	\$1/hr	\$1/hr	\$1/hr	\$2,080	\$2,080	\$2,080	\$2,080		
Weedsport											
Aides (CSEA)	2.75	2.75	3.00	3.25	\$1.50/hr	\$1+3.25	3.50				3.04
Bus Drivers (CSEA)	2.75	\$5/hr	3.00	3.25	\$1.50/hr	\$1+3.25	3.50				3.04
Bus Mech (CSEA)	2.75	\$5/hr	3.00	3.25	\$1.50/hr	\$1+3.25	3.50				3.04
Cust/Maint. (CSEA)	2.75	2.75	3.00	3.25	\$1.50/hr	\$1+3.25	3.50				3.04
C-O BOCES Avg.	2.83	3.45	3.32	3.49	3.90	3.88	3.83	3.65	3.00		
BROOME-TIOGA BOCES											
Chenango Valley											
Non-Instruct. (NYSUT)	3.0 or 70¢/hr	3.0 or \$1/hr	3.0 or 70¢/hr	3.0 or 70¢/hr							3.00
Deposit											
CSEA	4.00	50¢/hr	\$2/hr	\$1.25/hr	\$1.25/hr	4.00	4.00	4.00			4.00
Maine-Endwell											
Cust./Maint.	50¢/hr	75¢/hr	75¢/hr	75¢/hr	75¢/hr						
Supp Staff	75¢/hr	70¢/hr	80¢/hr	80¢/hr	80¢/hr	5.50	5.50	5.50	5.50		5.50
Transp	\$300 + 3.25	70¢/hr	70¢/hr	70¢/hr	70¢/hr	5.00	5.00	5.00	5.00		4.65
Owego-Apalachin											
NYSUT	2.85	4.99 + 30¢/hr	4.99 + 30¢/hr	4.99 + 30¢/hr	4.00 + 25¢/hr	4.00 + 10¢/hr	4.00 + 10¢/hr				4.26
Union Endicott											
Cafe. Workers	3.00	3.00	4.0+80¢	4.0+80¢	4.00	4.00					3.50
Cent Office	3.00	3.00	4.0+80¢	4.0+80¢	4.00	4.00					3.50
Dist Office	3.00	3.00	\$400/YOS	4.00	4.00	4.00					3.60
Maint. Workers	2.00	2.00	\$1500 + 4.00	\$1500 + 4.00	4.00	4.00					3.00
School Aides	*3.00	12.9	3.00	3.00	3.00	4.00	4.00	4.00	4.00		4.74
Transp	3.00	3.00	\$2.50	\$1.50	\$1.50						3.00

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS											
BROOME-TIOGA BOCES cont'd											
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	Avg.
Vestal											
Paraprofessional	3.00		\$1.25	90¢/hr	80¢/hr	75¢/hr					3.00
Employees	0.00	10.0	\$3.00	\$1.00	\$1.00						5.00
B-T BOCES Avg	2.65	5.24	4.00	4.00	3.80	4.00					
OSWEGO BOCES											
Hannibal											
CSEA	3.00	2.25	2.00	\$1.75	\$1.75	\$1.50	\$1.50				2.42
HEA	3.00	3.00	3.00	3.00	3.00	3.00					3.00
TOMPKINS-SENECA-TIOGA BOCES											
Dryden				+ \$1.25/hour							
NYSUT	3.00	3.80	3.80	5.00	5.00	5.00					4.27
Groton											
CSEA	3.00	60¢/hr	\$1.30-\$2	50¢/hr	3.00	3.00					3.00
Newfield		+ 25¢/hr			+ 50¢/hr						
CSEA	3.00	4.50	4.50	\$ to base	3.00	3.00					3.60
South Seneca											
Local	3.50	2.50	2.50								2.83
Trumansburg											
Local	3.25	3.00	3.25	3.50	3.50	4.00					3.42
T-S-T BOCES Avg.	3.15	3.45	3.51	4.25	3.63	3.75					
WAYNE-FINGER LAKES BOCES											
Clyde-Savannah		* 1.5% - 3%, based on years									
Supp Pers (CSEA)	2.50	*+70¢/hr	2.50	2.50	2.50	4.00	3.75	3.75			3.07
Transp.	75¢/hr	3.00	1.50	0.00*	*\$/hr	3.50	3.25				2.06
		*up to \$28.50/hr based on yrs			*up to \$34/hr based on yrs						
Dundee											
CSEA	4.00	4.00	\$1.80	4.00	4.00	4.00					4.00
Gananda											
CSEA	\$1.25/hr	75¢/hr	\$1.10/hr or 3.8%	4.00	4.00	4.00					4.00
Geneva											
CSEA	75¢/hr	75¢/hr	\$1/hr	\$1/hr	4.00	4.00	3.60				3.87
Gorham-Middlesex (NYSUT)											
Bus Drivers	\$1/hr	\$1/hr	\$3/hr	\$1/hr	\$1/hr	\$1/hr					
Cust./F Serv	3.00	\$1/hr	\$1/hr	\$1/hr	\$1/hr						3.00
Teacher Aides	3.00	3.75	\$1/hr	\$1/hr	\$1/hr						3.38
Honeoye		*+\$/hr based on years		*+\$.30-1.20/hr based on years							
NYSUT	3.35	*3.30	3.30	*3.50	3.00	3.00					3.16

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS											
WAYNE-FINGER LAKES BOCES con't											
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	Avg.
Lyons											
NYSUT	2.90	2.90	2.90	2.90	2.90	6.00	6.00	6.00			4.06
	+70¢/hr	+70¢/hr	+90¢/hr	+90¢/hr	+90¢/hr						
Manchester-S'ville											
CSEA	60¢/hr	70¢/hr	70¢/hr	\$1/hr	\$1/hr	\$1/hr					
Naples				* greater of		* greater of					
CSEA	3.50	3.75	3.90	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr	*3.9 or 70¢/hr				3.78
Newark											
Custodians (CSEA)	2.75	\$2.25/hr	\$1.75/hr	\$1.00/hr	\$1.00/hr						2.75
Tchr Aides/Asst (NYSUT)	* 2.9 + 35¢/hr	* 2.9 + 35¢/hr	2.5 + 55¢/hr	2.5 + 65¢/hr	2.5 + 75¢/hr						2.70
Palmyra-Macedon											
CSEA, salary	\$2,500	\$2,600 or 3.50	\$2,080 or 3.50	3.50	3.50	4.75	4.00	3.75	3.75	3.75	3.79
CSEA, hourly	\$1.20/hr	\$1.25/hr or 3.50	\$1.00/hr or 3.50	3.50	3.50	4.75	4.00	3.75	3.75	3.75	3.79
Penn Yan					+\$1.15						
CSEA	3.00	3.00	3.00	3.00	4.00	4.00	4.00				3.33
Phelps-CI Springs		On 1/1/22 add \$2.50/hr									
Nurses/Food Serv/Bus Driver/Maint	3.50	3.50	2.00	2.50	2.50						2.80
Aides/Clerical	4.30	4.50	4.50	4.00	4.00	4.25	4.25				4.26
Red Creek											
CSEA	+60¢/hr	3.00	4.50	4.00	+\$1.50	+\$1.50	4.00				3.88
Romulus											
CSEA	3¢/hr +2.85%	3¢/hr +2.85%	\$1.50/hr	3.00	3.00	2.75					2.92
	48¢/hr	48¢/hr									
Seneca Falls		+\$1/hr									
NEA/NYSUT	3.00	2.50	2.00	3.30	3.30	3.30					2.90
Sodus				+50-75¢							
CSEA	3.00	3.00	3.00	3.00	3.50	3.50	3.75				3.25
Waterloo											
NEA/NYSUT	3.00	3.00	% based on YOS	4.00	4.00	4.00					3.60
Wayne											
CSEA	4.25	4.00	4.00	4.00	4.00	3.75	3.50				3.93
Williamson						+\$.40-1.25/hr					
CSEA	3.00	3.00	2.75	2.75	2.75	4.25	4.00	4.00			3.31
WFL BOCES Avg.	3.35	3.45	2.97	3.07	3.30	4.00	4.03	4.25	3.75	3.75	

AREA UNEMPLOYMENT RATES

New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.6%	4.3%	4.1%	3.6%	3.5%	3.8%	4.6%	4.7%					
2024	4.3%	4.5%	4.2%	3.9%	4.2%	4.3%	4.9%	4.9%	4.0%	4.1%	4.2%	4.1%	4.3%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.2%	4.4%	3.9%	3.0%	2.9%	3.2%	3.7%	3.9%					
2024	4.4%	4.5%	4.2%	3.7%	3.8%	3.7%	4.1%	4.0%	3.1%	3.2%	3.3%	3.5%	3.8%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.6%	4.9%	4.3%	3.2%	2.9%	3.0%	3.7%	3.9%					
2024	4.5%	4.7%	4.3%	3.8%	3.6%	3.5%	4.2%	4.0%	3.0%	3.1%	3.2%	3.5%	3.8%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.8%	5.0%	4.4%	3.3%	3.3%	3.7%	4.2%	4.5%					
2024	5.0%	4.9%	4.5%	4.0%	4.1%	4.1%	4.6%	4.5%	3.4%	3.6%	3.6%	4.0%	4.2%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	3.4%	3.6%	3.3%	2.6%	2.7%	3.2%	3.6%	3.9%					
2024	3.5%	3.5%	3.2%	2.9%	3.5%	3.8%	3.9%	3.9%	2.9%	2.9%	3.0%	3.0%	3.3%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.2%	4.6%	4.0%	2.9%	2.7%	2.9%	3.3%	3.5%					
2024	4.4%	4.5%	4.1%	3.5%	3.4%	3.3%	3.6%	3.4%	2.7%	2.8%	2.9%	3.3%	3.5%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2025	4.1%	4.4%	3.9%	3.0%	3.0%	3.3%	3.8%	4.0%					
2024	4.3%	4.4%	4.1%	3.7%	3.8%	3.7%	4.1%	4.0%	3.1%	3.2%	3.3%	3.4%	3.8%

** Please note that 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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July 2025

NY-Northeastern New Jersey Area

1. All Urban Consumers	346.385	0.0	3.2
2. Urban Wage Earners & Clerical Workers	340.842	0.1	3.2

U.S. City Average

1. All Urban Consumers	323.048	0.2	2.7
2. Urban Wage Earners & Clerical Workers	316.349	0.1	2.5

August 2025

NY-Northeastern New Jersey Area

1. All Urban Consumers	347.266	0.3	3.2
2. Urban Wage Earners & Clerical Workers	341.162	0.1	3.1

U.S. City Average

1. All Urban Consumers	323.976	0.3	2.9
2. Urban Wage Earners & Clerical Workers	317.306	0.3	2.8

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-23	293.6	6.3	299.2	6.4	312.2	6.0	318.2	6.0
Feb-23	295.1	5.8	300.8	6.0	313.3	5.5	319.3	6.0
Mar-23	296.0	4.5	301.8	5.0	312.8	4.0	319.0	4.6
Apr-23	297.7	4.6	303.4	4.9	313.2	3.3	319.2	3.7
May-23	298.4	3.6	304.1	4.0	313.7	2.8	320.0	3.5
Jun-23	299.4	2.3	305.1	3.0	315.1	1.8	321.3	2.5
Jul-23	299.9	2.6	305.7	3.2	316.1	2.5	322.5	3.2
Aug-23	301.6	3.4	307.0	3.7	318.3	3.0	324.4	3.5
Sep-23	302.3	3.6	307.8	3.7	320.0	3.7	325.6	3.7
Oct-23	302.1	3.1	307.7	3.7	320.2	3.7	325.3	3.5
Nov-23	301.2	3.0	307.0	3.1	319..6	3.2	324.5	3.0
Dec-23	300.7	3.3	306.7	3.4	319.6	3.1	324.7	2.9
Jan-24	302.2	2.9	308.4	3.1	322.8	3.4	328.0	3.1
Feb-24	304.3	3.1	310.3	3.2	323.1	3.1	328.6	2.9
Mar-24	306.5	3.5	312.3	3.5	324.3	3.7	329.8	3.4
Apr-24	307.8	3.4	313.5	3.4	325.8	4.0	331.3	3.8
May-24	308.2	3.3	314.1	3.3	326.7	4.1	332.6	3.9
Jun-24	308.1	2.9	314.2	3.0	329.2	4.5	334.8	4.2
Jul-24	308.5	2.9	314.5	2.9	330.3	4.5	335.6	4.1
Aug-24	308.6	2.4	314.8	2.5	330.9	3.9	336.5	3.7
Sep-24	309.0	2.2	315.3	2.4	332.4	3.9	337.9	3.8
Oct-24	309.4	2.4	315.7	2.6	332.1	3.7	338.2	4.0
Nov-24	309.0	2.6	315.5	2.7	332.6	4.1	338.5	4.3
Dec-24	309.1	2.9	315.6	2.9	332.8	4.1	338.6	4.3
Jan-25	311.2	3.0	317.7	3.0	335.4	3.9	341.1	4.0
Feb-25	312.5	2.7	319.1	2.8	336.6	4.2	342.3	4.2
Mar-25	313.3	2.2	319.8	2.4	337.3	4.0	342.5	3.8
Apr-25	314.2	2.1	320.8	2.3	338.2	3.8	344.0	3.9
May-25	314.8	2.2	321.5	2.4	337.7	3.4	343.9	3.4
Jun-25	315.9	2.6	322.6	2.7	340.4	3.4	346.3	3.5
Jul-25	316.3	2.5	323.0	2.7	340.8	3.2	346.4	3.2
Aug-25	317.3	2.8	324.0	2.9	341.2	3.1	347.3	3.2
Sep-25								
Oct-25								
Nov-25								
Dec-25								

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The BOCES provides equal access to community and youth organizations.

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

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