



# THE ADVOCATE

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

## VOLUME XLI SEPTEMBER - OCTOBER 2021

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

**Christopher Barnard,**  
the recently appointed Superintendent at the  
**Dundee Central School District**

and

**Matthew Barr, Ed.D.,**  
the recently appointed Superintendent at the  
**Lyons Central School District**

## TIPS FOR A SUCCESSFUL STUDENT HEARING

As we begin yet another difficult school year, we are faced with several new challenges brought on by the pandemic and its ripple effects in education. For many, this is the first time in almost 20 months that students are back in the classroom receiving an in-person education. Predictably, students are having a hard time adjusting to a more regulated environment where there are consequences for failing to behave appropriately. This has led to a significant increase in the number of superintendent's hearings across the region. What follows, given this increase, is a basic guide laying out how to prepare and present a thorough and thoughtful case before a hearing officer.

Preparing and delivering notice. When a hearing is scheduled, ensure that proper notice is sent to the relevant parties. The notice should be labeled "Notice of Charges and Student Rights" and should identify the hearing date, time, location, and hearing officer. The notice should provide a contact number at the District, an adequately detailed charge, and a complete list of student rights<sup>1</sup>.

Once the charge is prepared, it needs to be appropriately delivered. Whenever possible, the notice should be hand delivered to the

<sup>1</sup> If you're not sure what those are, please contact our office for a detailed list.

last known address of the parent or guardian of a student. Never send a notice home with a student and only use certified mail as a last resort. If notice is sent via certified mail, it must be done at least three days in advance of the hearing, and all appropriate documentation verifying delivery should be saved and then presented as evidence at the hearing. If parents or guardians live at separate addresses, each should be given notice unless otherwise prohibited by law or court order.

Before moving forward with a hearing, assess your evidence and ensure you have everything to prove your case<sup>2</sup>. The District needs sufficient evidence to show the hearing officer the who, what, where, when, and how for each situation. For all documents, photos, and videos, ensure at least four copies are made and available for review at the hearing. Someone should be available to testify about when each item was created, how it was created, where it was stored, the items contents, and its relevance to the case. Please keep in mind that while most hearing officers will accept a written statement, standing alone they are often insufficient to prove a case and will only be given the weight they are due. Always confirm that videos are stored externally from the security camera software, as that software often deletes information after some period of time.

Whenever possible, witnesses should be called to testify about the who, what, where, when, and how of a case. Meet with your witnesses before the hearing and discuss the subject of their testimony and in what order you intend to ask them what happened. Prepare them for any potential cross examination by highlighting important facts and gaps in the case, and address how they will respond. Direct evidence is best, but circumstantial evidence alone can be sufficient to prove a case.

When presenting at the hearing, ensure that all your witnesses are ready and available, even if they may not be called to testify. It is important that witnesses are always present and available because it is never clear when a student or their representative may contest a seemingly uncontroversial point. For example, you may

<sup>2</sup> As this is a guide on how to present at a hearing, this information is included. However, our office recommends that you assess your evidence before scheduling a superintendent's hearing.

believe that notice will not be an issue, but if a student or their representative contests this point, then you will need to have witnesses available to testify to the form and delivery of the notice to overcome the other party's objections.

Listen closely to the student and/or their representative's response to the charge. If the charge is admitted in full then there may be no need for further evidence. However, if a portion of the charge is denied, or if the charge is admitted but with some "clarification", then the District may need to present further information.

If the District needs to move forward with their case, have your list of questions prepared and call your first witness. Always start with the witness who will tell the story of what happened, and then move into the witnesses who add additional information. When a parent or student representative begins to ask your witness questions, don't be afraid to object if you feel a question is inappropriate or irrelevant. The hearing officer will guide you through that process, but they cannot initiate it on their own absent extreme circumstances.

When a student or their representative is presenting, listen closely and scrutinize their presentation. Object to questions you feel are inappropriate or eliciting irrelevant information. Just as before, the hearing officer will guide the parties through this process. When it comes time to cross examine any witnesses, do so sparingly. The District's case is won on its presentation, not on cross examination, and cross should be used for the limited purpose of clarifying information or identifying discrepancies in a witness' testimony.

If the hearing reaches a stage where an anecdotal record should be presented, present all the information that is relevant to a hearing determination. You should be liberal with the information you provide but ensure it all has an intended purpose. Point out to the hearing officer the most relevant information and explain why it is important to the specific facts of the case.

The same strategy should be taken with a penalty recommendation. The hearing officer needs to hear an explanation of why this penalty is being sought. This explanation should include a connection between the penalty and prior

discipline, consistency with the District's past practice, and/or any enhancing or mitigating factors such as severity of the conduct or past behavior.

By following this framework, the District can be assured it has presented a proper case which can withstand scrutiny on appeal. Our office offers trainings on how to present a thorough and effective case and has a student hearing guide which walks through the training information in detail. Please reach out if you have any questions or if you would like access to this information.

## **Minimum Wage Increase**

The New York State Department of Labor recently announced that the minimum wage for employees in Upstate New York will be raised from \$12.50 per hour to \$13.20 per hour effective December 31, 2021.

## **GUIDANCE FOR RELIGIOUS EXEMPTIONS AND ACCOMMODATIONS IN THE AGE OF COVID**



In this age of extreme political polarization and the expression of opinions over vaccinations, it seems that no place is more impacted than our schools. The imposition of vaccine mandates by employers has led to an increase in requests by employees for exemptions from complying with those mandates based on religious beliefs. Although New York State currently allows school districts to accept negative Covid test results from employees in lieu of vaccination, this article is intended to provide a better understanding

of the rights and responsibilities of our districts and their employees with respect to religious exemptions if COVID-19 vaccines become mandated.

By way of background, Title VII of the Civil Rights Act of 1964, as amended, protects employees and job applicants from employment discrimination based on race, color, religion, sex and national origin. Under Title VII, employers are required to accommodate an employee's "sincerely held" religious belief, observance, or practice. Although the issue for both employers and employees pivots on whether the request is based on philosophical or political ideologies or sincerely held religious beliefs, as you will see below, the review does end there.

Finally, once the review process has concluded and there is a determination that an accommodation request has merit, similar to a request under the Americans with Disabilities Act, an employer does not have to accommodate an employee's religious beliefs under Title VII if the accommodation is costly, infringes on other employees' job rights or benefits, compromises workplace safety, decreases workplace efficiency, or requires other employees to do more than their share of potentially hazardous or burdensome work.

### **The Process**

The process of assessing a religious exemption begins with the employee making the request. It is important to note that an employee does not have to make this request in writing, nor specifically state that he or she has a sincerely held religious belief requiring an accommodation. Every time an employee indicates they are having a problem at work related to their sincerely held religious belief, the employer should recognize this as an accommodation request. Once the employer is aware of the employee's need for an accommodation, it is responsible for making a good faith effort to communicate with the employee about the accommodation.

The question of whether an individual's belief is acceptable and sincerely held is an issue of an individual's credibility. Accordingly, the assessment of each employee's request for an exemption will have to be reviewed on a case-

by-case basis. Consistency in the decision-making process is crucial to avoid claims of bias and discrimination.

If you have a reasonable concern regarding an employee's basis for their accommodation, you may request information relating to the accommodation being sought which should include a certification from the employee that the statements, documents, and information provided to you as the employer, are true and accurate. This form should be kept in the employee's personnel file.

You should normally presume the employee's request for religious accommodation is sincere. However, if there is an objective basis for questioning the employee's sincerity (those bases are discussed in greater detail below), employers can request documents to be used in the review process to further their assessment of the employee's sincerely held religious belief. Types of documents that an employer can request include:

Statements and explanations from the employee that discuss the nature and tenets of their asserted beliefs and information about when, where, and how they follow the practice or belief;

Written religious materials describing the religious belief or practice; and

Written statements or other documents from third parties, such as religious leaders, practitioners, or others with whom the employee has discussed their beliefs, or who have observed the employee's past adherence.

These requested materials should answer these fundamental questions:

1. Is this an acceptable religion?
2. Is this religious belief sincerely held?

### **Acceptable Religion**

When considering whether the individual's belief is an acceptable religion, the reviewer should be aware that religion, according to the law and policy, includes not only traditional faiths, but also faiths that are new, uncommon, or informal, or have a small number of



practitioners, and some that may seem illogical or even unreasonable to others. Religious beliefs also do not have to be theistic but can be non-theistic, strongly held moral or ethical beliefs. Beliefs based on social, political, or economic philosophies, as well as mere personal preferences, are not considered religious beliefs under federal law.

The next consideration is whether this belief is sincerely held by the employee. Some items to consider in making this determination are how recently the employee has subscribed to this faith; whether the employee's past practices deviated from the followed tenets of their belief; and whether there is another reason to believe the request is not being sought for religious reasons. The reviewer(s) should take a holistic approach, as not one of these considerations are dispositive. The requested documents and statements should be used to help assess the employee's sincerity.

### **Questioning an Employee's Sincerely Held Religious Belief**

Employers need to know that political or social philosophies, as well as mere personal preferences, are not religious beliefs protected by Title VII. Thus, someone who subscribes to an "anti-vax" philosophy that is not rooted in a sincerely held religious belief is not afforded the protections of Title VII. However, given the broad definition of religion under Title VII, the EEOC has taken the position that an employer should generally assume that an employee's request for a religious accommodation is based on a sincerely held religious belief. Notwithstanding, an employer is permitted to question the sincerity of an employee's purported religious belief where it has an objective basis for doing so.

The EEOC has identified four factors that can create doubt in an employer's mind as to the sincerity of the employee's belief. They include:

1. Whether the employee has acted in a way that is inconsistent with the claimed belief;
2. Whether the employee is seeking a benefit or an exception that is likely to be sought for nonreligious reasons;
3. Whether the timing of the request is questionable (for example, because it

follows closely on the heels of the same employee's request for the same benefit for different reasons); and

4. Whether the employer has other reasons to believe that the employee is seeking the benefit for secular reasons.

### **Conclusion**

Remember, presume a religious belief to be sincerely held, then be selective and cautious when requesting further verification and documentation. Avoid a fishing expedition to reduce the chances of claims of discrimination, harassment, or intimidation;

Be cognizant that religious beliefs are not static and are susceptible to change over the course of a person's life;

Keep in mind that the fact that an individual is not a frequent observer of his or her faith or had not previously made his or her faith public does not necessarily limit their sincerity; and

Be consistent with your review process.

Finally, as with an ADA accommodation, the employer does not have to accept or be limited to what is requested by the employee. If the accommodation is legitimate and non-retaliatory, there may be a wide range of potential accommodations at the employer's disposal. However, should the employee elect not to accept the accommodation offered, and all other alternative accommodations would cause an undue burden, the employer can consider an appropriate response which may include imposing discipline, up to and including termination if the employee refuses an assignment or to come to work.

At this point, we strongly recommend that you seek legal advice before imposing discipline in order to avoid a claim under Title VII.

Please see the sample exemption request form on the following page. If you have any questions regarding this topic, please feel free to contact our office.

## **MEDICAL OR RELIGIOUS EXEMPTION REQUEST FROM COVID-19 IMMUNIZATION**

According to current New York State requirements, I understand that I must be either fully vaccinated against COVID-19 or submit to weekly testing to be on school property for the 2021-2022 academic year and that vaccination or testing in lieu of vaccination is intended to protect the entire District community, which includes students, employees, administration, contractors and visitors, from the spread of COVID-19. I also understand that I may qualify for an exemption to the vaccine requirement only for certain medical or religious reasons.

### **MEDICAL EXEMPTION**

Please provide a written statement on the lines below that explains the medical basis for your request. Include a physician or nurse practitioner's note that describes the medical condition. Currently the only FDA-listed contraindications to the COVID vaccines are an allergy to the COVID vaccine itself or a proven allergy to a component of the COVID vaccine.

### **RELIGIOUS EXEMPTION**

I understand that to qualify for a religious exemption, I must submit a written and signed statement stating that I object to the administering of immunization due to sincere and genuine religious beliefs. Please write below, or attach, a statement that explains in your own words why you are requesting this religious exemption. The statement should specifically describe the religious principles that guide your objection to vaccination and must include the underlined words above. In addition to your personal statement regarding your basis for an exemption, you may be required to provide additional information supporting your request.

Please indicate in the exemption statement below whether you are opposed to all vaccinations and if not, the religious basis that prohibits particular vaccination, such as the COVID-19 vaccine.

**MEDICAL OR RELIGIOUS EXEMPTION STATEMENT:** (Please provide your basis for seeking an exemption below. If you need more space for your response, please attach any additional sheets.)

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I hereby affirm the truthfulness of the above statement and any attachments provided to substantiate my claim. If the District grants a medical or religious exemption, I agree to abide by District protocols and safety measures required of unvaccinated employees on school property. These measures may include, but are not limited to, wearing a face covering, social distancing, and other requirements imposed by state, local or federal laws and guidance or by the District. I also acknowledge that for my own safety and the safety of the District community, if there is no reasonable accommodation available, I may not be allowed to report to work.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Upon review, you will be notified in writing of the outcome of this request.

Reviewer's Name: \_\_\_\_\_

Title: \_\_\_\_\_

Request Approved: \_\_\_\_\_ Denied: \_\_\_\_\_

Date: \_\_\_\_\_

## 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					2.98
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	3.38	2.98	2.98	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
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### 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
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### 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
	2.26	2.79	3.06	2.93	3.05	3.05	3.15	3.29	3.33	3.43	3.39	

\* 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>												
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					2.90
<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
<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/hrs	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
Cust./F Serv	2.70	2.70	2.50	50¢/hr	50¢/hr	3.00	3.00					2.78

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 (NY-SUT)	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-Cl Springs (NYSUT)</b>												
Nurses/Food Serv/Bus Driv/Maint	2.00	2.00	3.00	3.00	3.00	2.25	3.50	3.50				2.78
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>3.26</b>	<b>2.06</b>	<b>2.63</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%					
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%	5.4%					
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%	5.1%					
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%	5.6%					
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%	4.4%					
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%	4.5%					
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%					
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
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## July 2021

### NY-Northeastern New Jersey Area

1. All Urban Consumers	293.553	- 0.1	3.5
2. Urban Wage Earners & Clerical Workers	288.323	0.0	3.7

### U.S. City Average

1. All Urban Consumers	273.003	0.5	5.4
2. Urban Wage Earner & Clerical Workers	267.789	0.5	6.0

## August 2021

### NY-Northeastern New Jersey Area

1. All Urban Consumers	293.927	0.1	3.7
2. Urban Wage Earners & Clerical Workers	289.090	0.3	4.0

### U.S. City Average

1. All Urban Consumers	273.567	0.2	5.3
2. Urban Wage Earners & Clerical Workers	268.387	0.2	5.8

# 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-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								
Oct-21								
Nov-21								
Dec-21								

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