THE ADVOCATE

CAYUGA-ONONDAGA BOCES
OFFICE OF PERSONNEL RELATIONS
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Providing comprehensive employment and personnel relations services to local school districts for over 40 years.

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Welcome New Chief School Officers

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

JEFFREY PIROZZOLO, the recently appointed Chief School Officer at the AUBURN ENLARGED CITY SCHOOL DISTRICT

MARGO MARTIN, the recently appointed Chief School Officer at the GROTON CENTRAL SCHOOL DISTRICT

and

DR. MATHIS CALVIN, III, the recently appointed Chief School Officer at the WAYNE CENTRAL SCHOOL DISTRICT

Our best wishes to all!

Amendments to Education Law §3012 Impact Probationary Appointments and Granting of Tenure

In addition to the recently enacted APPR changes, significant modifications were made to the laws covering probationary periods and the granting of tenure. Teachers and administrators appointed on or after July 1, 2015 will receive four-year probationary periods. In the case of teachers, this four-year probationary period can be reduced as in the past, but with a contingency. Administrators still cannot have their probationary periods reduced.

"Jarema credit" for long-term substitute service of a semester or more, immediately prior to a probationary appointment and in the same tenure area as the probationary appointment, can still be used to reduce a teacher's probationary period by up to two years. In order to receive the reduction, the teacher must have been evaluated under Education Law §3012-c or 3012-d and received a performance rating (Highly Effective, Effective, Developing or Ineffective) in each year of long-term substitute service.

Teachers who have received tenure in another school district or BOCES in New York State can have their probationary periods reduced by one year. As above, the teacher must have been evaluated under Education Law §3012-c or 3012-d and received a performance rating (Highly Effective, Effective, Developing or Ineffective) in the teacher's final year of service with the previous school district or BOCES.

Recommendations to grant tenure to teachers and principals who were appointed on or after July 1, 2015 are contingent on the teacher or principal receiving a rating of Effective or Highly Effective in three of the four years preceding the tenure recommendation. The amendments to Education Law §3012 do not provide any guidance on how many Effective or Highly Effective ratings a probationary teacher must have if the probationary period is reduced to two or three years. A teacher or principal who receives an Ineffective rating in their final year of probation cannot be granted tenure.

Challenges to Information in Student Records

How much control does a parent/legal guardian have over the contents of their child's student record? Recently the Family Policy Compliance Office ("FPCO"), under the United States Department of Education, closed a complaint wherein a mother argued that certain medical records should be expunged from her child's records. *See Letter to Anonymous*, 115 LRP 18661 (FPCO 02/19/15). In the *Letter to Anonymous*, the FPCO stated that the mother could not use the amendment procedures under FERPA to challenge an opinion of a medical professional, as long as the opinion was accurately recorded in the student record. *Id.* Going a step further, the FPCO also found that the school district did not have to provide the mother with a hearing on the matter. Since the mother's challenge was to the subjective opinion of a physician rather than an inaccuracy in the recording, her request fell outside the scope of FERPA. *Id.*

Under 20 U.S.C.A. § 1232g(a)(1)(D)(2) a parent or legal guardian of a student has the right to request to expunge or amend a student record if there is an inaccuracy, misleading or otherwise inappropriate data contained therein. *See also* 34 CFR §99.20. However, once a district notifies the parent or legal guardian in writing that it will not expunge or amend the specified student record, the parent or guardian has the right to request a hearing. *See* 34 CFR §99.21. This request does not need to be in writing.

The district needs to provide the specific time and place of the hearing to the parent or guardian in writing in advance of the hearing, and the hearing should occur within a reasonable time after the request is made. 34 CFR §99.22. The hearing officer must "not have a direct interest in the outcome of the hearing." *Id.* The district is required to notify the parent or guardian in writing of the outcome of the hearing with a summary of the evidence presented and reasons for the decision. *Id.* Also, the outcome of the hearing "must be based solely on the evidence presented at the hearing[.]" *Id.* The parent or guardian can be represented by an attorney at the hearing, and they must be given the opportunity "to challenge the content of the student's education records on the grounds that the information contained in the education records is inaccurate, misleading, or in violation of the privacy rights of the student." *Id.* As noted above, the subjective opinion of a medical

professional is not refutable; likewise, grades cannot be challenged unless they have been inaccurately recorded.

At the conclusion of the hearing, the district must determine whether it will amend the record. If not, then the district must give parents or guardians the option to place a letter in the file contesting the district's finding. 34 CFR §99.21. The letter from the parent or guarding must then be maintained with the student record and disclosed when ever the challenged portion of the record is disclosed. *Id.*

While the FPCO's opinion on this matter and accompanying regulation are helpful when determining how much control a parent/ legal guardian has over the contents of their child's record, districts should be very careful before refusing to provide a parent or guardian with a hearing as required by law. Refusing a parental request for a hearing is an exception to the rule, and the basis for the district's refusal must be sound to avoid violating the law. Further, even if there may be a basis to deny a hearing, there may also be good reasons to amend a student record or allow a hearing.

Safe and Supportive Schools for Transgender and GNC Students

A number of local school districts have recently contacted our office seeking guidance on how to provide safe and supportive school environments for their transgender and gender nonconforming (GNC) students. In July 2015, the New York State Education Department (NYSED) released a guidance document to help school districts address these students' needs and comply with local, state, and federal laws concerning bullying, harassment, discrimination, and student privacy. *See Guidance to School Districts for Creating a Safe and Supportive School Environment for Transgender and GNC Students* ("Guidance Document").

The Guidance Document explains that the Dignity for All Students Act ("DASA") and Title IX prohibit discrimination based on a student's gender identity. The Guidance Document also provides definitions, illustrative examples, recommendations, and additional resources to help school districts support their transgender and GNC students. This article contains NYSED's explanation of how to understand gender identity, a list of common terminology associated with gender identity, and a few of NYSED's recommendations for addressing certain areas of concern where school districts may have to review/update their policies and educate students and staff on the how to address issues related to gender identity.

Providing a broad explanation, the Guidance Document states: "[t]ransgender youth are those whose assigned birth sex does not match their internalized sense of their gender (their "gender-related identity"), and GNC youth are those whose gender-related identity does not meet the stereotypically expected norms associated with their assigned sex at birth. A transgender boy, for example, is a youth who identifies as male, but was assigned the sex of female at birth. A transgender girl is a youth who identifies as female, but was assigned the sex of male at birth. GNC youth vary in the ways in which they identify as male, female, some combination of both, or neither." In addition to this broad explanation, NYSED also provides a list of common terminology that can be used to help understand the Guidance Document and help provide a supportive school environment. Below are the terms and the corresponding definitions provided by NYSED:

- *Assigned Sex at Birth*: the sex designation, usually "male" or "female," assigned to a person when they are born.

- *Cisgender*: an adjective describing a person whose gender identity corresponds to their assigned sex at birth.

- *Gender expression*: the manner in which a person represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.

- *Gender identity*: a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth. Everyone has a gender identity.

- *Gender nonconforming*: a term used to describe people whose gender expression differs from stereotypic expectations. The terms "gender variant" or "gender atypical" are also used. Gender nonconforming individuals may identify as male, female, some combination of both, or neither.

- *Sexual Orientation*: a person's emotional and sexual attraction to other people based on the gender of the other person. Sexual orientation is not the same as gender identity. Not all transgender youth identify as gay, lesbian or bisexual, and not all gay, lesbian and bisexual youth display gender-nonconforming characteristics.

- *Transgender*: an adjective describing a person whose gender identity does not correspond to their assigned sex at birth.

- *Transition*: the process by which a person socially and/or physically aligns their gender expression more closely to their actual gender identity and away from that associated with their assigned sex at birth.

The Guidance Document also contains a number of recommendations and illustrative examples of how certain issues could be addressed. Three areas of concern identified in the Guidance Document are: (1) Names and Pronouns; (2) Privacy, Confidentiality, and Student Records; and (3) Gender-Based Activities, Rules, and Practices. NYSED's document recommends accepting students' assertions regarding their gender identities, regardless of whether the student provides and documentation to affirm their gender identities. It also states that school districts should engage with their transgender and gender non-conforming students to determine whether the students would prefer to use their birth names (and pronouns associated with their assigned gender at birth) or whether to use names that more accurately reflect the students' gender identities. The Guidance Document also indicates that "[g]ender-based rules, policies and practices can have the effect of marginalizing, stigmatizing, stereotyping and excluding students" (including cisgender, transgender, and GNC students), and should be reviewed to "eliminate any that do not serve a clear pedagogical purpose."

Please carefully review all of the recommendations and examples in the Guidance Document (www.p12.nysed.gov/dignityact/documents/Transg_GNCGuidanceFINAL.pdf) and address any areas of concern where your district's policies or procedures may not comply with local, state, or federal law. If you have any questions, please contact our office or your attorney for assistance.

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS
(shaded areas = contract term)

CAYUGA-ONONDAGA BOCES	Date Settled	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	Avg.
BOCES												
Aides (CSEA)	09-13	4.50	4.00	2.00	2.00	2.00	2.00					2.75
Tchr. Ass't		4.50	3.00	2.00	2.00	2.00						2.70
Non-Instructional	06-15	4.50	4.50	2.00	2.00	2.00	2.00	2.50	2.50			2.75
Auburn												
Aides/Clerical (NYSUT)	06-10	3.45	3.35	3.35	3.00	1.00	2.00	2.00				2.59
Bus Drivers (CSEA)	05-13	3.65	3.30	3.30	2.90	0.00	2.25	2.25				2.52
Cust/Maint. (CSEA)	05-13	3.65	3.30	3.30	2.90	0.00	2.25	2.25				2.52
Nurses (SEIU 200U)	04-12	3.50	3.50	2.00	0.00	2.00						2.20
Cato-Meridian												
Aides/Ass'ts (SEIU 200U)	10-12	4.75	4.75	4.75	50¢/hr	50¢/hr	50¢/hr					4.75
Bus Drivers (CSEA)	07-13	4.75	3.30	2.00	2.00	2.00	2.00	2.00	2.00			2.51
Cust./Maint. (CSEA)	07-13	4.75	3.30	2.00	2.00	2.00	2.00	2.00	2.00			2.51
Jordan-Elbridge												
Aides/Clerical(SEIU 200U)	09-12	3.00	3.00	3.00	3.00	3.00	3.00					3.00
Bus Drivers	07-11		3.00	2.00	2.00	2.00						2.25
Cust./Maint (SEIU 200U)	09-12	3.00	3.00	3.00	3.00	3.00	3.00					3.00
Cafeteria (SEIU 200U)	09-12	3.00	3.00	3.00	3.00	3.00	3.00					3.00
Transportation	06-13					1.00	1.00	1.00				1.00
Moravia												
Aides/Ass't (CSEA)	07-12	4.00	4.00	4.00	2.00	0.00	2.00	2.00				2.57
CSEA	07-12	4.00	4.00	4.00	2.00	0.00	2.00	2.00				2.57
Port Byron												
Aides (SEIU 200U)	01-13	3.00	3.00	2.00	2.00	2.00	2.00					2.33
Cust./Maint. (CSEA)	06-13	3.00	3.00	1.60	1.40	2.00	2.00	2.00				2.14
Cafeteria (CSEA)	06-13	3.00	3.00	1.60	1.40	2.00	2.00	2.00				2.14
Nurse (CSEA)	06-13	3.00	3.00	1.60	1.40	2.00	2.00	2.00				2.14
Clerical (SEIU 200U)	01-13	3.00	3.00	2.00	2.00	2.00	2.00					2.33
Skaneateles												
Aides (CSEA)	04-14	3.75	3.50	1.50	1.50	1.50	2.50	2.60				2.41
Tchr Ass't (CSEA)	04-14	3.75	3.50	1.50	1.50	1.50	2.50	2.60				2.41
Cust./Maint (CSEA)	04-14	3.75	3.50	1.50	1.50	1.50	2.50	2.60				2.41
Nurses (CSEA)	04-14	3.75	3.50	1.50	1.50	1.50	2.50	2.60				2.41
Clerical (CSEA)	04-14	3.75	3.50	1.50	1.50	1.50	2.50	2.60				2.41
So. Cayuga												
Aides (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50					2.53
Tchr. Ass't (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50					2.53
Bus Drivers (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50					2.53
Bus Mechanics (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50					2.53

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS
(shaded areas = contract term)

CAYUGA-ONONDAGA BOCES cont'd	Date Settled	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	Avg.
So. Cayuga cont'd												
Cust./Maint (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50					2.53
Cafeteria (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50					2.53
Nurses (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50					2.53
Clerical (CSEA)	09-12	3.70	2.00	2.00	2.50	2.50	2.50					2.53
Union Springs												
Aides (SEIU 200U)	06-14	3.00	3.00	3.00	2.00	2.00	2.50	2.50	2.50			2.56
Tchr. Ass'ts (SEIU 200U)	06-14	3.00	3.00	3.00	2.00	2.00	2.50	2.50	2.50			2.56
Bus Drivers (CSEA)	06-14	4.00	4.00	2.00	2.00	2.00	2.00	2.50	2.50	2.50		2.61
Bus Mechanics (CSEA)	06-14	4.00	4.00	2.00	2.00	2.00	2.00	2.50	2.50	2.50		2.61
Cust/Maint. (CSEA)	06-14	4.00	4.00	2.00	2.00	2.00	2.00	2.50	2.50	2.50		2.61
Cafeteria (CSEA)	06-14	4.00	4.00	2.00	2.00	2.00	2.00	2.50	2.50	2.50		2.61
Nurses (SEIU 200U)	06-14	3.00	3.00	3.00	2.00	2.00	2.50	2.50	2.50			2.56
Clerical (SEIU 200U)	06-14	3.00	3.00	3.00	2.00	2.00	2.50	2.50	2.50			2.56
Weedsport												
Aides (CSEA)	08-12	4.00	4.00	4.00	1.95	1.95	1.95					2.98
Bus Drivers (CSEA)	08-12	4.00	4.00	4.00	1.95	1.95	1.95					2.98
Bus Mechanics (CSEA)	08-12	4.00	4.00	4.00	1.95	1.95	1.95					2.98
Cust/Maint. (CSEA)	08-12	4.00	4.00	4.00	1.95	1.95	1.95					2.98
Nurses		4.00	4.00	4.00								4.00
Clerical		4.00	4.00	4.00								4.00
C-O BOCES Avg.		**3.72**	**3.26**	**2.55**	**2.09**	**1.90**	**2.27**	**2.28**	**2.41**	**2.50**		
BROOME-TIOGA BOCES												
Chenango Valley												
Non-Instruct. (NYSUT)		4.10	3.30	3.30	3.30	2.25	2.50	2.90				3.09
Deposit												
CSEA	03-12	4.00	4.00	4.00	2.00	2.00						3.20
Maine-Endwell												
Cust./Maint.	10-14	$0.60	$0.65	2.00	2.00	2.00	50¢/hr	50¢/hr	50¢/hr			2.00
School Lunch	07-08	4.60	4.60	4.60								4.60
Supp Staff	07-08	4.50	4.50	4.50	4.50							4.50
Transp	04-15	$0.60	3.00	3.00	3.00	$600	$700	$800				3.00
Owego-Apalachin												
NYSUT	02-13	3.80	3.90	4.00	0.00	1.99	1.99					2.61
Union Endicott												
Cafe. Workers	11-10	3.90	3.90	2.70	2.70	2.70	2.70					3.10
Cent Office	11-10	2.00	2.00	2.70	2.70	2.70	2.70					2.47
Comp & Tech	11-10	3.90	3.90	2.70	2.70	2.70	2.70					3.10

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS (shaded areas = contract term)												
	Date Settled	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	Avg.
BROOME-TIOGA BOCES cont'd												
Union Endicott cont'd												
Dist Office	11-10	$0.51	3.90	2.70	2.70	2.70	2.70					2.94
Maint. Workers	11-10	3.90	3.90	2.70	2.70	2.70	2.70					3.10
School Aides	11-10	$0.42	3.90	2.70	0.00	2.70	2.70					2.94
Transp	11-10	$0.53	4.00	2.70	0.00	2.70	2.70					2.96
Whitney Point												
Aides/Food Serv (NYSUT)			3.30	0.00	2.25	2.25	2.50	2.50	2.50			2.19
B-T BOCES Avg		**3.86**	**3.72**	**2.95**	**2.57**	**2.45**	**2.59**	**2.70**	**2.50**			
GREATER SO. TIER BOCES												
Hornell												
Paraprofessionals	09-13	4.00	2.45	2.35	2.00	2.80	2.80	2.80	2.80			2.75
Supp Staff	08-13	4.00	2.40	2.15	1.90	2.80	2.80	2.80	2.80			2.71
GST BOCES Avg		**4.00**	**2.43**	**2.25**	**1.95**	**2.80**	**2.80**	**2.80**	**2.80**			
OSWEGO BOCES												
Hannibal												
CSEA	11-13	3.50	2.00	0.00	1.75	1.75	1.95	2.00				1.85
HEA	01-09	3.50	3.50	open								3.50
Osw. BOCES Avg.		**3.50**	**2.75**	**0.00**	**1.75**	**1.75**	**1.95**	**2.00**				
TOMPKINS-SENECA-TIOGA BOCES												
BOCES												
Local		4.00	4.00									4.00
Candor												
Local		5.00	1.90	2.00	2.00							2.73
Dryden												
NYSUT		4.00	2.50	2.50	2.20	3.00	2.85	2.66				2.82
Groton												
CSEA	04-13	4.00	4.00	2.85	2.85	2.50	2.75	2.75				3.10
Ithaca												
ICSDEA		4.10	4.00									4.05
Lansing												
NYSUT	10-13	3.90	3.90	3.90		90¢/hr	3.50	60¢/hr	3.00			3.64
Newfield												
CSEA	04-15	3.25	3.50	1.95	2.25	2.50	1.50	2.25	2.25			2.43
South Seneca												
Local	06-13	4.50	5.00	5.00	1.00	2.00	2.00	2.00				3.07

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS
(shaded areas = contract term)

TOMPKINS-SENECA-TIOGA BOCES cont'd	Date Settled	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	Avg.
Trumansburg												
Local		$0.55	$0.60	2.00	2.25	2.50	2.50					2.31
T-S-T BOCES Avg.		**4.09**	**3.60**	**2.89**	**2.09**	**2.50**	**2.52**	**2.42**	**2.63**			
WAYNE-FINGER LAKES BOCES												
BOCES												
NYSUT	06-14	3.50	3.50	3.50	3.75	1.90	2.75	2.45	2.45			2.98
Bloomfield												
NEA/NYSUT	06-13	3.40	3.40	3.40	3.40	1.95	1.85	1.85				2.75
Canandaigua												
Cust./Maint. (Unaffil.)		3.85	3.85	3.00	3.00	3.00	3.00	3.00				3.24
Cler./Aides (NYSUT)		3.85	3.85			3.00	2.40	2.40				3.10
Food Service (Unaffil.)		4.00	3.00	3.50	4.00	2.25	2.25	3.00	3.00	3.00		3.11
Bus Drivers		3.75	3.75	3.75	2.25	2.25	2.25					3.00
Monitors		4.00	3.00	3.50	4.00	2.25	2.00	3.47	2.40	2.35		3.00
Clyde-Savannah												
Support Pers. (CSEA)	09-13	5.00	4.25	4.25	4.00	2.50	2.50	2.50				3.57
Transp. (Unaffiliated)	08-13	5.00	4.75	4.50	4.00	2.00	2.00	2.00				3.46
Dundee												
CSEA	01-15	3.00	3.10	3.20	2.00	2.00	2.00	2.00				2.47
Gananda												
CSEA	06-13	4.00	2.50	2.50	1.40	2.80	2.80	2.80				2.69
Geneva												
CSEA	04-13	4.00	4.00	0.00	2.00	2.00	2.00					2.33
Gorham-Middlesex												
Bus Drivers (NYSUT)	06-15	3.70	3.70	3.70	1.90	2.25	2.25	2.70	2.70	2.70		2.84
Cust./F Serv (NYSUT)	06-14	3.50	3.70	3.70	3.75	3.75	2.70	2.70	2.50			3.29
Teacher Aides (NYSUT)	06-14	3.75	3.75	2.75	2.50	2.25	2.70	2.70	2.50			2.86
Honeoye												
NYSUT	05-14	4.00	2.50	2.50	2.50	2.50	2.75	2.50				2.75
Lyons												
NYSUT	11-14	4.25	3.00	3.00	3.00	2.50	2.50	2.50				2.96
* Nov. '14 settlement is % + 15¢/hr												
Manchester-S'ville												
CSEA	12-12	5.80	5.50	1.80	1.00	1.90	1.90					2.98
Marion												
CSEA	03-13	3.50	3.50	3.50	1.75	1.75	1.75					2.63

RECENT AREA NON-INSTRUCTIONAL CONTRACT SETTLEMENTS
(shaded areas = contract term)

WAYNE-FINGER LAKES BOCES cont'd	Date Settled	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	Avg.
Naples												
CSEA	08-13	4.00	3.25	3.50	3.50	2.70	2.70	2.70				3.19
Newark												
Custodians (CSEA)	05-15	3.80	2.95	2.50	1.25	2.00	2.00	2.40	2.00			2.36
Tchr Aides/Asst (NYSUT)	12-15	3.75	2.50	2.30	1.50	1.50	2.40	2.00				2.28
North Rose-Wolcott												
NYSUT	09-12	3.90	3.75	0.00	1.90	1.90	1.90	1.95				2.19
Palmyra-Macedon												
CSEA	10-12	3.90	3.90	3.90	3.90	2.90	2.90	2.90	2.90			3.40
Penn Yan												
CSEA		3.90	3.90	3.90	2.25	2.25	2.25	2.25	2.35	2.35		2.82
Phelps-Clifton Springs												
Nurses/Food Serv (NYSUT)	06-13	4.05	4.05	4.05	4.05	2.00	2.00	2.00				3.17
Bus Driv/Maint (NYSUT)	06-13	4.05	4.05	4.05	4.05	2.00	2.00	2.00				3.17
Aides/Clerical (NYSUT)	06-13	2.89	2.89	2.89	2.89	2.00	2.00	2.00				2.51
Red Creek												
CSEA	04-15	4.50	4.50	4.50	2.75	2.00	2.00	3.50	3.00	2.50		3.25
Romulus												
CSEA	05-15	4.34	4.32	4.00	1.50	1.50	3.00	3.00	3.00			3.08
Seneca Falls												
NEA/NYSUT	06-15	3.50	3.50	2.00	2.00	2.00	2.00	3.00	2.75	2.50	2.00	2.53
Sodus												
CSEA	07-13	3.75	3.00	3.00	2.00	2.00	2.00	2.00				2.54
Victor												
CSEA		4.00	4.00	1.00	1.00	1.50	2.00	2.00	2.00			2.19
Waterloo												
NEA/NYSUT	05-13	4.47	4.31	2.00	2.00	1.50	1.75	1.95				2.57
Wayne												
CSEA	12-15	4.40			2.50	2.50	2.70	2.90	2.90			2.98
Williamson												
CSEA		5.00	5.00	2.70	2.80	3.00	2.00	1.75	2.00			3.03
WFL BOCES Avg.		**3.97**	**3.68**	**3.13**	**2.82**	**2.27**	**2.31**	**2.45**	**2.62**	**2.57**	**2.00**	

RECENT AREA TEACHER CONTRACT SETTLEMENTS (shaded areas = contract term)

	Date Settled	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	AVG.
CAYUGA-ONONDAGA BOCES												
BOCES	**10-13**	4.50	4.50	1.50	1.75	2.25	2.25	2.25				2.71
Auburn	**6-12**	3.45	3.00	3.00	0.00	2.25	2.25					2.33
Cato-Meridian	**6-15**	3.80	3.80	3.80	2.00	2.00	2.00	2.70	2.60	2.50		2.80
Jordan-Elbridge	**12-14**	3.85	3.90	0.50	2.01	2.18	2.50	2.50	2.50			2.49
Moravia	**6-13**	4.00	4.00	2.00	2.00	0.00	2.50	2.50	2.50			2.44
Port Byron	**6-13**	4.25	3.70	2.00	2.00	2.00	2.00					2.66
Skaneateles	**5-14**	3.75	3.75	1.50	1.50	1.50	2.50	2.60	2.75			2.48
So. Cayuga	**4-13**	4.00	2.00	2.00	2.00	2.00	2.25	2.25				2.36
Union Springs	**6-14**	4.25	4.25	2.00	2.00	2.00	2.00					2.75
Weedsport	**7-13**	4.35	4.50	0.00	2.00	2.00	2.00					2.48
	AVG.	**4.02**	**3.74**	**1.83**	**1.73**	**1.82**	**2.23**	**2.47**	**2.59**	**2.50**		
BROOME-TIOGA BOCES												
Chenango Vall.	**4-11**	4.10	2.50	2.75	2.75	2.75						2.97
Deposit	**9-13**	4.25	2.50	2.50	2.00	2.50	2.50					2.71
Maine-Endwell	**4-15**	4.50	4.50	4.50	4.50	2.60	2.80	2.95				3.76
Owego-Apal.	**1-13**	4.35	2.95	2.95	2.95	2.00	2.00					2.87
Union-Endicott	**11-10**	4.00	$2,253	2.70	2.70	2.70	2.70					2.96
Whitney Point	**6-13**	3.00	3.30	3.50	0.00	2.20	2.20					2.37
	AVG	**4.03**	**3.58**	**3.15**	**2.48**	**2.46**	**2.44**	**2.95**				
GENESEE VALLEY BOCES												
Geneseo	**1-15**	4.20	4.20	2.00	2.00	2.00	3.00	3.00	3.00			2.93
GREATER SO. TIER BOCES												
Hornell	**7-13**	4.40	4.00	2.20	2.00	2.50	2.75					2.98
OSWEGO BOCES												
Hannibal	**6-14**	3.50	3.50	0.00	1.75	1.75	2.20	2.20	2.20			2.14
Oswego	**12-14**	4.00	4.00	0.00	1.75	2.00	2.00	2.00				2.25
	AVG	**3.75**	**3.75**	**0.00**	**1.75**	**1.88**	**2.10**	**2.10**	**2.20**			
TOMPKINS-SENECA-TIOGA BOCES												
BOCES		4.00	4.00	4.00								4.00
Candor	**4-15**	3.00	3.00		2.00	2.00	1.5 + $1000	1.5 + $1000	2.0 + $500			2.15
Dryden	**6-14**	4.20	2.60	2.60	3.00	3.00	3.00	3.00	3.05			3.06
George Jr. Rep.	**9-08**	3.26										3.26
Groton	**3-13**	3.50	3.50	3.50	3.50	2.50	2.60	2.70	2.70			3.06
Ithaca	**6-11**	2.20	2.00	2.00	2.00	2.00	2.00					2.03
Lansing	**9-12**	3.40	3.50	3.50	2.70	2.70	3.00	3.00				3.11
Newfield	**5-14**	3.50	2.50	2.00	2.00	3.00	3.50	2.75	2.50			2.72

RECENT AREA TEACHER CONTRACT SETTLEMENTS (shaded areas = contract term)

TOMPKINS-SENECA-TIOGA BOCES cont'd												
	Date Settled	**2009-2010**	**2010-2011**	**2011-2012**	**2012-2013**	**2013-2014**	**2014-2015**	**2015-2016**	**2016-2017**	**2017-2018**	**2018-2019**	**AVG.**
South Seneca	**7-13**	4.00	4.00	1.50	1.50	2.45	2.45					2.65
Trumansburg	**1-13**	4.00	4.20	2.70	2.70	3.00	3.00					3.27
	AVG	**3.51**	**3.26**	**2.73**	**2.43**	**2.58**	**2.79**	**2.86**	**2.75**			

WAYNE - FINGER LAKES BOCES												
BOCES		3.00	2.50	1.90	1.90	2.50	2.45	2.45				2.39
Bloomfield		3.90	3.85	3.60	3.35	1.98	2.00	2.00				2.95
Canandaigua		4.20	4.10	3.85	2.00	2.69	2.65	2.57				3.15
Clyde-Savannah	**6-15**	5.00	5.00	5.00	2.25	2.25	2.25	2.25				3.43
Dundee	**1-14**	4.00	4.00	2.60	2.50	2.50	3.00	3.30	3.40			3.16
Gananda		4.00	2.75	2.75	2.60	2.60	2.75					2.91
Geneva	**6-15**	4.58	4.22	4.15	2.00	2.00	2.00	3.00	3.50	3.50	2.50	3.15
Gorham-Middlesex	**6-14**	3.50	3.50	2.25	2.25	2.50	2.50	2.50				2.71
Honeoye	**5-15**	4.00	2.60	2.50	2.50	2.50	2.75	2.75	2.90			2.81
Lyons	**6-10**	4.25	4.66	3.37	3.88							4.04
Manchester-Shortsville	**8-14**	4.00	4.00	1.80	2.00	2.00	2.00	2.50				2.61
Marion	**5-14**	4.50	3.50	2.80	2.00	2.00	2.40	2.25				2.78
Naples	**5-15**	4.00	4.00	2.25	2.25	2.25	2.25	2.50	2.50	2.60		2.73
Newark	**10-13**	4.00	2.50	2.50	1.25	2.50	2.50					2.54
N Rose-Wolcott	**6-13**	4.32	4.27	1.00	2.47	1.90	2.00	2.30				2.61
Palmyra-Macedon	**4-15**	3.20	3.90	3.90	2.48	3.90	2.50	1.75 + $500	2.75	2.75		3.17
Penn Yan	**6-13**	4.00	4.00	2.29	2.29	1.90	2.00	2.00				2.64
Phelps-Cl Springs		4.00	2.89	2.89	2.89	2.00	2.00	2.00				2.67
Red Creek		4.50	4.50	2.75	2.75	2.50	2.40	2.40				3.11
Romulus	**5-15**	3.33	3.33	3.50	3.50	1.50	1.50	5.00	3.00	3.00	3.00	3.07
Seneca Falls	**2-15**	3.67	3.91	3.50	3.45	2.00	2.00	3.00	2.75	2.50	2.00	2.88
Sodus	**6-15 ***	4.15	3.80	3.80	2.00	2.00	2.20	3.00	3.00	3.30	3.30	3.06
								* 2015-16 and 2016-17 3.0 percent settlement for on-step unit members				
Victor	**6-15**	4.30	4.30	4.00	2.00	2.50	2.50	3.10	3.10	3.10		3.21
Waterloo	**5-13**	4.05	3.89	3.72	2.00	1.50	1.75	1.95				2.69
Wayne	**4-15**	4.25	4.00	3.00	2.00	3.00	2.00	3.50	4.00	2.50		3.14
Williamson		4.00	3.00	3.00	2.00	2.25	2.50					2.79
	AVG	**4.03**	**3.73**	**3.03**	**2.41**	**2.29**	**2.27**	**2.68**	**3.09**	**2.91**	**2.70**	

AREA UNEMPLOYMENT RATES

New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2015	6.5%	6.4%	5.8%	5.5%	5.3%	5.2%	5.4%						
2014	7.4%	7.5%	7.1%	6.1%	6.2%	6.2%	6.5%	6.1%	5.8%	5.7%	5.7%	5.6%	6.3%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2015	6.6%	6.3%	5.7%	5.4%	5.4%	5.4%	5.6%						
2014	7.3%	7.3%	6.8%	5.8%	5.9%	6.0%	6.1%	5.8%	5.6%	5.4%	5.5%	5.5%	6.1%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2015	6.8%	6.6%	6.0%	5.3%	5.0%	4.9%	5.3%						
2014	7.7%	7.7%	7.2%	5.8%	5.7%	5.5%	5.8%	5.5%	5.2%	5.0%	5.2%	5.5%	6.0%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2015	7.3%	6.9%	6.3%	6.0%	5.8%	5.9%	6.1%						
2014	8.0%	8.0%	7.4%	6.2%	6.3%	6.4%	6.6%	6.3%	6.1%	5.7%	5.9%	6.1%	6.6%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2015	4.8%	4.3%	3.8%	3.8%	4.1%	4.6%	4.7%						
2014	5.1%	4.9%	4.4%	3.7%	4.2%	4.7%	5.0%	4.5%	4.1%	3.9%	3.9%	3.7%	4.3%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2015	6.6%	6.4%	5.8%	5.2%	4.9%	4.8%	4.9%						
2014	7.1%	7.2%	6.7%	5.6%	5.4%	5.3%	5.3%	5.0%	4.9%	4.7%	5.1%	5.5%	5.6%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2015	6.2%	6.0%	5.5%	5.2%	5.1%	5.1%	5.4%						
2014	6.9%	6.9%	6.4%	5.6%	5.7%	5.7%	5.9%	5.6%	5.4%	5.1%	5.3%	5.3%	5.8%

Source: New York State Department of Labor
Labor Statistics
www.labor.state.ny.us

CONSUMER PRICE INDICES

	INDEX 1982-84 BASE YEAR=100	% INCREASE FROM PRIOR MONTH	% INCREASE FROM PRIOR YEAR
June 2015			
NY-Northeastern New Jersey Area			
1. All Urban Consumers	261.512	0.2	0.1
2. Urban Wage Earners & Clerical Workers	256.383	0.2	-0.3
U.S. City Average			
1. All Urban Consumers	238.638	0.4	0.1
2. Urban Wage Earners & Clerical Workers	233.804	0.4	-0.4
July 2015			
NY-Northeastern New Jersey Area			
1. All Urban Consumers	261.199	-0.1	0.1
2. Urban Wage Earners & Clerical Workers	256.054	-0.1	-0.5
U.S. City Average			
1. All Urban Consumers	238.654	0.0	0.2
2. Urban Wage Earners & Clerical Workers	233.806	0.0	-0.3

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-13	226.5	1.5	230.3	1.6	250.8	2.2	254.8	2.2
Feb-13	228.7	1.9	232.2	2.0	252.3	2.3	256.2	2.4
Mar-13	229.3	1.3	232.8	1.5	252.7	1.8	256.6	1.9
Apr-13	228.9	0.9	232.5	1.1	252.0	1.3	256.0	1.4
May-13	229.4	1.2	232.9	1.4	252.3	1.3	256.3	1.4
Jun-13	230.0	1.8	233.5	1.8	252.9	1.8	256.9	1.8
Jul-13	230.1	2.0	233.6	2.0	253.3	2.1	257.3	2.1
Aug-13	230.4	1.5	233.9	1.5	253.6	1.6	257.7	1.7
Sep-13	230.5	1.0	234.1	1.2	254.4	1.4	258.5	1.6
Oct-13	229.7	0.8	233.5	1.0	252.9	0.9	257.1	1.1
Nov-13	229.1	1.1	233.1	1.2	253.0	1.0	257.4	1.2
Dec-13	229.2	1.5	233.0	1.5	253.1	1.4	257.3	1.5
Jan-14	230.0	1.6	233.9	1.6	255.5	1.8	259.6	1.9
Feb-14	230.9	1.0	234.8	1.1	254.8	1.0	259.0	1.1
Mar-14	232.6	1.4	236.3	1.5	255.9	1.3	260.0	1.3
Apr-14	233.4	2.0	237.1	2.0	255.9	1.6	260.0	1.6
May-14	234.2	2.1	237.9	2.1	257.1	1.9	261.2	1.9
Jun-14	234.7	2.0	238.3	2.1	257.1	1.7	261.4	1.7
Jul-14	234.5	1.9	238.3	2.0	257.3	1.6	261.5	1.6
Aug-14	234.0	1.6	237.9	1.7	256.7	1.2	261.1	1.3
Sep-14	234.2	1.6	238.0	1.7	256.9	1.0	261.1	1.0
Oct-14	233.2	1.5	237.4	1.7	256.0	1.2	260.5	1.3
Nov-14	231.6	1.1	236.2	1.3	254.6	0.6	259.4	0.8
Dec-14	229.9	0.3	234.8	0.8	253.2	0.1	258.1	0.3
Jan-15	228.3	-0.8	233.7	-0.1	253.2	-0.9	258.4	-0.5
Feb-15	229.4	-0.6	234.7	0.0	254.0	-0.6	259.2	0.1
Mar-15	231.1	-0.6	236.1	-0.1	254.4	-0.6	259.6	-0.1
Apr-15	231.5	-0.8	236.6	-0.2	254.7	-0.5	260.0	0.0
May-15	232.9	-0.6	237.8	0.0	255.9	-0.5	261.1	-0.1
Jun-15	233.8	-0.4	238.6	0.1	256.4	-0.3	261.5	0.1
Jul-15	233.8	-0.3	238.7	0.2	256.1	-0.5	261.2	0.1
Aug-15								
Sep-15								
Oct-15								
Nov-15								
Dec-15								

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

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