

**TENTATIVE COLLECTIVE BARGAINING
AGREEMENT EXTENSION**

1. The Rochester City School District (“District”) and the Rochester Teachers Association (“RTA”) were parties to a Collective Bargaining Agreement, which covered the period from July 1, 2015 through June 30, 2018. The parties’ negotiating teams have reached agreement on the terms of a successor Agreement, which they desire to record in this Memorandum.
2. The new Agreement shall be the same as the aforementioned 2015-2018 Agreement, except for the changes set forth in the Attachment to this Memorandum, which is listed below.

Attachment	Impacted Contract Provision
1	Section 6

3. All proposals of both parties have been resolved irrespective of whether they are mentioned in this Memorandum or the Attachment hereto.
4. The terms of the new Agreement, as herein above described, shall not become final and binding on the parties until both of the following have occurred:
 - a. RTA has delivered written notice to the Superintendent of the District that the membership of RTA, acting in conformance with all applicable rules of RTA, has approved the terms of the new Agreement.
 - b. The Superintendent of the District and, to the extent required by law, the Board of Education of the District, have approved the terms of the new Agreement.

The undersigned representatives of the parties and the respective negotiating teams of the parties each and all agree to urge their respective principals to give, as promptly as practicable, the approvals referred to in subparagraphs (a) and (b) above. Unless otherwise noted, the provisions of the new Agreement (both economic and non-economic provisions) will be effective as of July 1, 2018, provided the approvals in subparagraphs (a) and (b) above are obtained.


5. The parties agree that neither party, nor any of their agents, shall make any statement to the news media respecting the terms of this Memorandum until such time as the terms of the new Agreement are presented to the Board of Education of the District at a public meeting thereof for its formal approval. RTA agrees that it will instruct its members not to make any

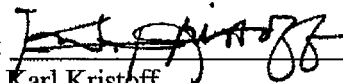
statement to the news media following the vote of its members concerning approval of the new Agreement.

IN WITNESS WHEREOF, the duly authorized representatives of the parties have signed their names below this 27th day of February 2018.

ROCHESTER TEACHERS ASSOCIATION

**ROCHESTER CITY SCHOOL
DISTRICT**

By: 
Dr. Adam Urbanski
President

By: 
Karl Kristoff
General Counsel

ATTACHMENT 1

SECTION 6 DURATION

Amended to provide:

This Agreement is made and entered into by and between the Board of Education of the City School District of Rochester New York and the Rochester Teachers Association. The provisions of this Agreement shall be effective July 1, 2018 (unless otherwise indicated) and shall continue in effect until June 30, 2019; provided, however, that initial salary placements, salary adjustment and salary increases shall continue to be governed by all applicable provisions of Sections 46 and 50 and Appendix A of this Agreement beyond June 30, 2019.

Either party may give written notice to the other on or before March 1, 2019, of its desire to continue this Agreement beyond June 30, 2019. If the other party fails to object to the continuation of this Agreement by April 1, 2019, the Agreement shall continue until June 30, 2020. If the other party objects by April 1, 2019, the parties shall meet promptly to negotiate a new Agreement in accordance with the provisions of the Taylor Law, and this Agreement shall terminate on June 30, 2019.

In the event that the parties agree to extend this Agreement beyond June 30, 2019, either party may give written notice to the other party on or before March 1 of any year thereafter of its desire to continue this Agreement in its then existing form beyond its then June 30th expiration date. If the other party fails to object by April 1 of that year, the Agreement shall continue in its then existing form until June 30 of the next year. If the other party objects by April 1, the parties shall meet promptly to negotiate a new Agreement in accordance with the provisions of the Taylor Law and this Agreement shall terminate on June 30th of that year.

Projected One-Year Extension Salary for 18-19,
(Pending Ratification)

Step	17-18 Salary	Step	18-19 Salary	Step	17-18 Salary	Step	18-19 Salary
1	\$45,560	1	\$46,260	99-8	\$114,844	99-9	\$116,797
2	\$46,376	2	\$47,205	99-9	\$116,528	99-9	\$118,990
3	\$47,406	3	\$48,050	99-10	\$118,587	99-10	\$120,735
4	\$48,534	4	\$49,117	99-11	\$119,915	99-11	\$122,868
5	\$49,119	5	\$50,286	99-12	\$121,643	99-12	\$124,244
6	\$49,941	6	\$50,892	99-13	\$123,658	99-13	\$126,034
7	\$50,983	7	\$51,744	99-14	\$125,823	99-14	\$128,122
8	\$51,476	8	\$52,823	99-15	\$128,498	99-15	\$130,365
9	\$52,781	9	\$53,334	99-16	\$131,796	99-16	\$133,137
10	\$54,102	10	\$54,686	99-17	\$134,583	99-17	\$136,554
11	\$55,525	11	\$56,055	99-18	\$138,008	99-18	\$139,441
12	\$56,237	12	\$57,529	99-19		99-19	\$142,990
13	\$57,662	13	\$58,267				
14	\$59,121	14	\$59,744				
15	\$60,508	15	\$61,255				
16	\$62,042	16	\$62,692				
17	\$63,841	17	\$64,282				
18	\$65,446	18	\$66,146				
19	\$67,039	19	\$67,809				
20	\$68,981	20	\$69,459				
21	\$70,893	21	\$71,471				
22	\$72,736	22	\$73,452				
23	\$74,201	23	\$75,362				
24	\$76,138	24	\$76,880				
25	\$78,827	25	\$78,887				
26	\$81,010	26	\$81,673				
27	\$82,895	27	\$83,934				
28	\$84,927	28	\$85,888				
29	\$87,390	29	\$87,993				
30	\$89,472	30	\$90,545				
31	\$90,923	31	\$92,702				
32	\$93,098	32	\$94,205				
33	\$95,305	33	\$96,459				
34	\$97,645	34	\$98,746				
35	\$99,398	35	\$101,170				
99-1	\$101,808	99-1	\$102,986				
99-2	\$103,751	99-2	\$105,483				
99-3	\$105,607	99-3	\$107,496				
99-4	\$107,408	99-4	\$109,419				
99-5	\$109,121	99-5	\$111,285				
99-6	\$110,813	99-6	\$113,060				
99-7	\$112,728	99-7	\$114,813				

Please Note:

- 1) Find your salary on your payroll stub next to your biweekly amount.
- 2) Locate your salary on the 17-18 schedule.
- 3) Follow the diagonal arrow down to the salary under 18-19.