

Rochester City School District and Rochester Teachers Association

Tentative Agreement for a 2019 Retirement Incentive

WHEREAS the Rochester Teachers Association (“RTA”) and the Rochester City School District (“District”) are parties to a collective bargaining agreement (“CBA”) effective from July 1, 2015 through June 30, 2018, and subsequently extended through June 30, 2019; and

WHEREAS the parties wish to address the structural deficit in the District’s budget, and

WHEREAS the parties wish to accrue significant and ongoing savings for the District, and

WHEREAS the parties wish to avert or minimize potential layoffs of current employees, and

WHEREAS the parties wish to achieve greater diversification among the District’s teachers, and

WHEREAS the parties wish to achieve this by offering to eligible Bargaining Unit members a Retirement Incentive (“Retirement Incentive”), now

THEREFORE, the parties agree to the following:

1. Bargaining Unit members¹, with ten consecutive years or more of employment, may participate if they are eligible for New York State Teachers Retirement System (“NYSTRS”) service or disability retirement effective between February 25 and no later than June 30, 2019. Eligible members must be actively employed with the District through the end of the 2018-2019 school year.
2. The Incentive shall be \$50,000 payable at the rate of \$10,000 annually for five consecutive years beginning no later than January 1, 2020 and ending no later than January 31, 2024.
3. In order for the Retirement Incentive to become effective, the District must receive at least 110 notices of intent to retire by April 15, 2019.
4. Qualified Members must notify the District by April 15, 2019 of their intent to retire in order to be eligible for the incentive. Qualified Members who have already notified the District of their intent to retire by March 1, 2019, shall be eligible for both the Absentee Reduction Plan (Section 60 of the RTA CBA) and this Retirement Incentive.
5. If New York State adopts a retirement incentive (“State Incentive”) and the District offers the State Incentive, each qualified member shall have the choice between the District’s 2019 Retirement Incentive and the State Incentive.

¹ In addition to those members listed in the RTA CBA, this includes, School Instructors, Home Hospital Teachers, former RPPP members (now probationary elementary teachers), RPPP AFEs Peer Consultants, and probationary teachers who have switched tenure areas (within the District).

Signatures by the below representatives of the parties shall constitute a tentative agreement, which shall only become effective upon ratification by a vote of the Rochester City School District Board of Education.

ROCHESTER TEACHERS
ASSOCIATION

By: 

Date: 3-15-2019

ROCHESTER CITY SCHOOL
DISTRICT

By: 
Steve Carney, Deputy General
Counsel

Date: 3/15/19