

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**THE ROCHESTER CITY SCHOOL DISTRICT**  
**And**  
**THE ROCHESTER TEACHERS ASSOCIATION (RTA)**

**WHEREAS**, the Rochester City School District (the "District") and the Rochester Teachers Association ("RTA"), collectively the "Parties", are signatories to a Collective Bargaining Understanding (hereinafter "CBA") for the period of July 1, 2015 through June 30, 2019; and

**WHEREAS**, Section 46.3 of the CBA contains a benchmarking formula to determine salary increases for each school year; and

**WHEREAS**, the District and RTA have negotiated the increase for the 2019-20 school year consistent with Section 46.3; and

**WHEREAS**, the Parties believe that a written Memorandum of Understanding is appropriate in order to memorialize their understanding concerning the salary increase for 2019-20;

**NOW THEREFORE IT IS HEREBY UNDERSTOOD AND AGREED AS FOLLOWS:**

1. The salary increase for the 2019-20 school year shall be 3.31%.
2. The difference between 3.31% and the increase already provided to teachers for moving forward one step on the salary schedule effective July 1, 2019 shall be paid as retroactive wage increases and the amounts shall be reported to TRS as earnings for the 2019-20 school year.
3. The attached new salary step schedule shall constitute an amendment to Appendix A of the CBA.
4. The Parties expressly warrant that this Memorandum of Understanding represents the full, final and complete understanding and resolution of this matter and that it shall be deemed to be a full and complete integration of all promises, conditions, understandings and representations if any between the Parties.
5. The Parties further agree that the terms and conditions within this Memorandum of Understanding shall not in any way be construed as a binding past practice or precedent between the Parties.
6. This Memorandum of Understanding shall be in effect through June 30, 2020. The Parties will negotiate the salary increase for the 2020-21 school year as part of the negotiations for a successor CBA.

**IN WITNESS WHEREOF**, the Parties have executed this Memorandum of Understanding as of the date last written below.

ROCHESTER TEACHERS  
ASSOCIATION

ROCHESTER CITY SCHOOL  
DISTRICT



By: \_\_\_\_\_  
John Pavone, Lead Negotiator



By: \_\_\_\_\_  
Steven Carling, Lead Negotiator

Date: 6/11/2020

Date: 6/11/2020