

**MEMORANDUM OF AGREEMENT  
THE ROCHESTER CITY SCHOOL DISTRICT  
And  
THE ROCHESTER TEACHERS ASSOCIATION (RTA)**

**WHEREAS**, Rochester City School District (the “District”) and the Rochester Teachers Association (“RTA”), collectively the “Parties”, are signatories to a Collective Bargaining Agreement (hereinafter “CBA”) for the period of July 1, 2022, through June 30, 2025; and

**WHEREAS**, Section 50 of the CBA authorizes the Parties’ Living Contract Committee to amend the CBA in a timely manner;

**WHEREAS**, the Parties have agreed through Living Contract to amendments to Section 48.2 and 48.3 in relation to coaching stipends; and

**WHEREAS**, the Parties believe that a written Memorandum of Agreement is appropriate in order to memorialize their understandings;

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

1. Section 48.2 of the CBA shall be amended as follows:

2.a **Sports Salaries** Interscholastic sport salaries shall be paid based on Service Year and Sport Category as identified in this matrix:

		Service Year												
		1	2	3	4	5	6	7	8	9	10-11	12-15	16-19	20+
Sport Category	A	2.2	2.4	2.6	2.8	3.0	3.2	3.4	3.6	3.8	4.0	4.2	4.4	4.6
	B	2.0	2.2	2.4	2.6	2.8	3.0	3.2	3.4	3.6	3.8	4.0	4.2	4.4
	C	1.8	2	2.2	2.4	2.5	2.6	2.7	2.8	2.9	3.0	3.1	3.2	3.3
	D	1.6	1.8	2	2.1	2.2	2.3	2.4	2.5	2.6	2.7	2.8	2.9	3.0
	E	1.4	1.6	1.8	1.9	2.0	2.1	2.2	2.3	2.4	2.5	2.6	2.7	2.8
	F	1.2	1.4	1.6	1.7	1.8	1.9	2.0	2.1	2.2	2.3	2.4	2.5	2.6
	G	1.0	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2.0	2.1	2.2

b. A 1.0 payment on the sports matrix above shall be \$2,500.

c. The Sport Categories are as follows:

Category	Sport
A	Football, Boys Basketball, Girls Basketball, Wrestling, Ice Hockey
B	Baseball, Softball, Boys Lacrosse, Girls Lacrosse, Girls Soccer, Boys Soccer, Girls Swimming & Diving, Boys Swimming & Diving, Boys Indoor Track, Girls Indoor Track & Field, Boys Outdoor Track & Field, Girls Outdoor Track & Field, Girls Volleyball, Boys Volleyball, Competitive Cheer, Gymnastics, Flag Football, Field Hockey, Alpine Ski

C	Boys Golf, Girls Golf, Game Day Cheer, Boys & Girls Bowling (one team), Nordic Ski, Boys Tennis, Girls Tennis, Boys Cross Country, Girls Cross Country  JV Head Coaches of Category A Sports Assistant Varsity Coaches of Category A Sports
D	Modified Head Coaches of Category A Sports JV Head Coaches of Category B Sports Assistant Varsity Coaches of Category B Sports
E	Modified Head Coaches of Category B Sports JV Head Coaches of Category C Sports Assistant Varsity Coaches of Category C Sports Assistant JV Coaches of Category A Sports Program Assistant of Category A Sports
F	Modified Head Coaches of Category C Sports Assistant JV Coaches of Category B Sports Program Assistant of Category B Sports
G	Unified Basketball, Head Coach Unified Bowling, Head Coach Unified Bocce, Head Coach Assistant JV Coaches of Category C Sports Assistant Modified Coaches of Category A Sports Assistant Modified Coaches of Category B Sports Assistant Modified Coaches of Category C Sports Program Assistant of Category C Sports

The District and the RTA shall meet to discuss Sports Category placement for any new sports identified.

d. Longevity shall be addressed by virtue of the sports matrix.

(1) Comparable sports (example, Girls Basketball to Boys Basketball) shall receive a longevity transfer.

(2) Lower categories of the same sport shall receive one-half (1/2) credit for each longevity year identified. If the matrix identifies the pay rate to be lower than the pay rate prior to the move to a higher category of the same sport, the longevity shall be moved to be at least equal pay.

(3) Higher categories of the same sport shall receive one credit for each longevity year identified.

(4) Prior coaching in different sports, at equal or higher program types (modified, Junior Varsity, Varsity) shall receive one-half (1/2) credit for each longevity year identified.

(5) All other prior coaching in a different sport but identified on the sports matrix shall receive one-quarter (1/4) credit for each longevity year identified.

(6) The Office of Health, Physical Education, and Athletics will identify the Category and placement for each coach upon entry to the sport.

(7) Each school year shall only count for a maximum of one year of service for longevity, regardless of the number of sports coached.

(8) Once longevity is earned, it shall be maintained.


2. The Parties agree that this payment is subject to approval by the Board of Education.
3. The Parties expressly warrant that this Memorandum of Agreement represents the full, final, and complete understanding 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.

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

**ROCHESTER TEACHERS  
ASSOCIATION**

By:   
Dr. Adam Urbanski, President

**ROCHESTER CITY SCHOOL  
DISTRICT**

By:   
Dr. Carmine Peluso, Superintendent

Date: 10-6-2023

Date: 10/6/23