

**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, 2022 through June 30, 2025.
2. The parties’ negotiating teams have reached agreement on the terms of a modified extension Agreement, which they desire to record in this Memorandum.
3. The Agreement shall be the same as the aforementioned 2022-2025 Agreement, except for the changes set forth in the Attachment to this Memorandum, which is listed below.

Attachment	Impacted Contract Provision
1	Section 46, Appendix A

4. The terms of the 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 RTA has approved the terms of the 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 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 Agreement (both economic and non-economic provisions) will be effective as of July 1, 2025, provided the approvals in subparagraphs (a) and (b) above are obtained.

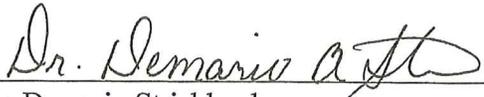
5. The parties agree that neither party, nor any of their agents, shall make any statement to the news media respecting the terms of this Memorandum until such time as the terms of the Agreement are presented to the Board of Education of the District at a public meeting thereof for its formal approval.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

IN WITNESS WHEREOF, the duly authorized representatives of the parties have signed their names below this 23rd day of June, 2025.

ROCHESTER TEACHERS ASSOCIATION

ROCHESTER CITY SCHOOL
DISTRICT

By: 
Dr. Adam Urbanski
President

By: 
Dr. Demario Strickland
Interim Superintendent

ATTACHMENT

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MODIFIED EXTENSION AGREEMENT

(7/1/2025-6/30/2026)

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SECTION 46
GENERAL SALARY AND ALLOWANCE PROVISIONS

3. Salary Increments and Benchmarking

(6) The parties have determined that the salary benchmarking formula for school year 2022-23 is 3.8%. Increases of 3.8%, inclusive of the Triborough increases already applied, shall be applied to the 2021-2022 salary schedule (Appendix A) retroactive to July 1, 2022. The District and the RTA shall continue the 3.8% salary increase for school years 2023-2024 and 2024-2025. **For the 2025-2026 school year only, the parties agree to apply a salary increase of 4.0%, which shall be applied to the 2024-2025 schedule. This increase is provided as a one-time adjustment and on base.**

For the 2022-2023 and the 2023-2024 school years, bargaining unit members active on June 1 and remaining active through the last day of school for the relevant school year shall receive a one-time retention incentive payment in the maximum amount of fifteen hundred dollars (\$1,500) per year. Such retention incentive amount shall be prorated for all teachers working less than full time and teachers resigning due to extenuating medical reasons. This payment shall be made in a separate check on or before June 30 of the relevant school years. **For the 2025-2026 school year only, bargaining unit members active on June 1 and remaining active through the last day of school for the relevant school year shall receive a one-time retention incentive payment in the maximum amount of two thousand five hundred dollars (\$2,500). Such retention incentive amount shall be prorated for all teachers working less than full time and teachers resigning due to extenuating medical reasons. This payment shall be made in a separate check on or before June 30, 2026.**

APPENDIX A

Appendix A

Step	2024-2025		2025-2026
1	\$50,500	↘	\$51,500
2	\$51,381	↘	\$52,520
3	\$52,256	↘	\$53,437
4	\$53,519	↘	\$54,347
5	\$54,771	↘	\$55,660
6	\$55,747	↘	\$56,962
7	\$56,886	↘	\$57,977
8	\$57,904	↘	\$59,162
9	\$59,190	↘	\$60,221
10	\$60,599	↘	\$61,558
11	\$61,330	↘	\$63,023
12	\$62,357	↘	\$63,784
13	\$63,656	↘	\$64,852
14	\$64,272	↘	\$66,203
15	\$65,901	↘	\$66,843
16	\$67,550	↘	\$68,538
17	\$69,226	↘	\$70,252
18	\$70,217	↘	\$71,996
19	\$71,997	↘	\$73,026
20	\$73,818	↘	\$74,877
21	\$75,549	↘	\$76,771
22	\$77,466	↘	\$78,571
23	\$79,710	↘	\$80,565
24	\$81,714	↘	\$82,899
25	\$83,704	↘	\$84,983
26	\$86,037	↘	\$87,053
27	\$88,516	↘	\$89,479
28	\$90,818	↘	\$92,057
29	\$92,647	↘	\$94,451
30	\$95,065	↘	\$96,353
31	\$98,422	↘	\$98,868
32	\$101,148	↘	\$102,359

33	\$103,503	↘	\$105,194
34	\$106,040	↘	\$107,644
35	\$109,114	↘	\$110,282
99-1	\$111,714	↘	\$113,479
99-2	\$113,525	↘	\$116,183
99-3	\$116,242	↘	\$118,066
99-4	\$118,997	↘	\$120,892
99-5	\$121,918	↘	\$123,757
99-6	\$124,108	↘	\$126,795
99-7	\$127,116	↘	\$129,073
99-8	\$129,542	↘	\$132,201
99-9	\$131,860	↘	\$134,724
99-10	\$134,109	↘	\$137,135
99-11	\$136,246	↘	\$139,474
99-12	\$138,359	↘	\$141,696
99-13	\$140,751	↘	\$143,894
99-14	\$143,394	↘	\$146,382
99-15	\$145,496	↘	\$149,130
99-16	\$148,067	↘	\$151,316
99-17	\$149,724	↘	\$153,990
99-18	\$151,883	↘	\$155,713
99-19	\$154,399	↘	\$157,959
99-20	\$157,101	↘	\$160,575
99-21	\$160,441	↘	\$163,386
99-22	\$164,559		\$166,859
99-23			\$171,142