

**TENTATIVE COLLECTIVE BARGAINING
AGREEMENT EXTENSION**

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, in light of a national teacher shortage the District continues to face significant vacancies and an urgent need to recruit and retain qualified certified teachers in critical areas; and

WHEREAS, the Parties recognize the District’s priority to fill critical teacher positions with qualified certified teachers; and

WHEREAS, the Parties recognize the District’s significant need for qualified certified teachers and the District’s current vacancies; and

WHEREAS, the Parties are committed to collaborative teacher recruitment and retention efforts that align with the District’s Strategic Plan, specifically Priority 3, which focuses on recruiting and retaining qualified, certified educators from within the Rochester community, as well as regionally, statewide, and nationally, including bilingual, multilingual, and BIPOC teachers who reflect the diversity of the District’s student population; and

WHEREAS, the Parties acknowledge the importance of the current Superintendent’s leadership and engagement in addressing the District’s ongoing operational and staffing needs; and

WHEREAS, the Parties agree that this agreement will serve as the first year of a full multi-year successor collective bargaining agreement;

NOW THEREFORE IT IS HEREBY UNDERSTOOD AND AGREED AS FOLLOWS:

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 July 1, 2022 – June 30, 2025 Collective Bargaining 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.

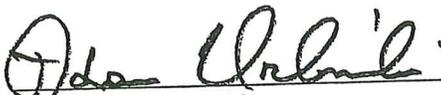
The undersigned representatives of the parties and the respective negotiating teams of the parties each and all agree to urge their respective principals to give, as promptly as practicable, the approvals referred to in subparagraphs (a) and (b) above. Unless otherwise noted, the provisions of the Agreement (both economic and non-economic provisions) will be retroactive to 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 regarding 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 prior to ratification of the Agreement.

IN WITNESS WHEREOF, the duly authorized representatives of the parties have signed their names below this 31 day of July, 2025.

ROCHESTER TEACHERS ASSOCIATION

ROCHESTER CITY SCHOOL
DISTRICT

By: 
Dr. Adam Urbanski
President

By: 
Dr. Eric Jay Rosser
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 on base.

For the 2025-2026 school year only, bargaining unit members active on June 1, 2026 and remaining active through September 15, 2026 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. Teachers who are unable to remain active through September 15, 2026 due to extenuating circumstances unrelated to performance may be considered for eligibility by a review panel composed of the Superintendent or designee, the RTA President or designee, and, if necessary, a mutually agreed-to third member. Teachers who are eligible for retirement and who retire after June 26, 2026 will be eligible for the retention incentive payment. This payment shall be made in a separate check on or before September 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