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## **Rochester Board of Education Approves Tentative Collective Bargaining Agreement with the Rochester Teacher Association**

This evening, the Rochester Board of Education approved the tentative Collective Bargaining Agreement with the Rochester Teacher Association. The RCSD/RTA contract strengthens the collaboration and partnership between teachers and the District and places additional focus on improved teaching and learning. It also helps the District recruit and retain staff, provides opportunities for increased professional learning, and ensures staff availability at dismissal to help keep students safe. Highlights of the three-year contract include the following:

- An annual 3.8% general salary increase each year of the agreement, retroactive to July 1, 2022. Additionally, a recruitment and retention incentive of \$1,500 will be provided to teachers who finish the school year, the first two years of the agreement.
- Increased hourly compensation for professional development and curriculum development time to afford growth, support, and consistency across the District.
- Reinforce the commitment that teachers will regularly communicate with parents, including the use of District electronic communication.
- Collaborative planning time connects to school improvement plans and District-identified priorities, and that instruction reflects differentiated learning and culturally responsive practices.
- Special education teachers will be afforded additional time to focus on individual student case management and quality IEPs.

Superintendent Peluso said, "Teachers are the backbone of this District, and I am extremely proud to have developed a collaborative agreement that ensures high-quality instruction through greater collaboration and additional professional learning opportunities." He added, "This negotiation process provided the forum for extensive conversations with RTA leadership that outlined our shared vision and priorities for the future of this District. I am confident that when this agreement is finalized, it will pave the way for a strong relationship moving forward." RTA President Adam Urbanski praised the pact as "good for students and fair to teachers."