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Board of Education Approves *Invest in Tomorrow* Agreements with Collective Bargaining Units

(December 12, 2023) This evening, the Rochester Board of Education approved Memorandums of Agreement (MOA) with its four collective bargaining units as the District moves into implementation of [*Invest in Tomorrow*](#), the vision for the future.

This vision includes middle schools (7-8) focused on preparing students academically and emotionally for high school, promoting athletics through physical fitness, sportsmanship, and personal growth, and providing programs and nurturing spaces so every student can thrive. Beginning in the 2024-25 school year, the District will implement a new grade structure for elementary (PreK-6) and high schools (9-12).

The opening of middle schools will require new leadership and staffing and include moves to new buildings. As part of the recruitment and retention process for staffing, one-time incentives will be provided to staff in all four bargaining units. Staff members who receive the stipend must work the entirety of the 24-25 school year.

“Our workforce is the foundation of the District, and we are grateful for their efforts as we anticipate the transformative developments with *Invest in Tomorrow*,” said Superintendent Dr. Carmine Peluso. “Academic excellence is at the forefront of every decision we make, and it is essential that we have highly qualified certified staff in place for the beginning of the upcoming school year. Our partnership with our collective bargaining units is strong and I appreciate their efforts as we continue to collaboratively advance our shared goals.”

Following are specifics to the financial incentives and other items for each bargaining unit MOA. A detailed description can be found in the MOAs located in [BoardDocs](#).

Association of Supervisors and Administrators of Rochester (ASAR):

- \$8,000 for Principals in Middle Schools and the new High School
- \$7,000 for Assistant Principals in Middle School and the new High School

Board of Education Non-Teaching Employees (BENTE):

\$1,000 for all BENTE members whose position title and/or the individual was not previously provided an incentive.

Rochester Association of Paraprofessionals (RAP):

- \$2,000 for certified Teaching Assistants in Middle Schools
- \$1,000 for Paraprofessionals in Middle Schools

Rochester Teachers Association (RTA):

- \$5,000 for certified School Teachers in Middle Schools
- \$6,000 for certified Bilingual and Special Education Teachers in Middle Schools
- For the initial year (2024-2025), the District will lower general education class sizes in middle schools from a maximum of 28 students to a maximum of 25 students and lower the class sizes at elementary schools from a maximum of 26 students to a maximum of 24 students.
- Teachers who are relocating to a different school/new campus/work location as a result of the reconfiguration will be afforded a \$500 stipend for moving expenses in recognition of time spent closing up and opening their new classroom outside of the regular workday.

QUOTES FROM COLLECTIVE BARGAINING UNIT PRESIDENTS

ASAR: “Middle school education is the foundation upon which students build their academic, social, and personal skills. Recognizing and planning for the intricate needs of middle schoolers is a testament to our superintendent’s foresight and understanding,” said Julie VanDerwater, ASAR President

BENTE: “We have worked closely with the District to assure that our members’ contribution to the safety and well-being of Rochester’s students and families is recognized. BENTE members are the people who get children to school safely, feed them, and keep the buildings running. We know that without them, the students could not receive the education that they deserve,” said Angelo Palmerini, President of BENTE Local 2419.

RTA: “Our students need and deserve lower class sizes, additional safety and social-emotional supports, and high-quality teachers at all levels - including at the newly created middle schools,” said Adam Urbanski, RTA President.

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