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Rochester Board of Education Approves Collective Bargaining Agreement with the Rochester Association of Paraprofessionals

This evening, the Rochester Board of Education approved the Collective Bargaining Agreement with the Rochester Association of Paraprofessionals (RAP). This contract helps with the recruitment, retention, growth, development, and care of RAP membership, which is comprised of Paraprofessionals and Teaching Assistants. Highlights of the three-year contract include the following:

• General salary increases for all members.
• Increase in compensation when Teaching Assistants act as substitutes for classroom teachers.
• Creation of a three-year pilot of a Lead Mentor Teaching Assistant to provide professional support and guidance to RAP members.
• Paid training to Special Education Paraprofessionals and Teaching Assistants.
• Hourly increment increases for years of service after 10, 15, 20, 25, and 30 years.
• A District-provided laptop or equivalent technology to each Teaching Assistant.
• Stipend for Paraprofessionals and Teaching Assistants who provide individual support and supervision at student work sites.
• A communication protocol for student support reviews to ensure student needs are met in special education.

“Our Paraprofessionals and Teaching Assistants are unsung heroes, contributing immeasurably to the success of our students,” said Superintendent Dr. Carmine Peluso. “This agreement is a testament to our recognition of their invaluable contributions and the essential role they play in shaping the lives of our students.”