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## **Rochester Board of Education Approves Tentative One-Year Contract Extension with Rochester Teachers Association**

This evening, the Rochester Board of Education approved a tentative one-year modified extension to the 2022–2025 collective bargaining agreement with the Rochester Teachers Association (RTA), covering the 2025–2026 school year. The agreement reflects a shared commitment to the recruitment and retention of the District’s instructional staff.

This extension was reached through continued collaboration between RCSD and RTA leadership and is grounded in a mutual understanding of the need to invest in those who serve our students every day and bring greater stability to the organization.

The collaborative partnership between Superintendent Dr. Eric Rosser and RTA President Dr. Adam Urbanski has been essential in bringing this agreement forward. Together, they navigated complex challenges and remained focused on finding common ground in service of Rochester’s students. Their coordination helped keep negotiations moving forward in a way that prioritized stability and instructional continuity.

Finalizing this agreement before the start of the school year was essential to providing clarity and consistency for teachers and school communities. It reflects a shared commitment to honoring the important work of educators and beginning the year with a unified focus on student success.

This extension not only represents a step forward in strengthening support for educators, it also lays the foundation for continued work toward a long-term agreement that promotes academic success and stability in every school community.

Highlights of the Modified Extension Agreement include:

- A 4.0% salary increase for all RTA members, applied to the 2024–2025 salary schedule
- A \$2,500 retention incentive for RTA members who are active on June 1, 2026, and remain employed through September 15, 2026

The retention incentive, which is approximately \$7.5 million, will be paid on or before September 30, 2026. All costs associated with the agreement were carefully modeled and determined to be fiscally sustainable within the District’s projected budget.

This extension is more than a bridge year. It reflects a shared purpose to support RCSD’s educators, address immediate workforce needs, and build a foundation of trust, stability, and confidence in Rochester as a place to Teach, Grow, and Stay.