

Memorandum of Agreement
East High School Educational Partnership Organization

WHEREAS, the Rochester City School District (“the District”) and the Association of Supervisors and Administrators of Rochester (“ASAR”) are parties to a collective bargaining agreement covering the period of July 1, 2019 through June 30, 2024 (“CBA”); and

WHEREAS, the District and the ASAR also entered into a memoranda of agreement dated June 30, 2014 (“June 2014 MOA”), December 17, 2014 (December 2014 MOA), and July 25, 2018 (July 2018 MOA”) pursuant to Education Law § 211-e, setting forth terms and conditions of employment for administrators at East High School that differ from the CBA to be submitted by the University of Rochester as part of an initial Educational Partnership Organization Agreement submitted to the New York State Education Department; and

WHEREAS, the New York State Education Department has approved the extension of the EPO through at least June 30, 2025; and

WHEREAS, the July 2018 MOA expire as of June 30, 2021, and the parties wish to extend the terms and conditions for ASAR members at East; and

NOW THEREFORE, it is agreed:

1. This Agreement shall be effective July 1, 2021, and shall continue through June 30, 2025 unless the EPO is terminated prior to that date. Should the EPO be terminated prior to June 30, 2025, this agreement is terminated as well.
2. That the terms and conditions of employment set forth in the June 2014 MOA, the December 2014 MOA and July 2018 MOA shall continue except as follows:
 - a. Paragraph 21 – Revise as provided below

The parties recognize that the professional responsibilities set forth above go above and beyond the duties compensated by the base salary provisions contained in the CBA. Therefore, all ASAR members assigned to East High School shall receive additional salary equal to 10%, but which shall not become part of the administrators’ base pay. Such salary shall be paid as part of ASAR members’ bi-weekly paycheck pursuant to the regular payroll schedule. The additional salary for any member who works at East High School for less than a full year shall be prorated based upon the amount of time actually worked at East High School. Members shall receive no other compensation, including additional paid time off, for work performed.

~~This agreement recognizes the additional responsibilities of the Athletic Director and the potential of additional operational duties assigned by the EPO Superintendent. In addition to the 10% stipend articulated in Paragraph 21, The Athletic Director shall receive the stipend, as defined, in the current ASAR City School District CBA~~

In recognition of the elimination of the stipend in from the CBA, the Athletic Director shall receive an increase in base salary of 5%. The Athletic Director shall receive no additional pay for performance of his duties as the Athletic Director other than the stipend received by all East ASAR members set forth herein.


- b. Paragraph 22 – the starting salary ranges set forth in paragraph 22 for each administrative tenure area shall be increased as follows:
 - Upper and Lower School Principal - \$105,000 - \$135,000
 - Freshman Academy Director, Director of Special Programs, Athletic Director \$80,000-\$105,000
 - Vice Principal, Special Education Administrator - \$75,000 - \$95,000

- c. New Paragraph 10(a)

East Administrators who do not have a right to return to another District tenure area upon the termination of the EPO Agreement shall be considered for probationary appointment to any vacant administrative position within the District for which they are qualified

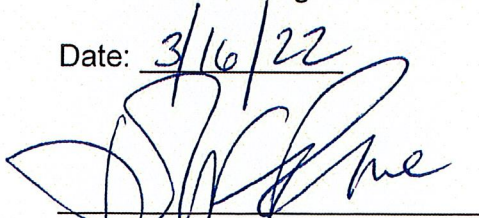
- d. Paragraph 25 – Revise as provided below

This Agreement, ~~and~~ the June 2014 MOA, the December 2014 MOA, and **the July 2018 MOA**, as revised herein, are intended to be the full and complete agreement between the representatives of the East High School administrators and supervisors, the EPO, and the Board of Education of the Rochester City School District. Therefore, any term or condition not specifically set forth in this Agreement, the June 2014 MOA, the December 2014 MOA, **or the July 2018 MOA**, shall not apply to East ASAR members

3. Upon ratification of this Agreement, ASAR shall withdraw grievance  with regards to the stipend previously awarded to the Athletic Director.

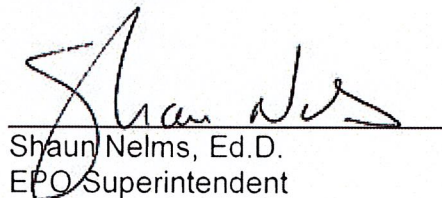
4. This Agreement is subject to ratification by the Board of Education and by ASAR members assigned to East.

Date: 3/16/22



John Rowe, Ed.D. President
Association of Supervisors and
Administrators of Rochester

Date: 3/16/22



Shaun Nelms, Ed.D.
EPO Superintendent