

ELECTION TO WORK AGREEMENT (EWA)
Receivership/Extended Learning Time (ELT) Schools
STA Unit 1: Teachers & Ancillary Staff
Brighton Academy
2020-2021

The following Election to Work Agreement is the product of collaboration between the Syracuse City School District (SCSD) and the Syracuse Teachers Association (STA). Faculty in the Receivership/ELT Schools must review and sign this agreement to recommit to their current school or to voluntary transfer into a Receivership/ELT School, thus demonstrating their dedication and commitment to the school transformation process. School transformation strategies include, but are not limited to academic and school and culture improvement, teacher participation in Professional Learning Communities (PLCs), and participation in school events and committees. School specific initiatives in **2020-2021, include (bulleted list only):**

- Professional Development:
 - Curriculum planning (9 days)
 - June- debrief the year, projects, set up next steps
 - June 29th
 - July 20-21
 - August 24, 27
 - July- curriculum focus based on content areas
 - August - may be additional district directed PD days (TBD)
 - August 24, 27- common instructional practices focus
 - Virtual PD as a possible necessity due to health and safety concerns
 - *ADD* “Staff who attend summer PD will be paid at the summer contractual rate. If no funds are available, staff will not be required to attend”
- Consistent Curriculum Implementation as a Foundation (MKS)
- Collaborative team planning time 3 days weekly (MKS and character)
 - Instructional staff, with a full teaching load, will have five personal planning periods, three team meeting periods and two teacher dean duty periods per week.
 - Team logistics day
 - SIT day
 - EL Education instructional practice focus day
 - Teacher Dean duty 2 days with varying periods
- All staff are collaborative Crew Leaders as part of character education (character)
 - Consistent use of Crew plans to enhance our positive school culture
 - Regular family contacts of Crew students
- Planning Expectations: (MKS)
 - Suggested Use of EL template (MKS) or Lesson plans must include:
 - Daily:
 - Learning Targets (academic and HOWLs)
 - Checks for Understanding
 - Use of engagement protocols
 - Strategic questioning
 - Evidence of DDI
 - Plans would need to be available both digital and hard-copy
 - Friday Deadline for Monday-Wednesday plans
 - Tuesday for Deadline Thursday-Friday plans
- EL Education best instructional practices evident in all classrooms daily:
 - Learning Targets (academic and character) (all 3 dimensions of student achievement)

- Checks for Understanding (MKS)
- Models, critiques, and descriptive feedback (MKS)
- Crew (character)
- Use of engagement protocols (MKS & character)
- Literacy Across Content Areas (MKS)
- Continued implementation of digital learning tools through approved on-line platforms as additional channels of communication and instruction for students and families (as applicable)
- Data Driven Instruction Cycles through:
 - Timely data conferences based on assessment cycles (MKS)
 - Analysis of summative (benchmark/interim) data AND formative data (DINs, exit tickets, projects, quizzes) (MKS)
 - Summative and/or formative data analysis evident in lesson/unit plans (MKS)
 - Maintenance of updated data system (binder or other method) (MKS)
 - Conferencing with coaches/administration will not take the place of a personal planning period
- Participation in committee meetings (either in person, virtually or by performing tasks toward accomplishing committee goals): SLT, CET, Discipline/School Climate, PBIS, Sunshine (character)
- Thursday PD Structure - Building PD /Content PD interchangeable every other week (MKS and character)
 - Thursday PD initiatives and Content PD initiatives are non-negotiable and must be implemented in classrooms *PD dependent on availability of funds* (MKS and character)
 - Time for implementation of PD practices will be responsive to teacher needs.
- Master schedule/Teacher workload
 - 7 period schedule
 - Equitable Teacher Schedules

1. Scheduling and Extended Learning Time (ELT)

I am aware of the 2020-2021 school year hours listed below. This time is more than I am obligated to work per the Unit 1 Collective Bargaining Agreement (CBA). I will be compensated via a stipend paid in twenty (20) equal bimonthly payments throughout the 2020-2021 school year (September 2020 – June 2021) as long as I am actively teaching in the school. The first payment will occur at the September 30 pay period and as a double payment. There will be no payment the first pay period, September 15. In the event that I am not constructively present, I will not earn the stipend for that period. The stipend will be in accordance with the hourly rate of pay, per the CBA and with consideration to the agreed number of ELT hours, as determined by the District, in compensation for those additional hours worked. In 2020-2021, the hourly rate of pay will be, per the CBA, pending increase per negotiations. ELT stipends will not be paid during remote/hybrid/distance learning and will be prorated appropriately.

School Day: For students 7:50-3:10 for staff 7:35-3:15, and once a week (Thursday) extended day of 3:15pm-4:50pm for required professional development.

2. Teaching Assignments

I agree to accept teaching assignments based on student need and program requirements and understand that teacher preference may only be considered when not in conflict with student need and program requirements. Secondary teachers only: I understand that I may be required to fulfill a second duty period in the form of a Professional Time Option.

3. Opt-Out/Mutual Consent

I understand that I may unilaterally opt-out from this Receivership/ELT School by June 7, 2020. Faculty work in Receivership/ELT Schools on a voluntary basis and may opt out at the end of the subsequent school year. I also understand that I may be involuntarily transferred out of the Receivership/ELT School due to not receiving mutual consent. Tenured SCSD employees, who do not return to the Receivership/ELT School, either for

personal choice or non-mutual consent, shall be ensured the right to transfer to another SCSD school as long as a vacant similar position exists. Probationary teachers who opt-out or who do not receive mutual consent are not guaranteed a position in the District.

4. Professional Development

I understand that I will be expected to attend and actively engage in up to ten six-hour days of professional development to be scheduled in collaboration with the School Leadership Team (SLT) (plus one hour for lunch), to be delivered prior to the opening day of school in September 2020. Summer professional development will be paid at the hourly rate for summer training, and professional development during the school year will be paid at the hourly rate for the school year. Mandatory professional development will be held on the following days:

- June 29th
- July 20-21
- August 24, 27

5. Agreement

By signing this document, I acknowledge that I have read all of the provisions of this Election to Work Agreement and that I agree to the terms and conditions outlined herein throughout my employment at the **Brighton Academy** during school year 2020-2021.

To be completed by the faculty member:

Faculty Name (Print)

Faculty Signature

Date

By signing this document, I acknowledge that I have read all of the provisions of this Election to Work Agreement and that I commit to honoring the terms and conditions outlined herein at **Brighton Academy** throughout school year 2020-2021.

To be completed by the school principal:

Principal Name (Print)

Principal Signature

Date