

ELECTION TO WORK AGREEMENT (EWA)
Receivership/Extended Learning Time (ELT) Schools
STA Unit 1: Teachers & Ancillary Staff
Clary Middle School
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):

- Advancement Via Individual Determination (AVID) School Wide
- Personalized Learning (PL)
- IB Middle Years Programs (IBMYP)
- Professional Learning Communities (PLC)
- Restorative Practices
- Mindfulness Practices (daily focus activities)
- Culturally Responsive Education (CRE)
- Student Advisory/Partners In Teaching (PIT Stop)
- Where Everyone Belongs (WEB)
- Teacher Planning Times
- Guided Lesson Planning (incorporating PL, AVID, and MYP)
- Data Driven Instruction (DDI; utilizing assessments for DDI Data)
- Modeling and Co-Teaching of Instructional Practices (MCLs and Coaches)
- Incentives (School-Wide and Classroom, based upon established criteria; AVID Card System, use of DOJO point system)
- Professional Responsibilities
- Implement No Nonsense Nurturer Model (NNN)
- Professional Dress encouraged (Business Casual)
- Family Engagement and Documentation of regular and constructive feedback to parents/guardians/families
- Maintain accurate and timely records of all student data (e.g., academic, social/emotional, behavior, Student Intervention Assessments, etc.) utilizing school and district management systems
- Attendance
- Mandatory Extended Learning Time (ELT) Thursday Professional Development Structure—Building Professional Development/Content Professional Development interchangeable every other week (i.e., once a week [Thursday] extended day of 3:15pm-4:50pm for required professional development.
- Should the need arise, continued implementation of remote learning through approved online platforms as an additional channel of communication and instruction for students and families.
- I understand that I will be expected to attend and engage in Professional Development opportunities contingent upon funding, the academic calendar, and the return to school. Five days of summer professional development are proposed, but are not yet approved [contingent upon funding, guidance from the Center for Disease Control (CDC), the New York State Education Department (NYSED), and district directives]. If summer professional development is approved, it will occur August 17-21, 2020. Professional development opportunities that are approved must be attended, and are non-negotiable.
- Thursday professional development initiatives and content professional development initiatives are non-negotiable and must be implemented in classrooms.
- Master Schedule—Seven-period Flexible Module Schedule that includes a teacher duty period. Class periods are indeterminate pending guidance from the CDC, NYSED, and the district. Master schedule allows for teaching and multidisciplinary learning appropriate for International Baccalaureate Middle Years Program, PL, and AVID. Teachers will teach 5 periods each day, which may include a planned academic or social-emotional intervention, AVID or project-based learning, or academic support period, at the principal's discretion based on master scheduling needs.

- Structured Lesson Planning—Teacher planning (e.g., PLCs, instructional meetings; a duty period based on a 7-period schedule), plus three individual lesson planning periods per week.

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 bi-monthly 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. For schools that extend the ELT day for mandatory professional development (i.e., Thursdays), or any other similar use of the extended ELT as determined by the building principal, I must be physically present to receive the additional compensation for this time. I will be required to sign-in to be paid. In the event that I am not present, or I do not sign-in for this professional development, I will not earn the stipend for that period of time. ELT stipends will not be paid during remote/hybrid/distance learning and will be prorated appropriately.

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

The additional time will be utilized one day a week (Thursday professional development as determined by the Middle School Division) for after school professional development. During the time, Clary Middle School staff will engage in division-wide/building-wide professional development as determined by building and district initiatives.

3. **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. Should the need arise, I agree to continued implementation of remote instruction through approved online platforms as an additional channel of communication and instruction for students and families. Secondary teachers only: I understand that I may be required to fulfill a second duty period in the form of a Professional Time Option.

4. **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 is on a voluntary basis, and I may opt out at the end of the 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.

5. **Professional Development**

I understand that I will be expected to attend and engage in Professional Development opportunities contingent upon funding, the academic calendar, and the return to school. Five days of summer professional development are proposed, but are not yet approved [contingent upon funding, guidance from the Center for Disease Control (CDC), the New York State Education Department (NYSED), and district directives]. If summer professional development is approved, it will occur August 17-21, 2020. Professional development opportunities that are approved must be attended, and are non-negotiable.

6. 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 **Clary Middle School** 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 **Clary Middle School** throughout school year 2020-2021.

To be completed by the school principal:

Principal Name (Print)

Principal Signature

Date