

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

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 2021-2022, include (bulleted list only):

- Create and maintain a positive learning environment with a focus on academic success and daily attendance.
- Implement restorative practices:
 - Therapeutic Crisis Intervention for Schools (TCIS)
 - Positive reward programs, including PAX and Class DOJO (for in school use only, not to be used with families).
 - Morning Gathering/SEL instruction
- Adhere to building wide instructional strategies laid out in the School Comprehensive Education Plan (SCEP) with a focus on English Language Development such as:
 - Data driven instructional protocols
 - Personalized learning with a focus on targeted small group instruction
 - Student and teacher goal setting
 - Lesson plan look-fors aligned to the CCLS/Next Generation Standards (projected for student access)
 - AVID strategies as developed and revised by the grade level teams
- Utilize TLT (Teacher's Learning Time) for planning with coaches, coaching cycles, professional development and collaboration and co-planning with staff.

1. Scheduling and Extended Learning Time (ELT)

I am aware of the 2021-22 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 2021-22 school year (September 2021 – June 2022) 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 2021-22, 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.

For schools which extend the ELT day for professional development (i.e., Thursdays) or any other similar use of the extended ELT as determined by the building principal, with input from the SLT, I must be physically present in order to receive the additional compensation for this time. I will be required to sign-in in order 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.

School Day; for staff 7:45-3:15.

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 **May 13, 2021**. Faculty work in Receivership/ELT Schools on a voluntary basis and 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.

4. Professional Development

I understand that I will be expected to attend and actively engage in 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 2021. 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 day

- Tuesday, August 31, 2021 – PD to include Franklin initiatives, grade level team meetings, departmentalized meetings, preparation for systems and procedures (to include classroom preparation).

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 **Franklin** during school year 2021-2022.

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 **Franklin** throughout school year 2021-2022.

To be completed by the school principal:

Principal Name (Print)

Principal Signature

Date