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

- Continued implementation of Remote Learning through an approved on-line platform as an additional channel of communication and instruction for students and families.
- Attend two Community/School Events (Harvest Fest, Multicultural Night, Curriculum Night or Feeder School BBQ).
- ELT Thursday PD Structure will be Building PD/Content PD interchangeable every other week. (Pending Building/Middle School Cohort decision) Thursday PD initiatives and Content PD initiatives are non-negotiable and must be implemented and evidenced in classrooms.
- Active participation and regular attendance in at least one school-wide instructional committee/programming initiative, including but not limited to: PBIS, Climate, SLT, CET, Wellness, Professional Development, SIT, Discipline, Sunshine (Sunshine is limited to one team member from each team = total of 5 members). *Admin. will add a remote learning subcommittee under PD. It will be organically created as a part of the PD committee.
- Continued implementation of strategies outlined and approved in the Lincoln Receivership Quarterly Report and Community Schools Grant.
- Data Drive Instruction Cycles
- Team Data Talks

  Quarterly data conferences:

  - *Analysis of summative (benchmark/interim) data AND formative (DINS, exit tickets, projects and quizzes)*
  - *Summative and formative data analysis evident in lesson/unit plans.*

- Seven period master schedule that allows for collaborative teaching and multidisciplinary learning appropriate for PLAVID Education best practices. Teachers will be teaching 5 periods each day, which may include a planned academic or social-emotional intervention, AVID or project-based learning support, or academic support period, at the principal's discretion based on master scheduling needs.
- Teachers will be scheduled for two (2) team/content meeting periods (scheduled during duty time) per every five (5) instructional days scheduled in a manner that allows collaboration amongst content discipline and/or academic teams.
- Teachers will be scheduled for a daily duty period 3 days per 5 instructional days. These periods will be aligned to meet student and building needs either as an AIS support to increase student academic performance or to meet building wide community initiatives as social wellness coaches, teacher deans, or a duty assigned by administration.
- EWA staff will report for 4 additional professional development days prior to the start of the 2020-21 academic year. (Pending Building/Middle School Cohort decision)

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.

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, 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 students 7:50am-3:10pm; for staff 7:35am-3:15pm, and once a week) extended day of 3:15pm-4:50pm for required professional development. (Pending Building/Middle School Cohort decision)

(Pending Building/Middle School Cohort decision) 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, Lincoln Middle School staff will engage in division-wide/building-wide professional development as determined by building and district initiatives.

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 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 12 hours (Pending) 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. PD is held 8:00am- 3:00pm each day, with one hour lunch.

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 **Lincoln 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 **Lincoln Middle School** throughout school year 2020 - 2021.

To be completed by the school principal:

_____ _____ _____ Principal Name
(Print) Principal Signature Date