

**FINAL APPROVED COPY**  
**ELECTION TO WORK AGREEMENT**  
**A) Receivership/Extended Learning Time (ELT)**  
**Schools STA Unit 1: Teachers & Ancillary Staff**  
**Lincoln Middle School**  
**2021 - 2022 (Revised 4/14/21)**

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):

- Continued implementation of digital learning tools through approved on line platforms as additional channels of communication and resources for students and families.
- Implementation of specific school-wide AVID strategies needed to achieve Demonstration School status, with routine feedback cycles using an approved feedback template.
- Attend two Community/School Events (Harvest Fest, Multicultural Night, Curriculum Night or Feeder School BBQ).
- Active participation and regular attendance in at least one school-wide instructional committee/programming initiative, including but not limited to: PBIS, Climate, SLT, AVID Site Team, CET, Wellness, Professional Development, SIT, Discipline, Sunshine (Sunshine is limited to one team member from each team = total of 5 members).
- Implementation and monitoring of school data (summative and formative) through the practice of non-evaluative data talks and data walls, as outlined and approved in the Lincoln Receivership Quarterly Report and Community Schools Grant and supported by content administrators.
- Seven period master schedule that allows for collaborative teaching and multidisciplinary learning appropriate for PLAVID Education best practices. Teachers will teach no more than 5-54 minute class periods each day, which may include content, AVID, at the principal's discretion based on master scheduling needs.
- A homeroom period will be no longer than 10 minutes.
- Teachers will have one unencumbered planning time equaling the time of an instructional period daily.
- 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 3 paid summer professional development days, designed, developed, and delivered by staff with a designated self-directed time, prior to the start of the 2021-22 academic year with additional professional development days as optional. PD is held 8:00am - 3:00pm each day, with one-hour lunch.
- School-wide building professional development will be ½ learning and ½ application.

**Extended Learning Time (ELT)**

I am aware of the 2021-2022 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 2021-2022 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 2021-2022, the hourly rate of pay will be, per the CBA, pending increase per negotiations.

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 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 transportation and district 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. Staff will report 7:40am-3:40pm during Remote/Hybrid learning. (Pending district decision)

## **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.

## **3. Opt-Out/Mutual Consent**

I understand that I may unilaterally opt-out from this Receivership/ELT School by May13, 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 up to 18 hours 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 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. 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 the school year 2021-2022.

**EWA 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 **Lincoln Middle School** throughout the school year 2021 - 2022.

*To be completed by the school principal:*

\_\_\_\_\_  
Principal Name (Print)

\_\_\_\_\_  
Principal Signature

\_\_\_\_\_  
Date