

ELECTION TO WORK AGREEMENT (EWA)
Receivership/Extended Learning Time (ELT) Schools
STA Unit 1: Teachers & Ancillary Staff
McKinley-Brighton Elementary 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 2020-21, include:

- Adhere to key strategies in the SIG plan.
- Participate in building PLCs, collaborative planning, and collecting, maintaining and producing data for data analysis. At least one day will be dedicated a lesson planning lab to review incorporation of PL and common core learning standards and assessments.
- PAX Good Behavior Game; Implementation, coaching and data collection/analysis.
- Personalized Blended Learning: implementation, coaching and data collection/analysis.
- Attend a minimum of 3 Family Nights in addition to curriculum night and parent teacher conferences. There will be various family nights offered throughout the school year and staff must select at least three of those nights to attend.
- Staff will use additional time in the work day to participate in a variety of collaborative opportunities such as, but not limited to attendance team strategy meetings, grade level and department meetings, professional development, collaborative planning, data analysis, triage/SIT meetings, grade level team meetings, vertical team meetings, data analysis, SchoolTool documentation and Restorative Circles or complete assignments from missed professional development days. All staff will continue to have 40 minutes of unencumbered planning time during the day and a 30-minute unencumbered lunch period everyday as well.
- Update bulletin boards (i.e. goals, data, student work, etc.)
- Use of baseline, frequent progress monitoring tools and interim assessments aligned to common core learning standards to develop lesson plans that support the needs of students based on data.
- Engage in instructional coaching observation/feedback/action planning cycles with embedded practice and goal setting for practitioners. Feedback and action planning cycles with embedded practice and goal setting will be led by the instructional coach and administrative team with the use of various data points from a variety of SLT approved (in-house) and district approved assessments.
- All families will receive a personal contact by September 15th and teachers will make a minimum of 1 (one) two-way positive contacts per student/per month with documentation and submit monthly log
- School wide implementation of 4 component Morning Meeting,
- Common Planning Time afternoon of grade level meeting to meet with AIS for support with instructional strategies and SIT every other week
- Structured lesson plans- Lesson plan look-fors aligned to the CCLS/Next Generation Standards
- Keep accurate and timely record of all student data in a data binder (academic, social/emotional, and behavior) in the SIT log (triage folder, SchoolTool and Office 365).

1. Scheduling and Extended Learning Time (ELT)

I am aware of the 202--21 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 2020-21 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 2020-21, 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 8:00-2:00 and for staff 7:30-3:15 (Monday-Thursday) and 7:30-2:30 (Friday)

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 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. 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 **McKinley-Brighton Elementary School** during school year 2020-21.

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 **McKinley-Brighton Elementary School** throughout school year 2020-21.

To be completed by the school principal:

Principal Name (Print)

Principal Signature

Date