

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

- i. **Team Collaboration Time** for all Unit 1 staff (Elem: 8:15-8:50, MS: Common Team Planning) Including but not limited to attendance meetings, grade level and department meetings, professional development, collaborative planning, data analysis, triage/SIT meetings, vertical team meetings, instructional rounds/walkthroughs, and SEL. Special Areas (PE, Art, Music, Library) will be responsible for 2 hours of common planning time in addition to the regular school day.
- ii. **Instructional Best Practices**
Implement Personalized Learning for the creation of differentiated, individualized learning paths to increase student achievement including: Data driven instructional cycles, a focus on targeted small group instruction in reading and math, use of math manipulatives, Student and teacher goal setting, Lesson plan look-fors aligned to the NYS Standards, implementation of short and extended writing responses across content areas.
- iii. **Implementation of SEL**
Create and maintain a positive learning environment with a focus on social emotional learning and daily attendance to create a sense of belonging.
Elem: morning meeting and closing circle each day, PAX and Positivity Project.
MS: Advisory, Second Step and incorporating attributes of the IB learner profile.
- iv. **Implementation of AVID at the Middle School level**
School Wide expectations include use of binders, planners, focused note-taking, evidence of WICOR in planning and instruction and a college-going environment.
- v. **Implementation of the MYP IB program at the Middle School level**
Adherence to Standards and Practices/MYP Requirements (such as subject group overviews and MYP unit planners for all units). The development of an IB/MYP environment that includes MYP boards and posters visible in classrooms.
ELT 3:20 – 4:50:
Tuesdays Onsite - Professional Development for MYP implementation, content area collaboration and planning, AVID site meetings and implementation planning, data analysis
Thursdays Offsite – every other Thursday SCSD provided (optional or 1 time per month)
- vi. **Additional Professional Development** Minimum of 6 hours of Professional Development to support Culturally Responsive Education (to be offered during Saturday academies and afterschool), with dates to be determined by June 30, 2020.
- vii. **Student-led Parent Conferences**
Will be held in November (for all students) and after the second marking period (for select students). Process for student-led conferences will be defined in the Roberts Staff Handbook.
- viii. **Minimum participation in 3 School Events**, one of which must be an FTO meeting, in addition to the back to school picnic/Curriculum Night and Parent Teacher conferences. Documentation procedure will be included in the Roberts Staff Handbook.
- ix. **Active Member on at least one committee.**
An active participant of a non-contractual committee without compensation that supports the SCEP plan. Committees will be approved by SLT and defined in the Roberts Staff handbook.

x. **Two-Way Personal Contact with Families**

All families will receive a personal contact by September 25th and teachers will make a minimum of 5 two-way positive contacts per month with documentation. Two-way contact and documentation procedures will be outlined in the Roberts Staff Handbook, with development by the SLT.

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 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:

Elementary Students: 9:00am – 3:00pm; Elementary Staff: 8:15am – 3:15pm

Middle School Students: 8:30am – 3:00pm; Middle School Staff: 8:15am – 3:15pm *and once a week on Tuesdays extended day of 3:20pm – 4:50pm*

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 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. **Professional Development**

I understand that I will be expected to attend and actively engage in up to ten six-hour days of professional development to be scheduled in collaboration with the School Leadership Team (SLT) (plus one hour for lunch). 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 as determined by SLT for CRE training, dates to be determined by June 30, 2020 and Thursdays, after school for middle school staff implementing the IB MYP.** (pending budget approval)

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 JT Roberts 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 JT Roberts School throughout school year 2020-2021.

To be completed by the school principal:

Principal Name (Print)

Principal Signature

Date