

ELECTION TO WORK AGREEMENT (EWA) 2021-2022
Receivership/Extended Learning Time (ELT) Schools
STA Unit 1: Teachers & Ancillary Staff
STEAM @ Dr. King
UPDATED 5/12/21

The following Election to Work Agreement (EWA) 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 culture improvement to address student learning loss, teacher participation in Professional Learning Communities (PLCs), participation in school events and committees, and active engagement with parents and students. School specific initiatives in 2021-2022, include (bulleted list only):

- Commit to project based learning driven by STEAM (Science, Technology, Engineering, Arts and Mathematics) through interdisciplinary instruction. Complete 2 projects per year; one in Winter (by the end of January) and one in Spring (by the end of May).

- Implement, with fidelity, the prescribed instructional programs including intensive literacy and mathematic curriculum as determined by the SCEP and monitored by SLT. This includes providing intervention services, enrichment, and social emotional learning opportunities to ensure academic and emotional growth.

- All Unit 1 teachers will arrive and come prepared to actively participate in PLC (Professional Learning Community) or Collaborative TEAM Planning. This time focuses on the following: student work analysis, data collection and analysis, planning, assessment and curriculum analysis and/or development, standard analyzation/tracking, grading analysis/expectations, goal setting related to STAR or other district based assessments.

- Active participation in coaching cycles and mentoring with teacher leaders and school leaders resulting in differentiated support to ensure student outcomes.

- Attend/ facilitate 1 school event beyond the 2 nights that are included in the Unit 1 contract (including parent teacher conferences).

- Record attendance accurately and daily. Monitor student attendance and call families once a student has missed school informing them of the work that was missed that day. Have grade level and classroom level attendance goals and initiatives.

- Contribute positively to the school culture and climate by being respectful, confidential, cooperative, and professional at all times with students, families, and staff members. This would include professional development attended throughout the district. Have a can do and solutions-oriented mindset.

- Cell phone usage is limited to non-instructional times. Instructional time is defined as anytime that you are with students and during PLC.

- All teachers will serve on at least 1 school committee of their choice. Teachers will have the opportunity to create a committee if one does not exist.

- Use Talking Points to communicate with families during the school day and use TEAMS to contact colleagues.

- **Scheduling and Extended Learning Time (ELT)**

The school hours will be longer 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 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 Staff 7:45am-3:15pm.

1. 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.

2. 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 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.

3. Professional Development/Pre-Planning

If funding is available, I understand that I will be expected to attend and actively engage in up to 6, six-hour days of professional development/pre-planning 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. Not all Unit 1 staff members will be required to participate in all professional development/pre-planning opportunities. The administrators will determine which professional development opportunities are appropriate based on the goal of the required training. 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. Professional Development/pre-planning will be held within the following time frame on a weekday: August 17, 18, 19, 24, 25, and 26.

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 **STEAM @ Dr. King** 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 **STEAM @ Dr. King** throughout school year 2021-2022.

To be completed by the school principal:

Principal Name (Print)

Principal Signature

Date