

ELECTION TO WORK AGREEMENT (EWA)
Receivership/Extended Learning Time (ELT) Schools
STA Unit 1: Teachers & Ancillary Staff
Syracuse STEM at Blodgett
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), continuous UbD, PBL and STEM Professional Development and participation in school events and committees. School specific initiatives in 2020-2021, include:

- Implementation of Opportunity Culture as a management and instructional model, including working with an MCL.
- Attend two Parent Engagement Nights September 30th, 2020 and March 31st, 2021, two Community School Events October 28th, 2020 and April 28th, 2021 and strongly encouraged to attend the Summer Open House that will be held on August 21, 2020. These dates can change based on school needs.
- ELT Thursday PD Structure will be Building PD/Content PD interchangeable every other week based on the final budget availability assigned to our building. PD initiatives and Content PD initiatives are non-negotiable and must be implemented in classrooms.
- Curriculum Workshop Events will rotate quarterly for families to attend during the school day. School and student data combined with curriculum pacing will inform content to be prepared by the grade level teachers.
- Active participation and regular attendance in school-wide instructional programming, including (but not limited to): Data-informed Personalized Learning, AVID WICOR, UbD Planning, Project-based learning and STEM-based instruction; Positive Action and No-Nonsense Nurture and engagement strategies, Student-led Conferences, Monthly Student Reflection and Growth Planning, Weekly Lesson and Assessment Planning with Leveled Questioning, Blended Learning, Canvas Courses, Padlet, and other platforms.
- Each staff member will be a participant in at least one monthly committee meeting: SLT, DSCT (subcommittees by topics), Sunshine, STEM Committee and PTO, among others.
- Continued implementation of strategies outlined and approved in the SIG (Form D) Plan or Receivership Quarterly Report.
- Syracuse STEM will implement a flexible seven period schedule to address the students' needs and school vision that will allow for collaborative teaching and multidisciplinary learning appropriate for STEM 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, **performance task**, or academic support period at the principal's discretion based on master scheduling needs.
- Teacher will have one daily individual Planning and one (SIT, Team Meetings, Duties) facilitated and organized with the direction of the administrative and instructional leadership team. The seventh

period will allow for additional duties that will be defined in our staff handbook and in the ELT MOU. These will be based on our school's needs.

- Once every two weeks, STEM Enrichment lessons and SEL lessons will be delivered to students for one class period during the regular school day. Teachers will be supported by the Instructional Committee for these tasks.
- Regular, constructive and positive contact will be made with parents (minimum: once monthly) utilizing global notes in SchoolTool and our 365 Data Outreach form to document.
- Keep accurate and timely records of all student data (academic, social/emotional, and behavioral) in SchoolTool using global notes and in the school 365 Outreach form.
- Active collaboration and consultation with school-based community agencies.

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 per the STA contractual rate via a district 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. In the event that I am not constructively present and engaged in instruction tied to a core content class and data, I will not earn the stipend for that period of time. 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. This will be implemented based on the final budget availability assigned to our building. ELT stipends will not be paid during remote/hybrid/distance learning and will be prorated appropriately.

School Day:

Students: 7:50 am until 3:10 pm.

Staff: M, Tu, Wed, Fri 7:35 am until 3:15 pm.

Th- 7:35 am – 4:50 pm.

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, staff will engage in division-wide/building-wide professional development as determined by building and district initiatives. This will be implemented based on the final budget availability assigned to our building.

2. Teaching Assignments

I agree to accept teaching assignments based on student needs 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.

4. Professional Development

I understand that I will be expected to attend and actively engage in professional development that will be driven by the district needs. There will be a minimum of three (3) days of pre-planning (August 25, 26 and 27, 2020) focusing on having a strong start to the school year. These dates can be rescheduled in collaboration with the School Leadership Team (SLT), a 6-hour day, plus one hour for lunch. 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. This Professional Development will depend on the final budget availability assigned to our building. An additional 3 non-mandatory days may be offered throughout the year to address our STEM Vision and Curriculum. If we have conflict having these PD days on the regular weekdays, some of these days can be on Saturdays. The school year PD dates will support project-based learning, UbD Planning, and STEM-related instruction, and collaborative planning. These dates will be finalized by June 2021. This Professional Development will depend on the final budget availability assigned to our building.

5. Agreement

By signing this document, I acknowledge that I have read all of the provisions of this Election to Work Agreement and I agree to the terms and conditions outlined herein throughout my employment at the **Syracuse STEM at Blodgett** 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 **Syracuse STEM at Blodgett** throughout school year 2020-2021.

To be completed by the school principal, or District Office Supervisor:

Principal Name
(Print)

Principal Signature

Date