

**ELECTION TO WORK AGREEMENT (EWA)**  
**Receivership/Extended Learning Time (ELT) Schools**  
**STA Unit 1: Teachers & Ancillary Staff**  
**Clary Middle School**

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 2019-2020, include (bulleted list only):

- Advancement Via Individual Determination (AVID) School Wide
- Personalized Learning (PL)
- IB Middle Years Programs (IBMYP)
- Professional Learning Communities (PLC)
- Restorative Practices
- Mindfulness Practices (daily focus activities)
- Culturally Responsive Education (CRE)
- Student Advisory/Partners In Teaching (PIT Stop)
- Where Everyone Belongs (WEB)
- Common Planning Times
- Guided Lesson Planning (incorporating PL, AVID, and MYP)
- Data Driven Instruction (DDI; utilizing assessments for DDI Data)
- Modeling and Co-Teaching of Instructional Practices (MCLs and Coaches)
- Incentives (School-Wide and Classroom, based upon established criteria; AVID Card System)
- Professional Responsibilities
- Implement No Nonsense Nurturer Model (NNN)
- Professional Dress (Business Casual)
- Family Engagement (regular and constructive feedback to parents/guardians/families)
- Maintain accurate and timely records of all student data (e.g., academic, social/emotional, behavior, Student Intervention Assessments, etc.) utilizing school and district management systems
- Attendance
- Mandatory Extended Learning Time (ELT) Thursday Professional Development Structure—Building Professional Development/Content Professional Development interchangeable every other week (i.e., once a week [Thursday] extended day of 3:15pm-4:50pm for required professional development).
- Thursday Professional Development initiatives and Content Professional Development initiatives are non-negotiable and must be implemented in classrooms.
- School Specific Summer Professional Development (seven days)—International Baccalaureate Middle Years Program (IBMYP).
- 54-minute period master schedule that allows for collaborative teaching and multidisciplinary learning appropriate for International Baccalaureate Middle Years Program, PL, and AVID. Teachers will teach 5 periods each day, which may include a planned academic or social-emotional intervention, AVID or project-based learning, or academic support period, at the principal's discretion based on master scheduling needs.
- Structured Lesson Planning—two common planning periods per week (e.g., PLCs, instructional meetings, etc.), plus three individual lesson planning periods per week.

## **1. Scheduling and Extended Learning Time (ELT)**

I am aware of the 2019-20 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 2019-20 school year (September 2019 – June 2020) 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 2019-20, 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, 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 (Thursday) extended day of 3:15pm-4:50pm for required professional development.

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, Clary Middle School staff will engage in division-wide/building-wide professional development as determined by building and district initiatives.

## **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 March 27, 2019. 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 ten six-hour days 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 2019. 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 on the following days: August 20, 2019; August 21, 2019; August 22, 2019; August 26, 2019; August 27, 2019; August 28, 2019; August 29, 2019—8:00am-2:30pm each day.

## **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 **Clary Middle School** during school year 2019-2020.

*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 **Clary Middle School** throughout school year 2019-2020.

*To be completed by the school principal:*

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

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

\_\_\_\_\_  
Date