

ELECTION TO WORK AGREEMENT (EWA)
Receivership/Extended Learning Time (ELT) Schools
STA Unit 1: Teachers & Ancillary Staff
Dr. Weeks Elementary 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):

- Goals, targets, and school-wide activities that support the Receivership Plan and all of its components.
- School-wide support of restorative practices, individual supports for student behavior, morning meeting, closing circle, targeted behavioral interventions, and classroom structures that promote a safe and motivated learning environment.
- Personalized learning as an integrated part of daily instruction and planning which includes a focus on integrated flexible content and tools, personalized student growth plans, data driven decisions and targeted small group instruction.
- Creation and progress monitoring of grade level targets to determine student progress towards grade level expectations.
- Continuous progress monitoring and goal creation for personalized student growth plans.
- Meeting the needs of all students through the implementation and documentation of behavioral, attendance, and growth interventions (BAG).
- A school-wide focus on writing that includes Lucy Calkins Units of Study, on-demand writing prompts, and daily writing instruction that supports the writing goals created by the Writing Team.
- Use of Achievement Network interim assessments and STAR Benchmark Assessments as well as the development of re-teaching plans that support the needs of students based on data.
- Instructional coaching observation/feedback/action planning cycles with embedded practice and goal setting for practitioners that supports high-quality instructional practices and professional growth.
- Support of ENL students in regular education classrooms through the use of instructional strategies and collaboration with ENL staff.
- Team collaboration (Collaborative Team Planning or CTP) that focuses on data analysis, looking at student work, Kid Talk protocol, professional development, Instructional Rounds, and instructional planning.
- High-quality content instruction in Science and Social Studies that focuses on inquiry-based and project-based learning ("hands-on, minds-on").
- Purposeful collaboration with community partners and stakeholders to ensure the successful implementation of the community school model at Dr. Weeks.
- Support of enrichment programming at Dr. Weeks – including collaboration with Enrichment staff to implement cross-curricular experiences for students.
- Participation in onboarding and mentoring in order to build capacity for new staff and sustainable initiatives.
- A belief that we make a difference in every child, every day and that providing supports and resources for students and families is the responsibility of a community school.

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 8:50 a.m.-3:50 p.m.; for staff 8:40 a.m.-4:00 p.m. Students may enter the classroom at 8:40 a.m. and the 8:40-8:50 a.m. time is a supervisory post for staff.

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 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), 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 for 4 days (8/26, 8/27, 8/28, 8/29, 2019).

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 **Dr. Weeks Elementary** 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 **Dr. Weeks Elementary** throughout school year 2019-20.

To be completed by the school principal:

Principal Name (Print)

Principal Signature

Date