

ELECTION TO WORK AGREEMENT (EWA)
Receivership/Extended Learning Time (ELT) Schools
STA Unit 1: Teachers & Ancillary Staff
HW Smith PreK-8 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):

- Implementation of an enrichment schedule, which has HW Smith teachers deliver data driven interventions to targeted groups of students on days opposite of enrichment classes. This schedule also provides for teachers to attend up to three days a week of PLC.
- Implementation of personalized learning in all content areas as a part of the district strategic plan.
- Implementation of a SEL (social emotional learning) program for all students, which includes targeted and specific two-way communication with parents/guardians.
- Implementation of Teach Like A Champion and Growth Mindset strategies and protocols, which includes book study.

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. In the event that I am not constructively present, I will not earn the stipend for that period of time. 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.

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 7:45-3:25 for staff 7:35-3:35

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.

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. 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 **HW Smith PreK-8 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 **HW Smith PreK-8 School** throughout school year 2019-2020.

To be completed by the school principal:

_____	_____	_____
Principal Name (Print)	Principal Signature	Date