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

- In order to fully implement Porter Elementary School's vision, **I will**:
    - Implement PAX and morning meetings with students
    - Attend and participate in a minimum of three (3) Family Engagement Nights
    - Maintain accurate and up-to-date data binders by setting goals and establishing learning targets/benchmarks
    - Support and implement Social/Emotional Learning Strategies
        - Continue Restorative Model Implementation and Restorative Practices
        - Continue use of Therapeutic Crisis Intervention for Schools (TCIS) strategies
    - Implement Data Driven Instruction (DDI) cycles
    - Update bulletin boards (i.e. goals, data, student work, etc.)
    - Continue implementation of key strategies in the school's improvement plan as approved by NYSED and/or SCSD
    - Continue implementation of Porter's instructional priorities
    - Implement the third year of Porter's Personalized Learning Plan
    - Support and maintain collaborative practices to ensure student learning (i.e. What I Need Now (WINN) time, team planning, School Intervention Team (SIT), committee membership, Professional Learning Communities (PLC), job-embedded professional development, etc.)

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 am-3:50 pm; for staff 8:00 am-4:00 pm.

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. **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 27, 28, & 29, 2019.

   Additionally, Porter staff will attend a minimum of two professional development opportunities outside of the regular school day as defined and scheduled by the Porter SLT, excluding Saturday.

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 **Porter 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 **Porter Elementary** throughout school year 2019-20.

   To be completed by the school principal:

   _____ _____ _____
   Principal Name (Print) Principal Signature Date