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

- Team Collaboration Time as defined by the SLT (including but not limited to Data analysis and planning for targeted interventions, instructional planning and professional development)
- Implementation of SEL for all students including school wide implementation of Positivity Project during morning meeting for elementary and advisory for middle school.
- Minimum of 8 hours of Professional Development with a focus on Culturally Responsive Education (to be offered during Saturday academies and afterschool), with dates to be determined by June 30, 2019.
- Implement Personalized Learning to create differentiated, individualized learning paths to increase student achievement.
- Student led parent conferences in November and February (dates and structure as determined by SLT)
- Minimum participation in 3 School Events, one of which must be an FTO meeting, in addition to the back to school picnic/Curriculum Night and Parent Teacher conferences.
- Active Member on at least one committee.
- All families will receive a personal contact by September 15th and teachers will make a minimum of 5 two-way positive contacts per month with documentation.
- AVID at Middle School level.
- Implementation of the MYP IB program at the Middle School level including PD and instructional planning requirements to be conducted through afterschool Thursday PD.
- Implementation of PAX, an evidence-based classroom management program will take place as determined by SLT.
- Middle School Common Planning Time for content area planning and middle school-wide initiatives.
- Special Area Teachers, (PE, Art, Music, Library) will be responsible for 2 hours of common planning time in addition to the regular school day, per month in agreement with the SLT.

1. Scheduling and Extended Learning Time (ELT)

I am aware of the 2019-2020 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. In 2019-20, the hourly rate of pay will be, per the CBA.

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:

Elementary Students: 9:00am - 3:00pm; Elementary Staff: 7:48am - 3:00pm

Middle School Students 8:00am – 2:50pm; Middle School Staff: 7:48am – 3:00pm and once a week extended day of 3:00pm – 4:30pm (day to be determined by SLT)

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). 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 as determined by SLT for CRE training, dates to be determined by June 30, 2019 and Thursdays, after school for middle school staff implementing the IB MYP.

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 JT Roberts School during school year 2019-2020.

To be completed by the faculty member:		
Faculty Name (Print)	Faculty Signature	 Date
, , ,	nowledge that I have read all of the proto honoring the terms and conditions ou 2020.	
To be completed by the school	principal:	
Principal Name (Print)	Principal Signature	 Date