

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

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):

- a. Use Personalized Learning for all students as a teaching method.
- b. Each teacher will have instructional coaching observation/feedback/action planning cycles with an MCL or Instructional Coach, which will include a minimum of two (2) cycles.
- c. Active collaboration in daily job-embedded PD, Collaborative Planning, Data Analysis, and PLCs (Professional Learning Communities) to develop rigorous lesson plans to drive instruction.
- d. Continued implementation of key strategies identified and approved in the SCEP Plan.
- e. Kindergarten teachers and MCLs attend new student orientation before school starts as identified by SLT.
- f. Support and implement Social/Emotional Learning Strategies as defined by the DSCT including the facilitation of restorative justice, peace circles, PAX, Dojo, and morning meetings.
- g. Teachers will continue to support dual Language programming.
- h. Set goals, establish learning targets/benchmarks, refresh monthly data displays, and conference with students.
- i. Attend and participate in a minimum of **TWO (2)** Family Engagement Nights (barring extenuating circumstances communicated to administration).
- j. Support and maintain shared decision making through at least **ONE (1)** committee membership (DSCT, Student Incentive, Family Engagement, I Love Spanish, Sunshine, Student Council, Health and Wellness, Professional Development)
- k. Staff will continue to refer to Seymour Staff Handbook for procedural matters.

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 8:50-4:00; for staff 8:45-4:15.

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 on the following days: August 27, 28, 29, 2019. Mandatory Professional Development will also be scheduled each month (Oct.-May, excluding Nov. and Feb.) before or after school (tentatively the 2nd Tuesday of the month), with all teaching staff attending (barring extenuating circumstances communicated to administration) and paid through sign-in process.

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 **Seymour Dual Language Academy** 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 **Seymour Dual Language Academy** throughout school year 2019-20.

To be completed by the school principal:

_____	_____	_____
Principal Name (Print)	Principal Signature	Date