

**ELECTION TO WORK AGREEMENT (EWA)**  
**Receivership/Extended Learning Time (ELT) Schools**  
**STA Unit 1: Teachers & Ancillary Staff**  
**Syracuse STEM at Blodgett**

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:

- Implementation of Opportunity Culture as a management and instructional model, including working with an MCL.
- Attend the Summer Open House, monthly faculty meetings, two Parent Engagement Nights and two Community School Events.
- ELT Thursday PD Structure will be Building PD/Content PD interchangeable every other week. Thursday PD initiatives and Content PD initiatives are non-negotiable and must be implemented in classrooms.
- Curriculum Workshop events will rotate quarterly with Muffins for Moms and Donuts for Dads, taking place during the school day. School and student data combined with curriculum pacing will inform content to be prepared by the grade level teachers.
- Active participation and regular attendance in school-wide instructional programming, including (but not limited to): Data-informed Personalized Learning, AVID, Project-based learning and STEM-based instruction; Positive Action and No-Nonsense Nurture and engagement strategies, Student-led Conferences, Monthly Student Reflection and Growth Planning, Weekly Lesson and Assessment Planning with Leveled Questioning.
- Participation in at least one monthly committee meeting: SLT, CET, Discipline, PBIS, Sunshine.
- Continued implementation of strategies outlined and approved in the SIG Plan or Receivership Quarterly Report.
- 54-minute period master schedule that allows for collaborative teaching and multidisciplinary learning appropriate for STEM Education best practices. Teachers will be teaching 5 periods each day, which may include a planned academic or social-emotional intervention, AVID or project-based learning support, or academic support period, at the principal's discretion based on master scheduling needs.
- Teachers will have 3 individual planning periods per week and two multidisciplinary/collaborative planning periods per week facilitated or organized with the direction of the instructional leadership team.
- Teachers will provide bi-weekly enrichment lessons to students once every two weeks for one class period during the regular school day.
- Regular constructive and positive contact with parents (minimum: once monthly).
- Keep accurate and timely record of all student data (academic, social/emotional, and behavior) in the SIT log, Educator Handbook, E-School and Office 365.
- Collaboration and Consultation with school-based community agencies.

**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 per the STA contractual rate via a district 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 and engaged in instruction tied to a core content class and data, I will not earn the stipend for that period of time.

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:**

Students: 7:50 am until 3:10 pm.

Staff: M, Tu, Wed, Fri 7:35 am until 3:15 pm. Th- 7:35 am – 4:45 pm.

The additional time will be utilized one day a week (Thursday professional development as determined by the Middle School Division, for after school professional development. During the time, staff will engage in division-wide/building-wide professional development as determined by building and district initiatives.

**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 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. Untenured, or Probationary, teachers who opt-out will be placed on a preferred eligibility list.

**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), 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. Professional development will be driven by the district needs. We will have seven (7) days of pre-planning PD for STEM-related project-based instruction, planning and support. Three days of pre-planning (August 26, 27 and 28, 2019) will focus on having a strong start to the school year. Ongoing professional development will be required throughout the school year, and four quarterly Saturday days of structured professional learning and planning will be connected to the summer PD dates. These school year PD dates will support project-based learning and STEM-related instruction and collaborative planning and these dates will be finalized by June 30, 2019.

**5. Agreement**

By signing this document, I acknowledge that I have read all of the provisions of this Election to Work Agreement and I agree to the terms and conditions outlined herein throughout my employment at the **Syracuse STEM at Blodgett** during school year 2019-20.

*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 **Syracuse STEM at Blodgett** throughout school year 2019-20.

*To be completed by the school principal, or District Office Supervisor:*

\_\_\_\_\_  
Principal/District Office Supervisor  
(Print)

\_\_\_\_\_  
Principal/District Office  
Supervisor Signature

\_\_\_\_\_  
Date