

New Open World (NOW) Academy Elect to Work Elementary Agreement 2009-2010

MISSION STATEMENT

The technology driven New Open World Academy (NOW) mission is to produce students who are focused on social justice, are ecologically conscious, and college-ready. We are committed to prepare our students for the future by providing the resources and environment that support and nurture educational excellence.

We welcome all nationalities, engendering respect for all cultures. NOW is focused on the whole development of the child, aiming to equip every pupil with the essential skills for lifelong learning. The success of the school relies on its progressive curriculum, innovative technologies and the active partnership of the K-12 student body, professional faculty, committed staff, parents and community.

PREAMBLE:

The NOW Academy is a K – 12 Pilot School within the Belmont Zone of Choice in the Los Angeles Unified School District (LAUSD) that by union contract with United Teachers Los Angeles (UTLA) has been granted increased autonomy and flexibility to be a site for educational innovations. This includes the right to set the “school day” and “school year” for both faculty and students and to make other alterations in the traditional teaching and learning conditions. As a Pilot School, the NOW Academy’s primary decision-making body will be its Governance Board, replacing the roles of the School Site Council and the Local School Leadership Council. The Governance Board will be comprised of administrators, teachers, parents, students, and community members who will approve the annual Election to Work Elementary Agreement (EWEA) budget, policies while maintaining the mission of the school. Grievances will be handled according to the District 4 Pilot Schools Agreement Memorandum of Understanding (MOU). Teachers at the NOW Academy will subscribe to the vision and mission of the school and participate in the development of a collaborative, professional community. As part of the school’s collaborative, professional community, all teachers, in addition to their teaching responsibilities, will engage in communication, collaboration, and partnerships that further the vision and mission of the school.

THE SCHOOL DAY

Student Hours:

For the 2009-2010 school year: Monday, Tuesday, Wednesday, and Friday. 8:30AM to 3:00 PM

Thursday, the school day begins at 8:30 AM and ends at 2:00 PM.

Teacher Hours:

Planning Time 7:30 to 8:25 daily

Monday 7:30 AM – 3:30 PM

Tuesday 7:30 AM – 3:30 PM

Wednesday 7:30 AM – 3:30 PM

Thursday 7:30 AM – 4:00 PM (2:00 – 4:00) for Professional Development

Friday 7:30 AM – 3:30 PM

The School Year

The school year for students will consist of 180 days of instruction. Teachers will work up to 197 days according to the following schedule:

- The first and last day of school for students will be the same as all other traditional calendar Los Angeles Unified School District (LAUSD) schools
- All teachers will report for work on designated pupil free days. (Part of the contractual 182 school days.)
- All teachers will participate in up to fifteen professional development days in the summer, most likely to be the two weeks prior to the first day of school and five days following the last day of instruction in June.
- The schedule of the summer professional development will be determined in the spring based on teachers' schedules.
- As part of the NOW Academy's emphasis on increased parent involvement, collaboration, and being a school family, all teachers will be expected to participate in up to six 2-hour evening events for parents and families, Saturday school-wide extra curricular events including school sports, academic celebrations and cultural events.

SCHOOL CALENDAR:

The school will follow the traditional calendar of LAUSD with the same holidays. There will be 180 days of instruction and two pupil free days. Teachers will have up to three weeks of professional development in the summer. Elementary student (K-5) school hours are 8:30 AM until 3:00 PM. Elementary students will have early dismissals on Thursdays at 2:00 PM so that faculty can have time for professional development and common planning. Elementary faculty will meet daily at 7:30 – 8:30 for common planning grade level collaboration mixed grade collaboration and classroom preparation,

SALARY, BENEFITS, SENIORITY, AND MEMBERSHIP IN BARGAINING UNIT:

NOW Academy teachers will continue to accrue seniority within the district as they would if working elsewhere in LAUSD. Anyone hired as a NOW Academy teacher will receive the wages and benefits established in the LAUSD-UTLA Collective Bargaining Agreement. Teachers will continue to be members of the UTLA bargaining unit.

NOW Academy's Teachers may receive compensation for additional hours worked above and beyond those required hours in the LAUSD-UTLA Collective Bargaining Agreement (does not include after school professional development). Additional salary may be in the form of stipends, coordinators or hourly rates as determined by the governing board.

Additional supplementary hours and tasks necessary to complete the NOW Academy mission may be required.

RESPONSIBILITIES:

As a faculty member of the NOW Academy, I understand that I am asked to put students' needs first at all times. I agree to work creatively to meet the diverse learning styles and needs of our student population. I have agreed with the NOW Academy mission statement and intend to use project based constructive learning whenever possible in my curriculum. I agree to teach, plan, and reflect collaboratively. My lessons and curriculum will be developed with my grade level teaching team. I agree to use my assigned common planning time to meet with my grade level teaching team in order to assess student needs, reflect on student work and to revise and develop curriculum.

Teachers should plan to spend a minimum of two hours weekly in tutorials with their students after school. Teachers are expected to participate in other duties as assigned by the administrative team as needed to support students and the school community at large.

VOLUNTARY TRANSFER AND EXITING:

You may voluntarily transfer yourself from The NOW Academy at the end of the school year. When voluntarily terminating your service at The NOW Academy, you are asked to inform the principal verbally and in writing by the end of spring break of your final year of service at The NOW Academy. Permanent teachers may unilaterally excess themselves from the NOW Academy following the Voluntary Excess timeline set forth annually by LAUSD. Similarly, the NOW Academy may unilaterally excess you within the Involuntary Excess timeline set forth in the annual LAUSD Staffing Calendar. In the event of such excessing, permanent teachers will be placed on the system-wide excess list, subject to the terms and procedures of the LAUSD - UTLA contract.

RELEASE OF STAFF:

According to the autonomies set forth by the governing board, the Principal may release staff members that are unwilling to support and implement the vision and mission of the NOW Academy. The release of staff will follow the guidelines as set forth by the LAUSD- UTLA contract and personnel policies of LAUSD.

The NOW Academy may transfer employees when such action is deemed to be in the best interest of the educational program of the school. The employee shall be notified and counseled regarding the transfer, and written reason(s) for such transfer shall, upon the employee's request, be supplied to the employee. In such cases, the District and school shall assist the employee in securing an appropriate placement (nothing prohibits the employee from also pursuing placement.) Within five (5) working days after receiving notice of such a transfer, a unit member may request in writing to engage in the NOW Academy's approved Internal Appeals Process (IAP), as set forth in the Internal Appeals Process outlined in Article IX, Section G in the LAUSD/UTLA Memorandum of Agreement concerning Pilot Schools.

ABSENCES AND COVERAGE:

NOW Academy firmly believes that students do their best work when their teacher is present. Teachers should make every effort to make appointments for after the school day. As per LAUSD's policy, jury duty should be scheduled for off times as to not interfere with the instructional day of the NOW Academy students. When possible, the School office manager should be notified the day before an absence to arrange for an appropriate substitute. When this is not possible it is the teacher's responsibility to contact the sub-desk to arrange for a substitute and notify the school office manager before 7 AM the day of absence.

DISPUTE RESOLUTION:

The NOW Academy has an internal appeals process in accordance with the LAUSD – UTLA contract. Teachers, with union representation, may appeal any decision that they feel is unjustified.

Performance Evaluation:

The NOW Academy will evaluate teachers using the Stull evaluation form for the 2009 – 2010 school year. The academic leadership team with assistance from other faculty members will be reviewing other types of evaluations for future years. A portfolio document of the year’s work will also be considered in this process.

SIGNATURES:

I voluntarily elect to work at the New Open World Academy. By signing this document, I acknowledge that I have read and understand all of the provisions of the NOW Academy’s Elect to Work Agreement and that I agree to all fore mentioned terms.

Name (print)

Signature

Date

Principal’s signature

Date