

Revised 3/14/17

ELECTION TO WORK AGREEMENT
A Teacher Commitment to the AMA Pilot High School Plan
2017-2018

The Academy of Medical Arts (AMA) is a pilot high school with the Los Angeles Unified School District. Los Angeles Unified School Districts Pilot Schools are a network of public schools that have autonomy over budget, staffing, governance, curriculum & assessment, and the school calendar. These autonomies allow them to operate with greater flexibility in order to best meet their students' needs. Pilot Schools were created to be models of educational innovation and to serve as research and development sites for effective urban public schools.

In addition to the traditional UTLA contract, this contract includes additional contractual requirements specific to our Pilot School. All teachers working at *The Academy of Medical Arts* must sign this contract.

Academy of Medical Arts is a Professional Learning Community: AMA places an emphasis on shared decision-making and responsibility for student achievement. In order to sustain a supportive culture, teachers work in teams and will be provided with ample time for professional learning that is Self-Governed and Teacher-Led: The people closest to the students, namely the teachers, must make school and policy decisions. Governing boards have increased decision-making power over the school's vision, budget approval, principal selection and evaluation, and policies.

In order to realize our visions, teachers at *The Academy of Medical Arts* are expected to undertake a number of specific responsibilities.

As part of the school's professional community, all teachers will meet the following expectations:

- Work to set and achieve school-wide attendance and achievement goals by reviewing data
- Participate in weekly/biweekly grade-level team meetings at times that are convenient for members of the specific team. Meeting notes turned into lead teacher.
- Meet in self-selected committees monthly at a time most convenient for committee members
- Commit fully to the interdisciplinary pedagogy and ensure that approximately 50% of grade level team work is interdisciplinary in nature.
- Implement and monitor assigned grade-level HOSA future health professionals projects and Work-based Learning programs
- Schedule, plan, implement and participate in a minimum of three annual community-building activities, including Back to School Night, College and Career Night, Open House, Banquet, Recognition, Attend one 8th grade recruitment fair or event on campus or in the community
- Plan, schedule, and participate in the annual Health Career Expo
- Plan and participate in the peer observation process (teach, plan, reflect) as part of the collaborative, professional learning community
- Maintain the school's "open door" policies
- Post and be available for weekly office hours and submit the AMA teacher generated form to Data Committee to document intervention

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- Participate in meetings as needed to support student achievement, including parent conference, IEPs, and crisis or emergency management
- Check email everyday
- Participate in collegial and frequent dialogue among staff, students, families, and community members
- Work with administration in positive and constructive ways and professionally mediate through protocols
- Understand that the pilot school autonomies provide our school with the opportunity to innovate, but they also put far greater responsibility on teachers to be accountable for the decisions made by the school

Teachers with a minimum of 5 or more years in the teaching profession may be asked to support new teachers on lesson planning, classroom management, grading support, and in-class assistance.

The Academy of Medical Arts' teachers will continue to accrue seniority as they would if working elsewhere in the Los Angeles Unified School District. Anyone hired as a teacher will receive the wages and benefits established in the LAUSD Teacher's Contract. Teachers will continue to be members of the United Teachers of Los Angeles bargaining unit.

Teachers may unilaterally excise themselves from *Academy of Medical Arts* at the end of the school year. When voluntarily terminating services, teachers are required to inform the principal in writing by April 15. *The Academy of Medical Arts* will observe due process in supervision and displacement procedures.

Teachers need to fulfill all UTLA contractual obligations. Moreover, teachers are expected to fulfill obligations outlined in this Elect-to-Work Agreement. The Governing Council reserves the right to review and change the Elect to Work Agreement on an annual basis.

Teachers will follow the existing UTLA contract for their workday and work year. Teachers will attend approximately 6 hours of professional development per month, inclusive of banked time, as shown in *Academy of Medical Arts* Professional Development Activity Calendar. Teachers should set the Professional Agenda Calendar and lead Professional Development in order to make sessions meaningful, relevant, and reflective. Teachers who regularly miss PD will be asked to have a meeting with the Instruction and PD Committee and the Principal.

Teachers, counselors and coordinators will work additional days according to the following schedule:

- A minimum of 20 hours per school year professional development including Buy Back Days, Network Partner Conference/Seminars, and grade level reflections and Pre-Registration, etc.
- Two days per semester for reflection and planning by grade level teams, the dates of which will be at the discretion of the team.

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Governing Council will review existing contractual policies and procedures on an annual basis and create addendums to policy as necessary. With regard to disputes, AMA will adhere to the existing LAUSD-UTLA Internal Appeal Protocol, Section IX-G of the contract.

I acknowledge that I have read all of the provisions of this agreement and that I agree to all of its terms.

Signature: _____ Name (Print): _____

Administrator Signature: _____ Name (Print): _____

Dated: _____