Frequently Asked Questions: Working at the New East High School

What is the application process?
To begin the application process, please review the memorandums of agreement for your collective bargaining unit and the University of Rochester EPO Plan for East. These documents can be found online at www.warner.rochester.edu/researchprojects/projects/EastHigh. The second step is to submit an application form and any supporting materials to support your application. The review process for teachers and administrators began early February and will continue until Feb. 26, or until all positions have been filled.

Do I have to currently be a Rochester City School District (RCSD) employee to apply to East?
No, we encourage everyone interested in applying for a position at East High to do so. If you are not currently an RCSD employee, you will also need to submit an RCSD application through Human Capital Initiatives (http://www.rcsdk12.org/HCI) if you are selected.

If I currently teach outside of the RCSD, will I lose tenure and seniority by accepting a position at East? If so, what is the timeline for getting back?
New York State education law specifies that tenure and seniority are not transferable from one school district to another. However, if you are already tenured, your probation period at East is only two years.

If I applied for a RCSD position in the past, will my application still be active?
No, your application will not be on file from past positions that you’ve applied for within the district. If you are not currently an RCSD employee, and you are applying to work at East, you must also submit an application to the RCSD.

What does the extended day mean? What sort of flexibility comes with different start and end times?
East High School faculty will have an 8-hour work day, with extra compensation as outlined in the memorandums of agreement. East’s students and staff will experience staggered start and end times, with the Lower School (grades 6-8) students arriving earlier than the Upper School (grades 9-12) students. This model is consistent with research regarding teenage sleep patterns. An extended learning day will also allow East’s teachers and school leaders to work together daily to plan lessons, assess student progress, and share practice. Schedules will also be adjusted to facilitate increased engagement with students as well as professional learning.
Will East High offer Grade 6?
At East High, we are committed to serving all students in grades 7-12. We are also considering the addition of grade 6, but recognize that students are enrolled in other schools. We will provide grade 6 programming only if we have enough students who want to take advantage of it at East.

If I have multiple certifications, can I apply for more than one position?
Yes. There is an area on the application for you to indicate the preferred position(s) that you are applying for at East. Separate applications, however, need to be completed for the teaching positions and administrative positions.

As an East High teacher, would I be an employee of the RCSD or the University of Rochester, and will labor unions represent teachers and school leaders under this organization?
All East employees will be RCSD employees. There are separate memorandums of agreements with each of the collective bargaining units regarding East High.

As a teacher do I maintain my tenure and seniority in the District?
As a current RCSD RTA bargaining unit member accepting a position at East High, you will maintain your tenure and seniority as long as it is in the same tenure area. If you accept a job in a different area, in which you don’t currently have tenure, you will need to start a new probationary period of two years. ASAR members should consult the ASAR memorandum of agreement, which is specific regarding these issues.

What professional learning opportunities will be available to East teachers?
Professional learning will be part of the foundation of East High. At this time, the EPO team is developing a comprehensive professional learning plan.

What are the requirements for working at East High?
Only New York State certified teachers and administrators will be considered for positions at East. For more information about certification, visit the New York State Education Department website at [http://www.highered.nysed.gov/tcert/](http://www.highered.nysed.gov/tcert/).

Is there risk of being laid off in a few years?
Educators working at East with relatively low seniority will have a greater risk of being laid off during periods of economic stress and/or enrollment decline. Any Rochester City School District layoffs are district wide.

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