



# Washington Teachers' Union

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## 2017-19 Tentative Contract

### Frequently Asked Questions

#### Why should I vote?

- WTU is our union. Your opinion makes a difference. To speak with one strong voice, all voices must be heard.

#### Why should I vote YES?

- The tentative contract represents a fresh start in our relationship with DCPS. The economic benefits (discussed below) included in this contract officially recognize our professionalism and the value of our dedication to give all the children in our classrooms a great public education and a real chance at a successful future.
- If ratified, the Tentative Contract will become our first new formal contract since 2012. This is a victory we all have fought for through several years when the DCPS administration has often been hostile to the educators who guide and mentor the students in our public schools. The new DCPS administration wants a new, more cooperative relationship with WTU members—and this contract represents a chance to cement that change into enforceable contract terms.

#### What are the salary rate increases in this contract?

- We get a 9% pay rate increase over the life of the contract – in addition to step increases:
  - 4% increase payment shortly after contract is ratified to cover the 2016-17 school year.
  - 3% increase on top of the 4% starting October 1.
  - 2% increase for 2018-19
- This means that starting October 1, we will see our paychecks go up 7%.
- These increases are all adjustments to the salary schedule, so their impact on pay is compounded—the increase each year is on top of the raise of the previous year. These are not the one-time “bonus” payments that DCPS has proposed in the past.
- Retirees who were employed during the 2016-17 school year will receive the 4% raise for that year.
- All teachers new to DCPS will get the 3% increase in October that is based on the 4% increase in rates for the 2016-2017 year.
- The raises are in addition to any step increases or other compensation adjustments for which members may be eligible.
- The tentative contract includes extended pay for extended-day schedules.

### **Are there other increases?**

- Yes. Contributions to our pension plan will be based on the rate increases, starting with the 4% increase for 2016-17

### **What are some other changes in this contract?**

- Effective and highly-effective teachers who are excessed from schools with extended programming will now be guaranteed placement in an available DCPS position.
- Athletic Trainers: Moved to a new pay classification.

### **What does the contract say about extended school programming?**

- The tentative contract includes a Memorandum of Agreement signed by WTU President Elizabeth Davis and Chancellor Antwan Wilson that establishes the DC STAR process, which will give educators a real voice in determining whether or not their school will become an extended year and/or day school and if so how the program will be implemented.
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### **What about a greater say in DCPS decisions?**

- Our contract already includes provisions that give classroom teachers a full and equal partnership with DCPS and school-level administrators in decisions that impact professional practice and assignments. They have never been implemented. Now they will be implemented.

### **When will the changes take effect?**

- The pay increases take effect immediately.
- Other changes will take effect over the new school year as the WTU and DCPS work out the details of their implementation.
- As the contract is implemented and preparation begins for bargaining the next follow-on contract, WTU will be surveying members for input on priorities for additional changes.

### **Why aren't there more changes in this contract?**

- We will begin the process for bargaining our next contract in less than one year. Meanwhile, our bargaining team was determined to win the immediate pay raises educators deserve and that recognize educators' contributions to DCPS.

***When you receive a ballot from the independent firm conducting the ratification process, be sure to return it with your vote.***