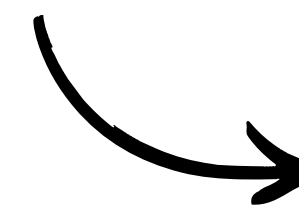




KNOW YOUR RIGHTS: EXCESSING

See our memo



WHAT IS AN EXCESSING? When a position is eliminated due to reduction in a local school budget, changes in programming, or drops in enrollment

THE PROCESS WTU Contract: Section 4.5 Performance-Based Excessing Policy

February: Local School Budgets

LSAT's work with the Principal on DCPS initial budget and makes recommendations on all specific budget choices

April: Excessing Determinations

LSAT's will reconvene if an excessing is determined to be necessary, after DINRs are submitted, to provide recommendations on the area(s) of certification to be affected

April-May: Personnel Committee Process

All WTU Members in the affected area of certification must participate in the Performance Based Excessing process with the Personnel Committee regardless of the position(s) eliminated

May-June: Notifications

All those affected must be notified at least 10 school days prior to the date of excess

June-August: Transfer Period

Have 60 Days to find another placement upon the date of excessing, or face separation from DCPS

PERSONNEL COMMITTEE

CBA 16.3 & Rubric CBA 4.5

The Role

Makes recommendations to the principal on which person will be excessed using the contractual rubric and process

All employee's rights

- May submit evidence to the Personnel Committee for their consideration
- An individual who is in the affected area shall recuse themselves from the Personnel Committee for this decision
- All employees are entitled to confidentiality throughout this process

WTU MEMBER RIGHTS

Make sure you aren't being illegally excessed

No Artificial Job Title Changes

DCPS cannot excess a teacher by artificially changing the name of the position but it still performs the same job functions (4.5.2.1)

No Existing & Future Vacancies

If there is any vacancy at the school that the excessed member is qualified to hold then their excess is rescinded **without having to apply** (4.5.3.2)

The Reasoning must be in writing

If the principal goes against the recs of the LSAT or Personnel Committee they must provide reasons in writing to the WTU President (4.5.2.1-2)

Note: If a building representative is excessed they automatically have the right to have the entire process examined for potential violations by the Chancellor along with all documentation pertaining to the excess (3.3.3)