



Know Your Rights: Excessing

Town Hall

4/9/26

WHAT IS AN EXCESSING?

When a position is eliminated due to reduction in a local school budget, changes in programming, or drops in enrollment

WHAT IS NOT AN EXCESSING?

Renaming a position that does the
same job functions

See: CBA 4.5.2.1

WHEN IS AN EXCESSING NECESSARY?

There are more ET-15s than there are positions

1. No current vacancies
2. Nobody planning to leave (DINRs)
3. No newly open positions (LSAT should know what was newly created and what is posted)

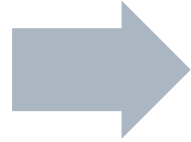
See: CBA 4.5.3.2

Find out more at https://www.wtulocal6.net/excessing_rights

THE PROCESS

April: Excessing Determinations

LSAT's will reconvene 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



May-June: Notifications

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

KEY RIGHTS IF FACING EXCESSING

- 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

PROCEDURAL RIGHTS

Principal's Must Put their Reasoning must be in writing

- If the principal goes against the recommendations of the LSAT or Personnel Committee they must provide reasons in writing to the WTU President
- The WTU President can then request the Chancellor sign off on the differences before they got into effect

See: CBA 4.5.2.1-2

THE BUILDING REP

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

See: CBA 3.3.3

IF EXCESSED

- Have 60 days to find a position in DCPS or are cut
 - Mutual consent – must get hired at a school
 - If cut, can still be hired once the school year begins
- If not hired, and made a good faith effort, and have an effective or higher rating, and have never taken an IMPACT or LIFT bonus:
 - Option 1: Can get a \$25,000 buyout (can't return for 3 years)
 - Option 2: Can get early retirement (if close to retirement)
 - Option 3: Can get a 1-year placement at a school

OUR STRATEGY

File a grievance every time this process is breached at each school.

- Goal: Get the principal to follow the process after a Step 1, Stage 1 Meeting. Or get the Instructional Superintendent to enforce it at Step 1, Stage 2.

What this requires:

- Strong communication from Building Rep and/or affected parties with the person assigned to support your school
- We will assign either an Organizer, Grievance Specialist and or the WTU President depending on the severity of the situation and how prepared the building is to tackle this fight already

Find out more at https://www.wtulocal6.net/excessing_rights

Questions?

Fill out the WTU Support form if you want a 1-1 with someone in the WTU Office

<https://bit.ly/wtusupport>