

WTU'S CONTRACT

Proposals to DCPS



WTU's Contract Bargaining Team (CBT) began work in May of 2023 and throughout the summer to review WTU member feedback on what they wanted to see in a new CBA. The feedback under review was drawn from members who attended a series of school based in-person and virtual Contract Town Hall sessions, online surveys, and individual communications with members.

From this data the 25-person CBT focused their final decisions on items of most importance to the majority of the membership. Given legal restrictions and AFT guidance on contract bargaining best practices, we were NOT allowed to share some of the specific language in the 10 proposals and 3 memorandums of agreement sent to DCPS beginning in June earlier in the year.

However, we did summarize and post weekly videos of what was discussed after each CBA meeting and reiterated these summaries in WTU's weekly AM Brew.

Recently, our legal team and AFT advisors approved disseminating the following infographic to respond to member requests for more detailed information. However, we ask all WTU members to remember that contract negotiations is a complicated and confidential process. We ask you to limit any and all discussions of the CBA summary to WTU members-only.

CBA SUMMARY

Our first request to DCPS is a **five-year collective bargaining agreement** that would run from October 1st, 2023, through September 30th, 2028. A five-year agreement would help our school system solidify three pivotal, shared objectives:

- Enabling systemic improvements for student achievement and well-being
- Confronting the persistent teacher shortage in our schools
- Establishing long-term stability in labor relations

3 MEMORANDUMS OF AGREEMENT



01. Emergency Preparedness

Underscores the shared recognition of the vital role diversity in the instructional staff plays in improving students' academic outcomes, reducing disciplinary issues, fostering a sense of belonging, and enhancing cultural awareness



03. Climate Curriculum

Requests a collaborative commitment between the District of Columbia Public Schools (DCPS) and the Washington Teachers' Union (WTU) to prioritize the safety and well-being of students and staff

02. Diversity of Staff



Establishes the collaboration between the District of Columbia Public Schools and the Washington Teachers Union to create a Climate Curriculum Task Force (CCTF)

10 CONTRACT Proposals for DCPS



01. Class Size

Addresses IEP caseloads, acceptable reasons for altering class size, compensatory payments when size exceed limits, and reporting/verification procedures

Changes the elementary lunch period provisions in the agreement to be the same as secondary teachers



02. Elementary Lunch Period



03. Morning Block

Outlines provisions to the equitable assignment of caseloads and workloads for related services providers in special education

Increases morning block period from two to four per week to reserve time for collaborative planning including data analysis, sharing best practices, curriculum alignment, PD and more



04. Related Services Providers



05. Athletic Trainers

Addresses the limitations on extra duties for Related Service Providers, Special Education Teachers, School Counselors, ESL Teachers, Librarians, and Instructional Coaches

Outlines comprehensive provisions related to athletic trainers, mandating certifications and providing all with the necessary resources, including safe facilities, equipment, and supplies



06. Extra Duty



07. Class Coverage

Requests that all benefits continue the current level of coverage

Seeks guardrails to limit the overuse of class coverage and to expand class coverage protections to ESL and special education teachers



08. Benefits (not Pension-related)



09. Pensions

Requests salary increases and enhancements primarily to secure fair and competitive compensation, address the rising cost of living, recognize their dedication, and attract and retain qualified educators

Requests that DCPS commit funds to the WTU to investigate and research supplemental qualified retirement plans that may benefit WTU bargaining unit members



10. Compensation Enhancements