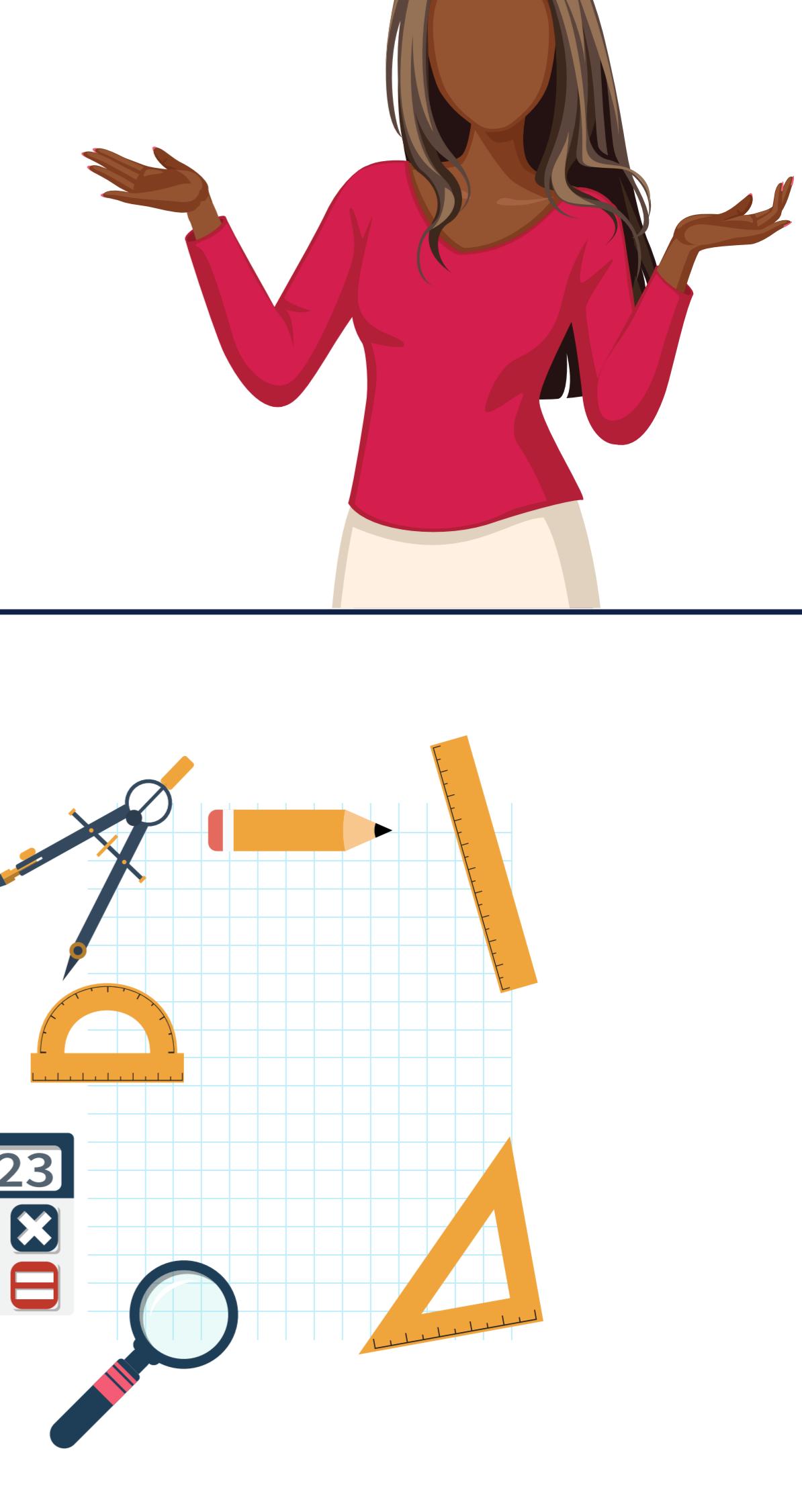
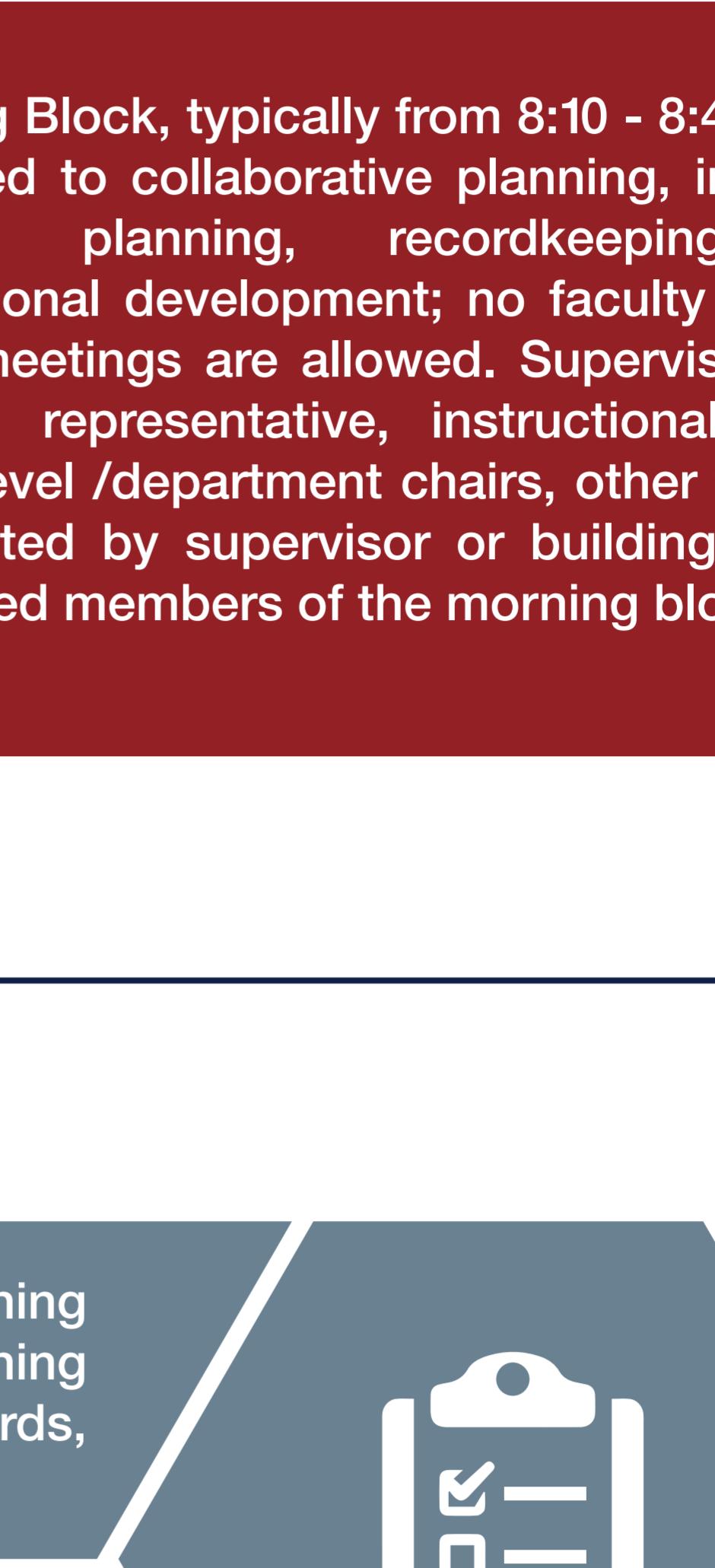


WTU's Top 10 Contract Violations

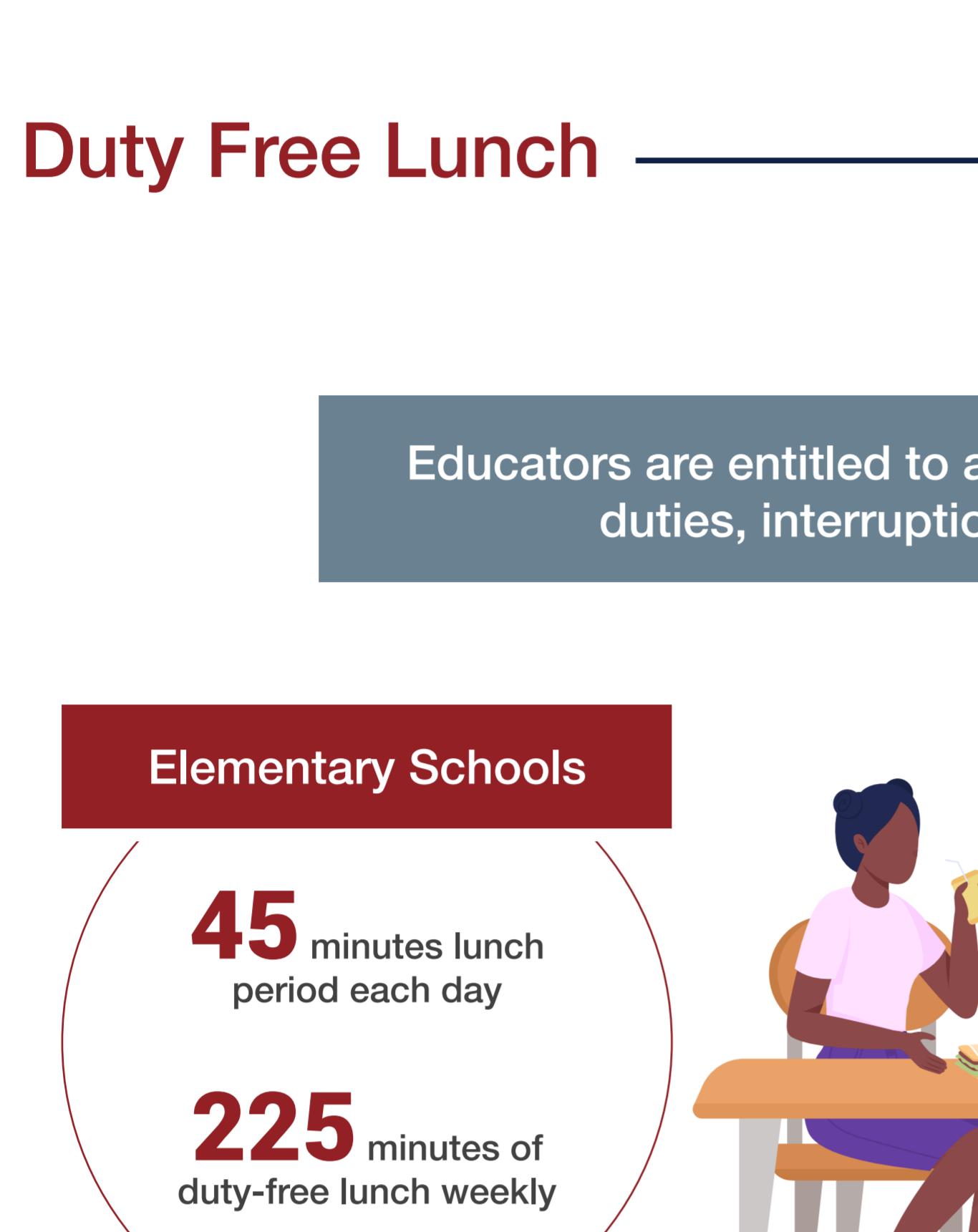


1. Educator Supplies

Schools must ensure that educators have the supplies they need for their classrooms, including laptops and internet access. The School Chapter Advisory Committee (SCAC) is required to meet to create rules for equal distribution of funds by Sept 30 and staff must be informed of the process for requesting resources by Oct 15. Inventories of supplies must be provided by the first day of school and written explanations are required when resource requests are denied.



2. Morning Block Time



Morning Block, typically from 8:10 - 8:40 AM, is restricted to collaborative planning, individual teacher planning, recordkeeping, and professional development; no faculty or book study meetings are allowed. Supervisor, WTU building representative, instructional coach, grade level /department chairs, other teachers designated by supervisor or building rep are dedicated members of the morning block team.

3. Planning Time

Schools must ensure educators have adequate Planning Periods dedicated to Instructional Purposes (i.e. planning lessons, reviewing student work, maintaining student records, holding conferences, etc.)

Elementary Schools

225 minutes of weekly planning time

Secondary Schools

05 daily planning periods weekly, equal in length to 1 class period

04 options for scheduling planning time; priority is five 45-minute planning periods per week



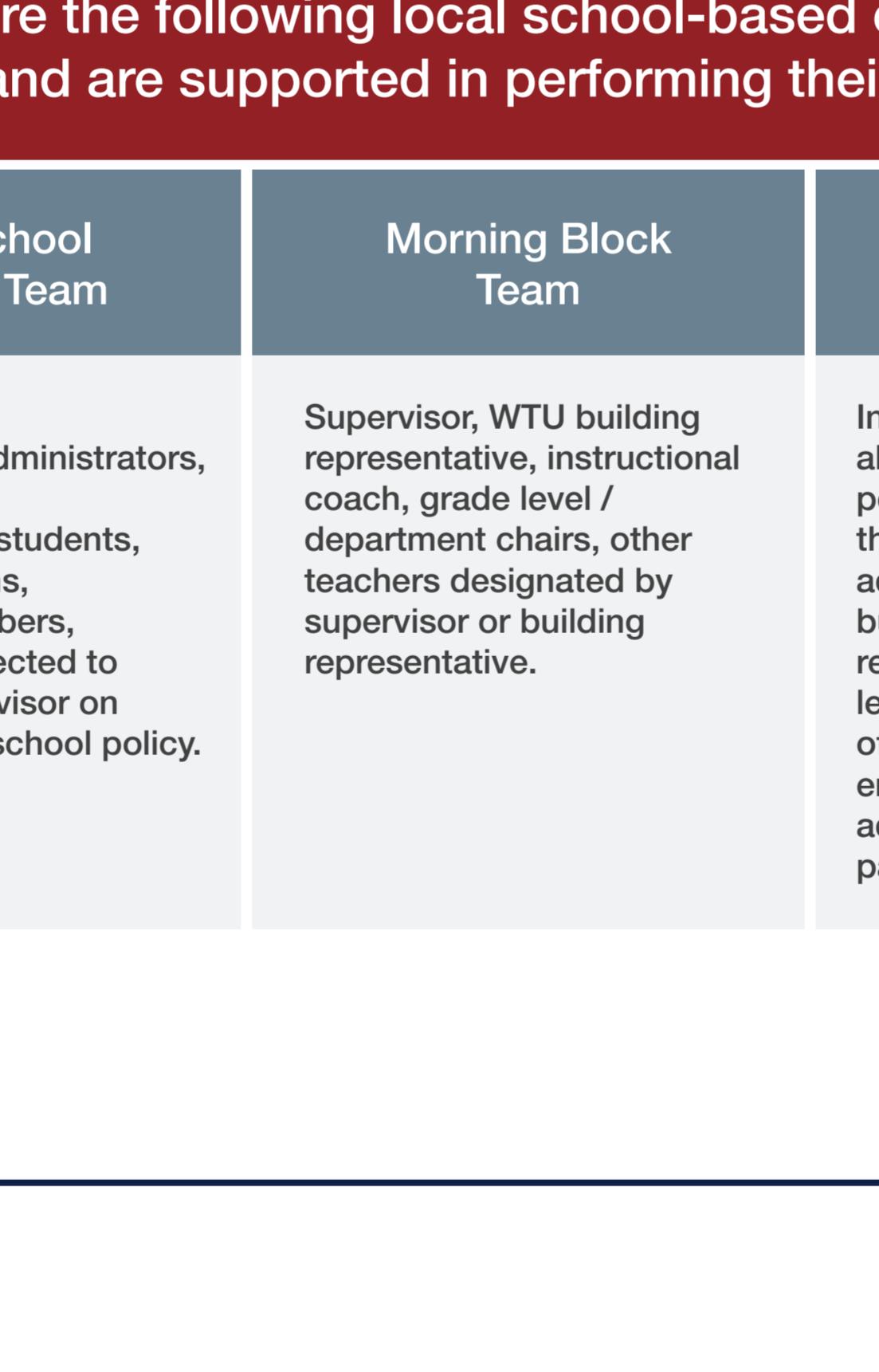
4. Duty Free Lunch

Educators are entitled to a lunch period each day with no required duties, interruptions or assigned responsibilities.

Elementary Schools

45 minutes lunch period each day

225 minutes of duty-free lunch weekly

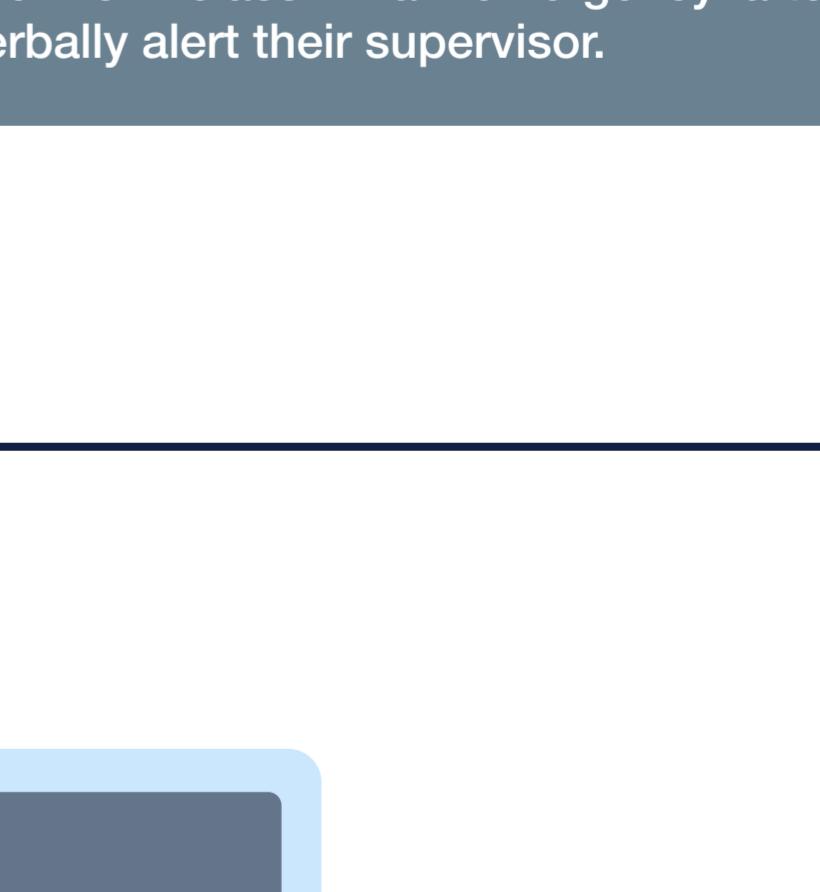


Secondary Schools

No less than

45 minutes of lunch duty

and up to **60** minutes



5. Pay for covering for other teachers or lost lunch and planning time

Teachers are entitled Administrative Premium for Coverage and Planning/Lunch time lost, regardless of the reason.

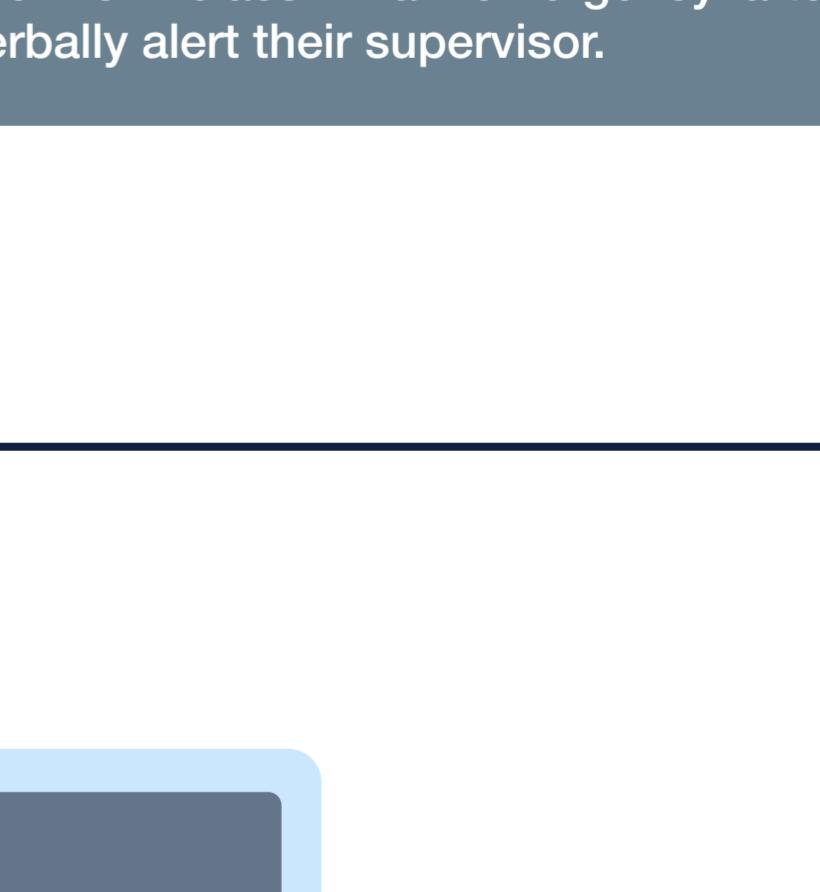
Class Coverage

Pay Administrative Premiums to secondary teachers who provide teacher coverage and lose a planning period.

Additional Students (elementary only)

Pay Administrative Premiums to elementary teachers who provide absent special subject teacher coverage and lose a planning period.

Pay an Administrative Premium per day of coverage to teachers required to accept additional students in his/her class due to a teacher's absence when the additional number results in a class exceeding the class roster.

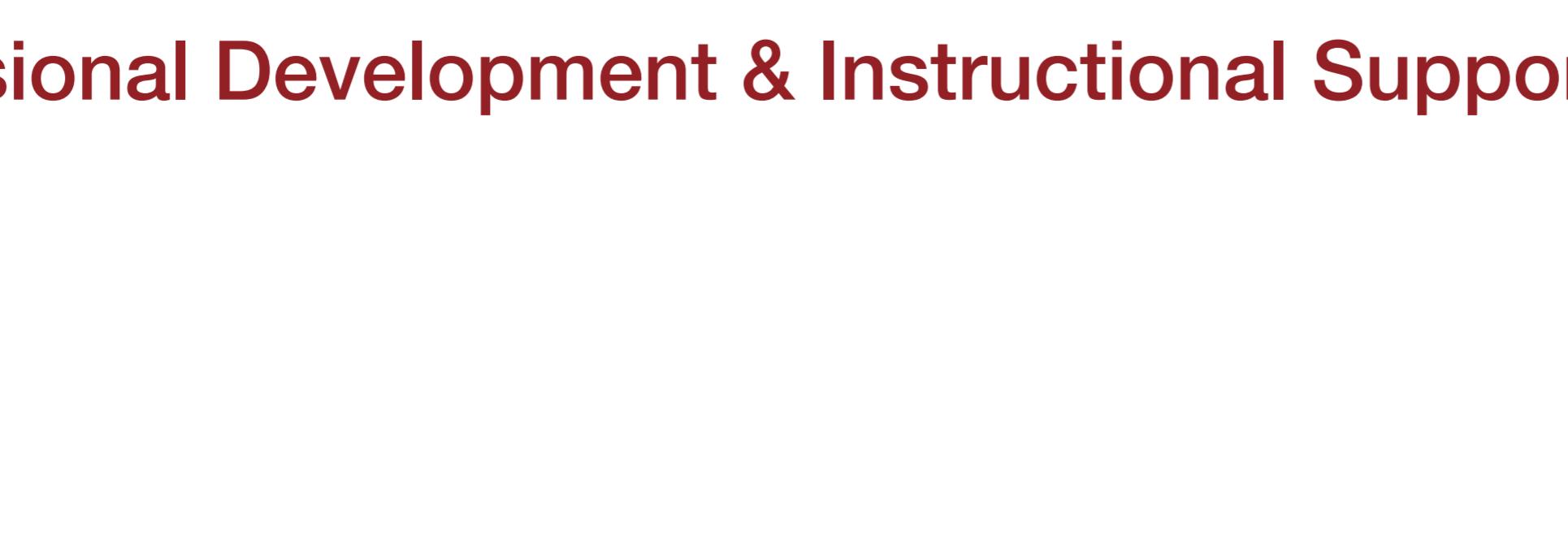


6. Lesson Plan

Teachers may choose to use the system-wide lesson plan template with the minimum required elements for a lesson plan. Teachers are not required to submit detailed daily, weekly, unit, or long-range lesson plans on a regular basis at any time for review and/or by copying the principal or supervisor upon request.



7. Local School-based Committees



Schools must ensure the following local school-based committees meet regularly and are supported in performing their duties.

School Chapter Advisory Committee

Local School Advisory Team

Morning Block Team

School Personnel Committee

Student Behavior Management Committee

A committee, chaired by the WTU building representative, consisting of no more than seven full dues paying WTU members that advises the supervisor on all matters related to the CBA.

Local school stakeholders—administrators, teachers, WTU representatives, students, parents/guardians, community members, etc.—who are elected to advise the supervisor on matters of local school policy.

Supervisor, WTU building representative, instructional coach, grade level / department chairs, other teachers designated by supervisor or building representative.

Interviews and recommends all candidates for any vacant positions at the school (except the principal); consists of the administrator; the WTU building representative; the relevant department or grade level chairperson, or a member of the appropriate non-teacher employee group; one to four additional teachers; and a parent of a current student.

Designs a school wide discipline and behavior management plan; consists of the administrator, WTU building representative, the LSAT chairperson, the president of the local parent/teacher association, a representative from building security, and the president of the student government association.

8. Leave

Educators are granted 12 days of sick leave annually, posted at the beginning of the school year. Teachers also receive one day of individual professional development leave posted at the beginning of each school year. Teachers can utilize Administrative Leave, Family and Medical Leave (FMLA) and DC Paid Family Leave under specific circumstances.



Schools cannot deny requests for leave due to "black out" periods. Educators may be required to submit a doctor's certification after three or more consecutive days of absence due to illness. Teachers are to be excused from class in an emergency after they verbally alert their supervisor.

9. Extra Duty

Vacancies and qualifications for positions before or after school must be published no later than April 30th and the School Chapter Advisory Committee (SCAC) is required to be consulted.

Three-year incumbents must reapply for their positions; applicants who do not receive a position must be notified in writing with the reason so stated by the end of the school year. When qualifications are equal, seniority is the determining factor. If there is not a qualified teacher available, a teacher from another school or an applicant from outside DCPS may be utilized.



10. Professional Development & Instructional Support

DCPS is required to provide educators opportunities to grow and improve. The School Chapter Advisory Committee (SCAC) may develop surveys to seek information from teachers about possible topics for school based professional development. Educators are eligible for administrative leave for attendance at workshops, conferences, conventions, as well as for tuition reimbursement.

