

# WTU Tentative Deal: The Facts



1. The four-year deal runs from SY 2019-20 to SY 2022-23.
2. The deal includes retro pay for all years since the last contract.
3. The salary increases are 2%, 2.5%, 3.5% and 4%, respectively, totaling 12% over the four years (12.56% when the interest is compounded). All salary increases go into effect immediately upon ratification.
4. The deal provides an additional 4% signing bonus for every teacher.
5. What this means:
  - a. The average D.C. teacher's salary increases from approximately \$92,000 to around \$103,500.
  - b. The starting salary increases from \$56,313 to just over \$63,373.
  - c. The top salary goes from \$116,408 to around \$131,000.
  - d. Upon final ratification, all teachers will see an immediate salary increase from approximately \$7,060 (beginning) to \$14,595 (top step).
  - e. Retro "salary" checks will range from approximately \$10,000 to over \$20,000.
  - f. The additional signing bonus of 4% will range from \$2,535 to \$5,240.
  - g. Total settlement checks will range from approximately \$12,500 to over \$26,000.
  - h. By the end of FY23 (Sept. 30, 2023), this deal will put an additional \$18,000 to \$37,000 in teachers' pockets from bonuses, retro checks and salary increases.
6. The deal continues full contract benefits (optical, dental and legal). Health and pension are city programs not negotiated in the WTU contract.
7. It increases the Adm. Premium by 50% to \$60 an hour.
8. It provides all teachers with at least two morning blocks per week.
9. The deal adds language protecting teachers if their school-issued technology fails.
10. Starting this year, there will be an added \$1,500 stipend for special education designees, LEA representatives and case managers.
11. Starting this year, there will be an added \$1,500 stipend for hard-to-fill positions, defined as social workers, psychologists, special education, math, science, world language, speech pathologists, occupational therapists, physical therapists and ESL/ESL itinerants.
12. The deal increases start-up allocation (money for classroom supplies) from \$200 to \$250.
13. It provides athletic trainers with an additional \$250 to buy training supplies.
14. There will be a committee to study the feasibility of a 401(a) retirement plan for teachers (same language as the firefighters' contract).
15. Language changes in Article 6 (Grievances) and Article 7 (Teacher Discipline) maintain the current process and steps, and new timelines and scheduling procedures are established.