



## Washington Teachers' Union

*Amplifying the Voice of DC Teachers*

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### **WTU Tentative Deal – The Facts**

1. The four-year deal runs from SY 2019 – 2020 to SY 2022 – 2023.
2. The deal includes retro pay for all years since the last contract.
3. The salary increases are 2.0%, 2.5%, 3.5%, and 4.0% respectively, totaling 12% over the four years (12.56% when the interest is compounded). All salary increases go into effect immediately upon ratification.
4. An additional 4% signing bonus for every teacher.
5. What this means **(for teachers employed since August 2019, amounts will differ if the teacher was granted steps in SY20 – SY23):**
  - a. The average DC teacher's salary increases from approximately \$92,000 to around \$103,500.
  - b. Starting salary from \$56,313 to just over \$63,373.
  - c. 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. Additional signing bonus of 4% - 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 (10/1/23), this deal will put an additional \$18,000 to \$37,000 in teachers' pockets from both the Settlement Checks and Salary Increases.
6. Continues full contract benefits (optical, dental, and legal). Health and pension are city programs not negotiated in the WTU contract.
7. Increases Adm. Premium by 50% to \$60/hr. Hourly rate use when teacher do extra work.
8. Provides all teachers with a least two morning blocks per week (planning time).
9. Adds language protecting teachers if their school-issued technology fails.
10. Starting this year, an added \$1,500 stipend for special education designees, LEA representatives, and case managers.
11. Starting this year an added \$1,500 stipend for hard to fill positions defined as social workers, psychologists, special education, math, science, world language, speech pathologist, and ESL/ESL itinerant.
12. Increases start-up allocation (money for classroom supplies) from \$200 to \$250 (a 25% increase).
13. Provides athletic trainers with an additional \$250 to buy training supplies.
14. A committee to study the feasibility of a 401(a)-retirement plan for teachers (same language as the firefighters' contract).