

## WTU Tentative Agreement Questions and Answers

- 1. This contract covers the school years 2019-2020 to 2022-2023. Does that mean we will not get a raise for the next school year?**

Answer: No, it simply means the WTU must return to the bargaining table right after the ratification. We must collectively bargain for every raise. The WTU proposed a longer deal to avoid immediately returning to bargaining, but DCPS would not agree to a longer deal.

- 2. Why didn't WTU insist on a longer deal?**

Answer: The WTU Bargaining Team felt it was important to get salary increases and retros, and bonuses in teachers' pockets as soon as possible. It has been over three years since the last cost-of-living increase and making teachers wait even longer was unacceptable.

- 3. How do I calculate my new salary?**

Answer: the quickest and easiest way to calculate your new salary is to multiply your current annual salary by 1.125. This will give you a quick estimation within a few dollars of your new salary.

- 4. How much are the retro payments?**

Answer: The retro payments will range from more than \$10,000 to over \$20,000. Each individual teacher's retro amount depends on a number of factors including education level, step, and date of hire.

- 5. Why is it so hard to calculate the retros?**

Answer: To calculate a retro payment requires several factors such as education level, hire date, and what step the teacher is currently on. Adding to the complexity are the 74 unique salary cells in our salary schedule and the large number of new teachers in the last three years. A worksheet is provided on the website along with the salary tables to help teachers calculate their retro payments.

- 6. Do I get the additional 4% retention bonus?**

Answer: Yes. All teachers who were employed by DCPS at the start of this school year will receive the one-time 4% retention bonus. The bonuses are calculated using the new 2022-2023 salary schedule that reflects the new salaries after the 12% increase (12.5% when compounded).

- 7. What did the WTU have to "give up" to get this deal?**

Answer: As in any bargaining, the final agreement is always a compromise between the two sides. This agreement is no different. WTU did not get everything it proposed at the table and DCPS did not get everything it wanted at the table. That being said, everything that is in this deal, all contract language changes and financial agreements are on the website. If an item is not listed, it is not in the deal.

**8. Besides the increases in Article 36 (Compensation) and Article 37 (Benefits) what are the other changes?**

Answer: All the changes are available on the website, but here is a quick listing of all changes:

- Article 1 – Adding new job titles to ensure these teachers are covered by WTU contract.
- Article 6 – Maintains same grievance process, new scheduling and timelines established.
- Article 7 – Maintains same process, additional days for both internal and external investigations
- Article 23 – guarantees teachers have at least two morning blocks each week.
- Article 25 – Protects teachers if their school-issued technology fails.

There are no other changes to the WTU contract. Again, you can review these changes on the website.

**9. Why after three years are there so few changes?**

Answer: The simple answer is that the WTU and DCPS could not agree on more changes. There were hundreds of proposals, but the teams could not agree. When negotiations start-up this spring, many of these proposals may return. But before that happens, WTU will conduct member surveys and listening sessions to ensure the WTU is putting the members' issue on the table.

**10. Why didn't the tentative agreement address IMPACT?**

Answer: Teacher evaluation is a prohibited subject of bargaining in Washington, DC. Current city statutes do not allow WTU to bargain over the evaluation process. The teacher evaluation section of the WTU contract (Article 15) covers what the WTU can negotiate given the limitations of DC's current law. Importantly, WTU will try to change these statutes as soon as possible.

**11. What happens if the teachers vote "no?"**

Answer: If the teachers reject the tentative agreement, WTU returns to the arbitration process. This would mean the salary increases, retros, and the one-time bonus do not happen unless they are part of another agreement. New dates will be set and more delays.