



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chancellor



Washington Teachers' Union Contract Frequently Asked Questions

General

When will the new contract between DC Public Schools (DCPS) and the Washington Teachers' Union (WTU) take effect?

The new contract will cover October 1, 2016 through September 30, 2019. The contract will go into effect after it is ratified by the WTU bargaining unit members and then approved by the Council of the District of Columbia, which begins the next session on September 15, 2017.

What is new about the contract?

The Bowser Administration, DCPS, and WTU are excited that the parties have retained many of the agreements of the prior contract, including several programs to encourage the agency and the union to collaborate on programs at both school and district level. In this contract, the parties created a new program, called DC:STAR, which will allow schools to innovate in how they use time, including extending the school year.

Who is part of the WTU?

The WTU includes all teachers, instructional coaches, and athletic trainers. In School Year 2016-2017, there were more than 4,500 WTU members.

Compensation

What changes to compensation are reflected in this contract?

The new contract provides for increased compensation for all WTU bargaining unit members, with a 4 percent payment for Fiscal Year 2017, 3 percent in Fiscal Year 2018, and 2 percent in Fiscal Year 2019. The District's Fiscal Year begins on October 1.

Will retroactive compensation be provided?

WTU bargaining unit members will receive retroactive pay for Fiscal Year 2017 after the contract is ratified and approved by DC Council. WTU members will see a 4 percent increase in their base salary once the contract is implemented.

What will the compensation plan mean for the DCPS community?

The negotiated salary increases amount to more than \$110 million in funding for DC Public Schools from Fiscal Year 2017 through Fiscal Year 2021, which also impacts the per-pupil funding formula across the District. In Fiscal Year 2017 and Fiscal Year 2018, DCPS will see a \$38.3 million increase. This means that the Uniform per Student Funding Formula (UPSFF) will rise to \$10,257 in Fiscal Year 2018, a 5.9 percent increase over the Fiscal Year 2017 adopted budget UPSFF of \$9,682. In Fiscal Year 2019, DCPS will see another \$23.2 million increase in funding over what has already been adopted in the budget, as a result of the new contract. *(Over Fiscal Year 2017 and Fiscal Year 2018, DC Public Charter Schools will see a \$31.5 million increase, and in Fiscal Year 2019 they will see a \$19.7 million increase.)*

The new contract and corresponding salary increases also ensure that DCPS continues to lead the nation on teacher compensation and provides a competitive advantage on teacher retention and recruitment for the upcoming school years.

Benefits

Does this contract provide for any changes to employee benefits?

WTU bargaining unit members will continue to receive benefits as part of their employment with DCPS. In Fiscal Years 2018 and 2019, DCPS will increase contributions to dental and optical plans for WTU members.

Next Steps

What happens now that the parties have signed the contract?

Now that the parties have reached an agreement, the WTU membership will have an opportunity to vote on contract ratification. The WTU will notify members of the process and timeframe for voting, which is expected to take approximately two weeks from the date WTU members receive voting information. Upon affirmation by the WTU, the contract will then go to the DC Council for approval.

What is the legislative process?

Two pieces of legislation will be transmitted by the Mayor to DC Council in order to implement the contract. The two pieces of legislation are the following:

1. **Collective Bargaining Agreement Emergency Approval Resolution:** This resolution will approve the collective bargaining agreement between DCPS and WTU to be voted on at the September 19 legislative meeting of the Council. The resolution only needs one vote from the Council and will become effective immediately upon the Council's approval.
2. **Budget Amendment Emergency Act (along with Temporary and Permanent Acts):** This act will set aside the necessary funding for the WTU contract. The act makes two changes to existing law, by:
 - a. Dedicating 100 percent of the additional revenue forecast from the June 2017 revenue estimates to workforce investments. This additional revenue can then be spent on the collective bargaining agreement and payments to charter schools.
 - b. Allowing 1 percent of the 3 percent increase in the Fiscal Year 2018 Uniform Per Student Funding Formula (UPSFF) to be used to pay for the WTU Fiscal Year 2018 pay increase.

The emergency act will be voted on at the September 19 legislative meeting of the Council. The emergency act only needs one vote from the Council. After the vote, it will be sent to the Mayor for her signature and will become effective upon the Mayor's signature.