



July 27, 2010

Dear Teachers,

With the new contract between the WTU and DCPS, we now have a foundation on which we can continue to make gains in student achievement. We are all anxious to proceed under these new terms, and we understand that you have questions about how these terms will be implemented. What follows are some brief answers to some of your most frequent questions.

**Current school year raises:** You will receive your first paycheck of the 2010-2011 school year on September 10, 2010. The Office of the Chief Financial Officer (OCFO) has advised DCPS that this paycheck will be paid at the new rate established by our contract.

**Retroactive Salary Payments:** OCFO further advised that within two weeks of your first paycheck of the new school year, you will receive a separate check that includes all retroactive salary payments (including for summer school 2010 if applicable) you earned since Oct. 1, 2007. You will receive retroactive payments for the time you served as a teacher covered by the collective bargaining agreement. All WTU members who were employed by DCPS on June 2, 2010 (the day the WTU voted to approve the contract) are eligible to receive retroactive payments—even if they are no longer active employees on Sept. 10, 2010. Please note that all retroactive payments are subject to applicable state and federal taxes and withholdings.

**Summer School:** If you teach summer school, the pay increase, from \$30 to \$34 an hour, will be reflected in your July 30 paycheck. We have seen our summer school program grow markedly over the past three years, and it has helped many of our students get on grade level and graduate. Thank you for this important instructional work.

**Supply Funds:** Your annual start-up supply funds will increase from \$100 to \$175. This increase reflects our commitment to ensuring that you have the resources you need to help your students achieve.

These and other changes reflected in our new collective bargaining agreement will help you succeed and excel. Our students, our district, and our city depend on that success. Thank you for your perseverance and your commitment to the children of Washington, DC. We look forward to working together in the coming school year to serving our students more effectively than ever.

Sincerely,

Michelle Rhee  
Chancellor