

Summary of Benefits

The new agreement contains significant improvements in teacher benefits:

Dental Plan

The WTU has negotiated an increase in the amount of the dental plan contributions, which will allow the WTU to significantly upgrade the current dental benefits plan.

Optical Plan

The WTU has negotiated an increase in the optical plan contributions, which will prevent any reduction in optical benefits and, at a minimum, maintain the current level of optical benefits throughout the agreement.

Legal Services Plan

The WTU has negotiated an increase in the amount of the legal services plan contributions, which will ensure all benefits of our legal services plan are maintained in their entirety.

Pay for Class Coverage/Lost Planning Time

The administrative premium for pay for class coverage/lost planning time will increase from \$30 per hour to \$34 per hour.

Stipend for Secondary Department Chairpersons

All secondary school department chairpersons will receive a negotiated \$2,500 annual stipend. The WTU and DCPS agree to discuss additional compensation options for elementary school grade-level chairpersons.

Start-Up Allocation

The negotiated start-up allocation will increase from \$100 to \$175 for the 2010-11 school year and \$200 for the 2011-12 school year.

Tuition Reimbursement

The negotiated \$1,800 annual tuition reimbursement, \$1,500 dual certification payment and \$1,000 declaration of intent payment will continue at their current levels.

Teacher Reimbursement Fund

The WTU and DCPS have agreed to jointly explore a pilot fund to reimburse teachers for personal expenditures related to their core duties (e.g., purchase of instructional supplies for classroom projects or use of cell phone to call students' parents/guardians).

Leave Days

Thirteen days of leave will be posted at the beginning of each school year for all 10-month teachers. The 13 days will include 12 days of sick leave and one day of professional development leave.

Fourteen and a half days of leave will be posted at the beginning of each school year for 11-month teachers. The 14.5 days will include 13.5 days of sick leave and one day of professional development leave.

Sixteen days of leave will be posted at the beginning of each school year for all 12-month teachers. The 16 days will include 15 days of sick leave and one day of professional development leave.

Teachers who have perfect attendance will have the right to return (sell back) to DCPS all the sick leave they accrued during the year.
All teachers may elect to return to DCPS one-half of the sick leave days accrued but not taken during the current year at the current daily rate of pay.

Hourly Leave

Effective the beginning of the 2010-11 school year, teachers will be able to take hourly leave.

Maternity Leave Bank

In addition to the current Sick Leave Bank, the WTU will establish a Maternity/Paternity Leave Bank. Retiring teachers who have excess leave days following their retirement calculation will have the right to donate their excess leave days to the Maternity/Paternity Leave Bank.

The Washington Teachers' Union

1825 K Street, N.W.

Suite 1050

Washington, DC 20006

202.293.8600

www.wtulocal6.org