New Tentative Contract:  
What’s in it for You?

✓ Increased pay rates if contract is ratified

  - 9% increase in pay rates over the life of the contract
  - 4% increase payment shortly after contract is ratified to cover 2016-2017
  - 3% increase on top of the 4% starting October 1.
  - 2% additional increase for 2018-19

  Additionally, teachers will continue to receive all regular step increases.

✓ Step toward true collaboration

  Our new Chancellor, Antwan Wilson, and his administrative team have shown a willingness to build true collaboration with DC educators. This contract is the first step. It’s good for both newer teachers and veteran educators whose experience should be valued

✓ Protections when excessed

  If excessed from a school with extended programming, highly effective and effective teachers are guaranteed placement in an available DCPS position.

✓ Voice in extended school programming

  Under DC STAR program, teachers have a voice in deciding if their school would adopt extended programming.

✓ Athletic trainers

  Recognition of their contributions through a new pay classification.

Tentative contracts have been mailed to you for acceptance or rejection.
By contract, we are “full and equal partners” with DCPS

Our contract has provisions to ensure that members of the Washington Teachers’ Union are full and equal partners with DCPS “on all issues concerning education of DCPS students,” and that there will be supports for teachers rated minimally effective.

These provisions have never been implemented, but WTU President Elizabeth Davis and Chancellor Antwan Wilson have now agreed that they will be activated.

For the full wording of provisions calling for a “full and equal partnership” between the WTU and DCPS, read Article 2 of your contract. Here are a few excerpts:

**Article 2 – Quality Education**

2.1.1 With this contract, the WTU and DCPS are committed to establishing a partnership ….. This partnership requires … shared decision-making … .

2.1.2 … we establish the Full and Equal Partnership Committee.

**2.5 Supports for Teachers Rated Minimally Effective**

2.5.1 DCPS will consult with the WTU on the development of professional development opportunities that will be made available to teachers rated as Minimally Effective.