



## FAQ

# Washington Teachers' Union

## Contract Negotiations

- Teachers in the District of Columbia have been seeking to negotiate a new contract with DCPS since 2012;
- It's been five years since DCPS teachers and related-services providers (such as school social workers, guidance counselors and school psychologists) have received a salary increase;
- At a special general membership meeting on February 22, Washington Teachers' Union members voted unanimously to reject the latest DCPS compensation package. The offer fell far short on the salary increases that DC teachers and related-service providers want and deserve;
- DCPS teachers are looking for a fair pay raise that recognizes their contributions to the city's schools and students and rewards them for the many years that they have worked without a salary increase;
- While school district officials like to claim that teachers in DC are among the best paid in the country, the (National Council on Teacher Quality (NCTQ) December 2014 report, *Smart Money*, shows that the average teacher in DC ranks 32nd in pay compared to other cities when you add in the cost of living;
- Improved salaries and working conditions will help to mitigate the teacher churn that has resulted in DCPS having to hire 700-800 new teachers each year. This constant turnover and failure to retain qualified teachers has a detrimental effect on teaching and learning in DC schools;
- DCPS and city leaders are seeking unilateral authority to extend the school year. However, the WTU is unwilling to give up the right to negotiate the terms and conditions under which an extended day and extended school year can be implemented;
- WTU wants to make sure that any extended learning time is well-designed and supported by research and proven practices for improving student outcomes;
- The union has advanced contract proposals that will, among other things, increase supports for students, expand the number of community schools and take proactive steps toward closing the achievement gap;
- WTU is asking that DCPS and the mayor find the money to fund pay raises for teachers—and settle the contract NOW so that the city, the school system and the union can begin to collectively work together to fix our schools and save them from the war on public education ahead.