



February 2, 2009

WTU Members:

This past weekend the Washington Teachers' Union (WTU) current contract proposal was submitted to DC Public Schools (DCPS). This proposal represents the culmination of months of hard work and commitment by the WTU with the support from our national affiliate, the American Federation of Teachers (AFT).

This latest contract proposal is intentionally designed to accomplish two goals: provide a framework for a solid and forward looking instructional plan that will provide our students with a rich and rigorous education; and give our members the supports, resources and respect that you deserve. We believe that these goals are inextricably connected, as neither our students nor teachers can succeed without the necessary educational tools.

Much attention has been focused on our schools. But something has been lost in all that attention, namely that DCPS is made up of real people, students, teachers, parents and a community who will be directly affected by this agreement. Success is possible, but only if all stakeholders work in a spirit of cooperation and collaboration.

Attached is a brief description of the major points in the proposed agreement. Very shortly, we will hold a WTU Representative Assembly meeting and then a meeting with the full membership to further discuss and review the status of contract negotiations. We will contact you soon with details about these meetings.

In Solidarity,

George Parker, President



WASHINGTON TEACHERS' UNION CURRENT CONTRACT PROPOSAL

HIGHLIGHTS

- The current teacher contract proposal presented by the Washington Teachers' Union (WTU) is designed to **support the overarching goals of the DCPS five year education plan.**
 - **The proposal draws from successful, collaborative contracts** from across the region and the nation.
- The WTU's proposal takes a **comprehensive** approach to addressing the serious issues facing the students in DC's Public Schools, drawing from successful education strategies used in cities like New York, Miami and Chicago.
- Key provisions of the WTU proposal include:
 - **Providing teachers with the support and training** they need to do their best work, such as high quality job-embedded professional development and induction programs for new teachers;
 - **Ensuring DC's students are taught by the most effective teachers** by providing WTU/DCPS Teacher Centers and strengthening teacher evaluations, accountability and support;
 - **Recruiting and retaining great teachers** for DC's schools by increasing base salaries, creating school-wide financial incentives and career ladder programs;
 - **Improving school conditions**, by ensuring optimum resources in every classroom; supporting the District's efforts to overhaul special education; and research-based practices and services aimed at boosting student achievement in the lowest-performing schools; and
 - **Implementing a strong discipline and safety program** that includes consistent monitoring, enforcement and proactive intervention.
- The provisions in the WTU's proposal stress the importance of **accountability, collaboration and cooperation** among all stakeholders, essential characteristics of any successful school district.