

MEMORANDUM OF UNDERSTANDING

This memorandum is intended to clarify the parties' understanding of the language in Section 7.12.7 of the collective bargaining agreement as it relates to the use of progressive discipline in situations involving sexual harassment or sexual/physical abuse of a student by a teacher.

Consistent with WTU's understanding of past practice, DCPS is not restricted to the use of progressive discipline when an investigation concludes that an allegation of sexual harassment or sexual/physical abuse of a student by a teacher is substantiated. In such cases, DCPS may take appropriate disciplinary action up to and including termination.

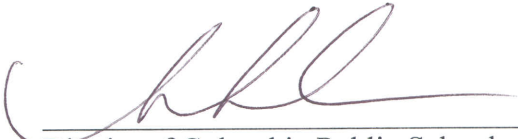
When DCPS investigates an allegation of teacher misconduct and concludes that the allegation is unsubstantiated, the teacher shall receive a letter from DCPS indicating that DCPS' investigation has concluded that the allegation is unsubstantiated.

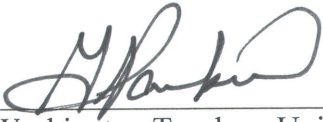
When a DCPS investigation of teacher misconduct reveals that the allegation against the teacher was knowingly false when made, DCPS will take the following steps to restore the teacher's reputation:

- Removal of all references to the allegation from the teacher's local school and official personnel files,
- At the teacher's request insert in the teacher's official file a statement that the allegations against the teacher were false
- At the teacher's request, provide the teacher or a requested third-party a letter confirming that DCPS' investigation concluded that the teacher was falsely accused of the misconduct.
- At the teacher's request, DCPS shall timely and permanently reassign the student from that teacher's classes.

This memorandum is limited in application to the conditions described herein and does not otherwise alter, amend or modify the rights, obligations or practices of the parties described in the collective bargaining agreement.

Dated: This 19th day of March, 2010.


District of Columbia Public Schools


Washington Teachers Union, AFT Local 6