

Excessing Frequently Asked Questions

I was notified that my position has been excessed. How will this change affect my position with DCPS for next year?

As your position has been eliminated for SY11-12, you must look for another position for next school year. DCPS HR will offer a number of opportunities for you to pursue other positions within DCPS, including transfer events where educators can meet with representatives from schools that have vacancies. DCPS HR will also post vacancies on the Educator Portal regularly so that you can reach out directly to schools that have openings for next school year.

You should begin to put together an updated resume and update your contact information in PeopleSoft at <https://ess.dc.gov>. You should also begin to research DCPS schools that are of interest to you so that you are prepared for interviews. The school profiles featured on the DCPS website are a great resource. To view these school profiles, visit <http://profiles.dcps.dc.gov/>.

What will happen if I don't find a position at a DCPS prior to the start of next school year?

Members of the Washington Teachers' Union (WTU) who do not find a position at a DCPS school under mutual consent are subject to the rules outlined in the Options for Excessed Permanent Status Teachers in article 4.5.5 of the 2007-2011 WTU Collective Bargaining Agreement. Permanent employees ranked effective or better who are not able to find a position will be provided with two options: 1) Receive a \$25,000 cash buyout; or 2) remain a full-time DCPS employee for an additional year in order to secure a placement. Non-permanent (probationary) teachers or teachers ranked "Minimally Effective" who are unable to secure a position during the transfer period are not guaranteed a position with DCPS for SY 11-12. Further details can found in article 4.5.5 of the 2007-2011 WTU Collective Bargaining Agreement. Employees who are probationary or ranked "Minimally Effective" in IMPACT are not entitled to these options.

For members of the Council of School Officers (CSO) who are not able to secure a position during the transfer period, Human Resources will assist you with securing a position for School Year 2011-2012.

I am a 12-month employee. What will be my last at my current school?

As a 12-month employee, your current position as a social worker in the Office of Special Education will continue through the summer of 2011. If you secure a placement for SY2011-2012, your first day in that position will be August 15, 2011.

Who should I contact if I have questions regarding the excessing and/or transfer process?

Please contact the DCPS Staffing Team at dcpsstaffing@dc.gov