

Mutual consent improves job security

VOTE YES!

PROBLEM:

Last year, Chancellor Michelle Rhee used the RIF process instead of fall equalization/excessing to arbitrarily terminate 266 teachers.

SOLUTION:

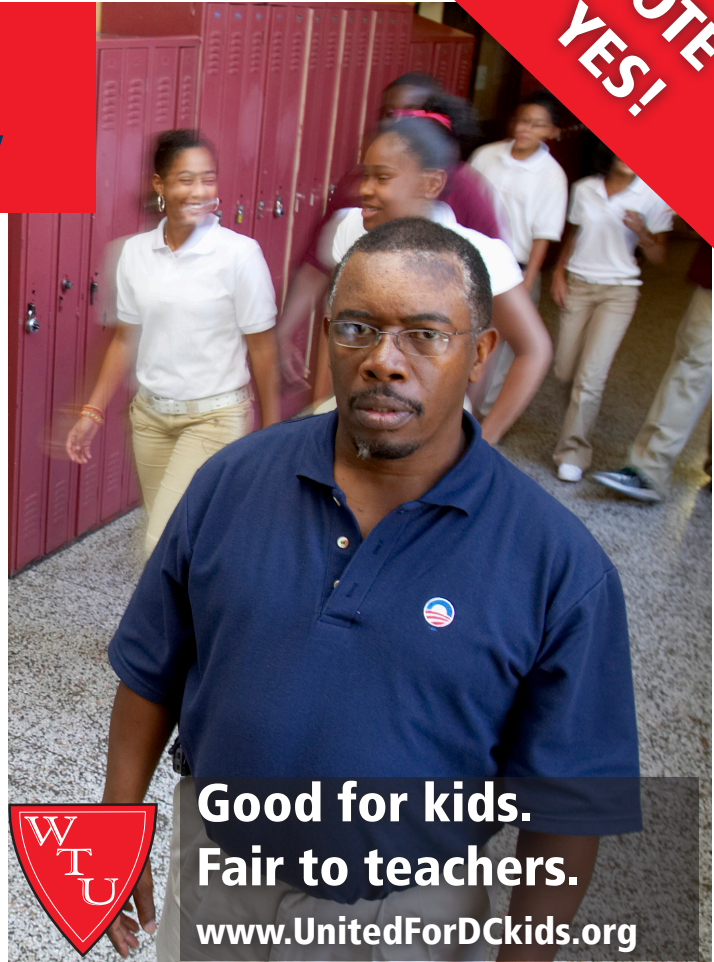
The tentative agreement includes new language establishing a clear policy for RIFs (reductions due to economic reasons) and excessing of staff (reductions resulting from restructuring or other programmatic changes).

Teachers will have a voice in any reductions in force.

In both cases, decisions will be made based on the performance rubric found on page 28 of the tentative agreement, and the following steps will apply:

- The Local School Restructuring Team (LSRT) shall make a recommendation for the area(s) of certification to be affected. Personnel committee members who do not wish to participate may opt not to do so.
- The Building Personnel Committee shall make a recommendation to the Supervisor as to the teacher(s) to be affected.
- The teachers in the affected areas may provide evidence to the Personnel Committee for their consideration.

If the supervisor's final decision departs from the recommendations of the LSRT or the Building Personnel Committee, the supervisor must prepare written justification. The WTU may challenge the supervisor's justification with the office of the Chancellor and a decision must be rendered before the excessing can be implemented.



Good for kids.
Fair to teachers.

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When a permanent-status teacher is excessed, DCPS must provide multiple hiring opportunities. If a teacher with an effective or higher rating is unable to secure a new placement, he/she will have the following options:

- Receive a \$25,000 cash buyout;
- Retiring with full benefits (available only to those teachers with 20 or more years of service).
- An extra year with full salary and benefits to secure a new position within DCPS.

The new contract language eliminates the arbitrary nature of previous RIFs and establishes clear procedures that must be followed during excessing and placement.

For more information refer to section 4.5, pages 27-33 of the new agreement.

Remember to mail your TA ballot by Friday, May 28.