



MURIEL BOWSER
MAYOR

December 6, 2024

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
John A. Wilson Building
1350 Pennsylvania Avenue, N.W., Suite 504
Washington, DC 20004

Dear Chairman Mendelson:

Enclosed for consideration and approval by the Council of the District of Columbia is a proposed resolution entitled "Working Conditions and Compensation Agreement between the District of Columbia Public Schools and the Washington Teachers' Union, Local #6 of the American Federation of Teachers Emergency Approval Resolution of 2024," along with an accompanying emergency declaration resolution.

The proposed resolution will approve a collective bargaining agreement between the District of Columbia Public Schools (DCPS) and the Washington Teachers' Union, Local #6 of the American Federation of Teachers (WTU) covering approximately 5,400 teachers employed by DCPS. The agreement provides for a 4% bonus in lieu of a wage increase for Fiscal Year 2024, a 2% wage increase for Fiscal Year 2025, a 3% wage increase for Fiscal Year 2026, a 3% wage increase for Fiscal Year 2027, and a 4% wage increase for Fiscal Year 2028.

The agreement also increases bargaining unit members' optical, dental, and legal benefits by the following amounts:

- **Optical:** In calendar year 2025, DCPS will contribute \$22.27 per month, an increase of \$0.65 per month over calendar year 2024. The monthly contribution amount will increase annually and be \$24.33 by 2028.
- **Dental (self):** In calendar year 2025, DCPS will contribute \$48.39 per month, an increase of \$2.52 per month over calendar year 2024. The monthly contribution amount will increase annually and be \$56.82 by 2028.
- **Dental (family):** In calendar year 2025, DCPS will contribute \$92.39 per month, an increase of \$4.82 per month over calendar year 2024. The monthly contribution amount will increase annually and be \$108.48 by 2028.

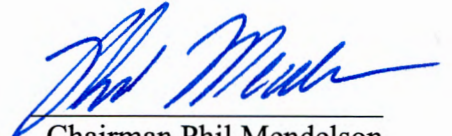
- Legal: In calendar year 2025, DCPS will contribute \$19.75 per month, an increase of \$1.50 per month over calendar year 2024. The monthly contribution amount will increase annually and be \$22.75 by 2028.

I urge the Council to take prompt and favorable action on the enclosed resolutions.

Sincerely,



Muriel Bowler


Chairman Phil Mendelson
at the request of the Mayor

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A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To declare the existence of an emergency with respect to the need to approve the working conditions and compensation collective bargaining agreement submitted by the Mayor for employees of the District of Columbia Public Schools who are represented by the Washington Teachers' Union, Local #6 of the American Federation of Teachers.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Working Conditions and Compensation Agreement between the District of Columbia Public Schools and the Washington Teachers' Union, Local #6 of the American Federation of Teachers Approval Emergency Declaration Resolution of 2024".

Sec. 2. (a) There exists an immediate need to approve the working conditions and compensation collective bargaining agreement submitted to the Council by the Mayor for employees of the District of Columbia Public Schools ("DCPS") who are represented by the Washington Teachers' Union, Local #6 ("WTU").

(b) The agreement significantly increases compensation for DCPS teachers and addresses working condition concerns of both DCPS and WTU, while enhancing DCPS's strong system of support.

33 (c) Effectuating the terms of the agreement on an expedited basis is likely to increase the
34 confidence of union members in DCPS and the District government and to improve the future
35 relationship between labor and management in the District.

36 Sec. 3. The Council determines that the circumstances enumerated in section 2 constitute
37 emergency circumstances making it necessary that the Working Conditions and Compensation
38 Agreement between District of Columbia Washington Teachers' Union, Local #6 of the
39 American Federation of Teachers Emergency Declaration Resolution of 2024 be adopted on an
40 emergency basis.

41 Sec. 4. Effective date.

42 This resolution shall take effect immediately.