



State Board of Education Resolution
On the Timely Settlement of the Washington Teachers' Union (WTU) Contract
SR22-10

WHEREAS, the District of Columbia has one of the highest teacher attrition rates in the country;¹

WHEREAS, in addition to broader retention challenges, school districts across the country continue to experience a shortage of teachers, especially in specific subject areas;

WHEREAS, according to data from the Office of the State Superintendent of Education (OSSE), public schools in D.C. have also experienced staffing challenges, with SY2021–22 teacher vacancies being highest in subject areas such as elementary education, English Language Arts, and special education;²

WHEREAS, since 2018, the State Board has had a continued commitment to improving teacher retention;

WHEREAS, the State Board will continue to advocate for school-wide conditions that support student learning, such as ensuring teachers have a fair living wage and adequate planning time, and ensuring schools are well-resourced;

WHEREAS, research shows that teaching longevity is positively associated with student achievement gains throughout a teacher's career, and that a teacher's effectiveness increases at a greater rate when they teach in a supportive and collegial working environment;³

WHEREAS, the Washington Teachers' Union (WTU) represents over 4,500⁴ current and retired teachers;

WHEREAS, District of Columbia Public School (DCPS) teachers have gone without a contract for three years, leaving them without a salary raise adjusted for inflation or unexpected costs during the pandemic;

WHEREAS, members of the WTU testified before the State Board during our September 21 Public Meeting explaining the consequences of not having a renewed contract;

WHEREAS, the details of the current negotiation are not publicly available or known;

¹ <https://sboe.dc.gov/sites/default/files/dc/sites/sboe/documents/2021-07-14-FINAL-Teacher%20Attrition%20Report%202021%20%28update%29.pdf>

² <https://osse.dc.gov/page/dc-educator-workforce-data>

³ <https://learningpolicyinstitute.org/product/does-teaching-experience-increase-teacher-effectiveness-review-research>

⁴ https://mayor.dc.gov/sites/default/files/dc/sites/mayoromb/publication/attachments/2017-08-14_ContractFAQ.pdf





WHEREAS, the State Board has heard testimony from WTU members that an updated contract is needed to provide clear guidelines for addressing pandemic-related issues, including technology use, student mental health, family engagement and more;

WHEREAS, improved working conditions for teachers are essential to creating a positive learning environment for students;

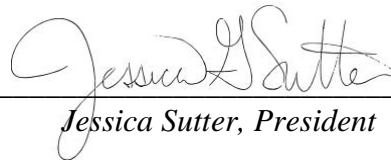
WHEREAS, a contract that ensures teachers receive benefits and pay commensurate with the cost of living in the District of Columbia will contribute to teacher retention and stability for students citywide; and

WHEREAS, a contract that ensures teachers have adequate time to thoughtfully plan is essential to student learning.

NOW, THEREFORE, BE IT RESOLVED, that the D.C. State Board of Education urges a prompt resolution to negotiations between the Washington Teachers' Union (WTU) and DC Public Schools (DCPS) in order to improve teachers' working conditions, maintain existing labor protections, and support teacher retention, thereby enhancing students' educational experiences.

Date Adopted: 10/19/2022

Signed: _____



Jessica Sutter, President

