

Negotiation Timeline



DCTA

DPS

2017

SEPT

DPS and DCTA sign a Master Agreement committing \$45M for teacher compensation, guaranteed pay increases in 2017-18, 2018-19, 2019-20.

NOV

Interest-based bargaining on the ProComp Agreement.

Proposal:

- Four lanes
- 30 steps

Proposal:

- 12 lanes
- \$31.9M in new money

2018

FEB

Proposal:

- Reopen 2017 Financial Agreement
- Dedicates \$36M if Amendment 73 passes

Proposal:

- Reduced to 10 lanes
- Total cost remains \$31.9M

MAR

Agrees to extend the ProComp Agreement until Jan. 18, 2019.



Declares impasse; mediation begins.

SEPT

Proposal:

- \$3M from incentives to base pay

OCT

NOV

Amendment 73 doesn't pass.

Negotiations continue with support of mediator.

Proposal:

- Add \$11M into compensation
- Increase tuition reimbursement by 25%
- Increase to five lanes

- Re-presents March 2018 salary schedule
- Increasing tuition reimbursement.

DEC

Signs tentative agreement on the incentive for hardest-to-fill jobs (\$2,500).

Proposal:

- Add \$6M more into compensation
- Commit \$6M into transition costs
- 50% increase in tuition reimbursement
- Increase total lanes to six
- Increase \$3.5M for total investment of \$26.5 on top of Master Agreement
- \$7M new money from central office cuts
- Increase average base pay by 21% over three years, with 10% increase in 2019-20
- **We remain \$6.5M apart on incentive for serving in high-poverty schools**

Proposal:

- Removes two lanes
- Reduces cost by \$2.6M

2019

JAN

Costs: \$29.2M

\$8.5M difference

Costs: \$20.8M