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Chairman, Phil Mendelson
at the request of the Mayor

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 negotiated compensation and working conditions collective bargaining agreement submitted by the Mayor for employees of the District of Columbia Public Schools, who are represented by the Council of School Officers, Local #4, American Federation of School Administrators, AFL-CIO.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the “Collective Bargaining Agreement between the District of Columbia Public Schools and the Council of School Officers, Local #4, American Federation of School Administrators, AFL-CIO, Emergency Declaration Resolution of 2019”.

Sec.2. (a) There exists an immediate need to approve the negotiated compensation and working conditions collective bargaining agreement submitted by the Mayor for employees of the District of Columbia Public Schools, who are represented by the Council of School Officers (CSO).

(b) The District of Columbia negotiated a compensation and working conditions agreement (“negotiated agreement”) for DCPS employees represented by the CSO that requires certain compensation increases over a period of three years. The negotiated agreement provides for a retroactive 3% wage increase for FY 2018, effective beginning the first full pay period commencing on or after October 1, 2017. The negotiated agreement also provides for a 2% wage increase for FY 2019, retroactive in part, commencing on or after October 1, 2018, and a

33 3% increase for FY 2020, effective beginning the first full pay period commencing on or after
34 October 1, 2019.

35 (c) The negotiation of this agreement which significantly increases compensation for
36 DCPS employees, including Principals and Assistant Principals. DCPS values a positive work
37 environment and opportunities for professional growth for their school leadership and related
38 service providers. The contract builds on DCPS' strong system of support by providing the CSO
39 bargaining units with additional professional compensation and benefits. The contract also
40 cements the District's national leadership around advances in pay for Principals, Assistant
41 Principals and related service providers.

42 (e) Failure to immediately effectuate the terms of the negotiated Agreement may result
43 in undermining the confidence of union members in the District government and its leadership,
44 and jeopardize the future relationship between labor and management who have united in the
45 belief that their collaboration is the fastest path to guaranteeing that DC Public School students
46 achieve at high levels and reach their full potential.

47 Sec.3. The Council of the District of Columbia determines that the circumstances
48 enumerated in Section 2 constitute emergency circumstances making it necessary that the
49 "Collective Bargaining Agreement between the District of Columbia Public Schools and the
50 Council of School Officers, Local #4, American Federation of School Administrators, AFL-CIO,
51 Emergency Approval Resolution of 2019" be adopted on an emergency basis.