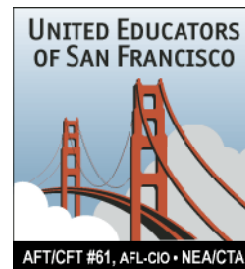




## Proposition A (Quality Teacher and Education Act of 2008) Frequently Asked Questions



In June 2008, San Francisco Voters approved Proposition A, a parcel tax which will provide additional resources to improve public education in San Francisco. This document will answer many of the questions asked by teachers in this first year of implementation.

### ***When will the District begin receiving the funds from Prop A?***

Half of the annual property tax payments, including this parcel tax, will be paid to the County Treasurer's Office in November. The Treasurer's Office will record the payments and pass the funds along to the District. SFUSD expects to receive the first payment by January 2009. The process will occur again by July 1, 2009.

### ***When will I see a change on my paycheck?***

The changes in salary will take effect halfway through the school year. Teachers will see the impact on the check scheduled for March 31<sup>st</sup>. Teachers who were hired before 1993 and receive checks during the summer will also receive retroactive payments to cover January and February.

### ***How do I know what my new salary will be?***

You can find information on Prop A on the [SFUSD website](#). You will see a direct link to a pay calculator on the right side of the page. Your contracts will also have a separate section detailing the new salaries. Please note that old "steps" have been replaced with "years of service". Since the old steps began at step 2, a teacher who is on step 4 on the old scale would look under 3 years of service to find his or her PROP A salary.

### ***I am interested in becoming a "Master Teacher". How and when do I apply for the job?***

Design of the master teacher program is now underway. Complete job descriptions for master teacher positions and applications will be available early in the second semester.

### ***Prop A included extra time for professional development. When will it be?***

Additional professional development will be scheduled for second semester after the parcel tax funds have been received. K-12 teachers will have 9 additional hours, Child Development teachers will have 3 additional hours and K-12 paraprofessionals will have 6 additional hours of professional development.

### ***Teachers in my subject area are in high demand in the Bay Area. Will I have incentive to stay in SFUSD?***

Yes. Prop A provides additional funds for teachers in three to five "hard to fill" areas. For the 2008-2009 school year, teachers in the designated subject areas will receive the incentive payment at the end of the second semester. The District is analyzing its data now to identify the appropriate areas and will publicize the list when the areas have been determined.

### ***Turnover is high at my school. Will Prop A provide incentives for teachers to stay at my site?***

Yes. Prop A provides additional funds for teachers in "hard to staff" areas. By January the District will publish a list of "Hard to Staff" schools. Teachers will have an opportunity to voluntarily transfer to any openings at those sites and all teachers at hard to staff schools will have the opportunity to earn up to \$2,000 in recognition of their work beyond the school day beginning in school year 2009-2010.

### ***Does Prop A have anything in it to help teachers who need assistance in their classrooms?***

Prop A builds on the success of the Peer Assistance and Review (PAR) program. Two additional PAR coaches have been hired and will be coaching teachers who need assistance. Teachers who receive two consecutive "needs improvement" evaluations will be eligible for placement into the PAR program. Teachers with satisfactory or higher evaluations will now be able to voluntarily self refer into PAR to improve practice confidentially with the support of a highly skilled PAR coach. The referral form can be downloaded [here](#).