



Teacher Transition Award Program

Frequently Asked Questions

What is the 2008 Teacher Transition Award program?

This program offers an incentive to a select group of teachers to resign or retire with a monetary award. Given the significant reorganization of DCPS through the closing of 23 schools and the restructuring of 27 schools, DCPS is offering the Teacher Transition Award (TTA) in an effort to preserve the stability of as many unaffected schools as possible. We also want to take advantage of the cost savings opportunities that the reorganization presents.

Who is eligible for the program?

There are two groups of teachers (ET-15s and EG-09s) who are eligible for the TTA program.

- Any teacher eligible to retire by June 30, 2008
- Any teachers who teach at schools that are closing or are in the restructuring phase of NCLB corrective action

Any teacher who receives a notice of termination for non-highly qualified status is not eligible for the program.

How much is the award?

Teachers who are eligible to retire will be offered \$20,000.

Teachers at closing or restructuring schools will be offered an award based on years of service:

- \$20,000 for those with more than 20 years of service on June 30, 2008
- \$15,000 for those with over 15 up to 20 years of service on June 30, 2008
- \$10,000 for those with over 10 up to 15 years of service on June 30, 2008
- \$5,000 for those with over 5 up to 10 years of service on June 30, 2008
- \$1,000 for those with 5 years or less of service on June 30, 2008

Can I receive an award both for retirement and for being at a closing or restructuring school?

No. Those who are eligible to retire will only receive the retirement incentive.

How do I know if I am eligible to retire?

Teachers who meet the following criteria by June 30, 2008 will be eligible to retire:

- 55 years of age and 30 years of service
- 60 years of age and 20 years of service
- 62 years of age and 5 or more years of service

How is DCPS defining "teacher"?

All WTU members classified at ET-15s and EG-09s are considered teachers for the purpose of this program. Returning retirees and WAE teachers are not eligible.

What schools are closing and restructuring?

<u>Closing Schools</u>	<u>Restructuring Schools</u>
Backus MS	Anacostia SHS
Benning ES	Ballou SHS
Bowen ES	Ron Brown MS
Bunker Hill ES	Browne JHS
Clark ES	Cardozo SHS
Cook, J.F. ES	Coolidge SHS
Douglass Transition Academy	Dunbar SHS
Gage - Eckington ES	Eastern SHS
Garnet - Patterson MS	Eliot JHS
Gibbs ES	Garnet - Patterson MS
Green ES	Green ES
Harris, P.R. EC	Hart MS
Hine JHS	Johnson JHS
Merritt MS	Kramer MS
Meyer ES	Lincoln MS
Park View ES	MacFarland MS
Rudolph ES	Miner ES
Slowe ES	Moten ES
Stevens ES	Roosevelt SHS
Taft Academy	Shaw JHS
Washington, MM. (SHS and Center)	Sousa MS
Wilkinson ES	Spingarn SHS

Young ES	Stanton ES
	Truesdell ES
	Webb/Wheatley ES
	Wilson SHS
	Woodson, H.D. SHS

How do I sign up for the Teacher Transition Award program?

Teachers planning to retire should submit a Declaration to Participate form and a Request for Retirement Computation form to the DCPS Office of Human Resources. Teachers from closing or restructuring schools who do not plan to retire need only submit a Declaration to Participate form. Forms can be faxed to 202-442-5315 or 202-442-5316 or delivered by hand to 825 North Capitol Street NW, 6th floor. Forms are available online at www.k12.dc.us.

A Declaration to Participate shall be considered binding and cannot be rescinded.

When do I have to submit my paperwork?

Applications will be accepted between April 11 and close of business (5pm) on April 25, 2008.

How will participants be selected?

DCPS will process applications on a first come, first served basis. While DCPS expects to have sufficient funds to cover all applicants, DCPS may have to reject applicants if the number of applicants exceeds available funds.

How will I know if I have been selected?

You will receive official notification from DCPS no later than May 5, 2008.

What if I already submitted my retirement paperwork for regular retirement?

You must submit your Declaration to Participate and the Request for Retirement Computation form together to be eligible for the TTA. Individuals who previously submitted retirement paperwork need only submit the Declaration to Participate.

What if I already submitted a Declaration of Intent?

You may receive both the \$1,000 Declaration of Intent funds and the incentive funds. The deadline for the Declaration of Intent is extended to Friday, April 18 to accommodate TTA applicants.

For retirement purposes, how will my average salary be calculated?

Your average salary is the average actual rate of pay you earned during the 36 consecutive months of service when your pay was the highest.

When will I receive my award payment?

You will receive your award payment no later than July 30, 2008.

What are the tax liabilities of the award payment?

The award payment is tax liable and will be counted in tax year 2008. Please consult your tax preparer for suggestions on how to best select your tax options.

Will I receive summer pay?

You will receive your regular summer pay.

Whom should I call if I have questions?

You should call DCPS Human Resources at 202-442-4090 with questions.

Can I return to work at DCPS?

You may not return to DCPS as a teacher for 5 years.