

# The Voice

[www.ceahio.org](http://www.ceahio.org)

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Columbus Education Association

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## Pay over 12 months? The IRS is taxing

Most of us are accustomed to receiving our pay spread over a 12-month period, even though the school year is shorter.

This year, the IRS is imposing additional tax penalties on those of us who elect to be paid on Pay Plan B (26 pays)—that is, unless we fill out a Notice of Election for Annualized Salary form.

You will receive this form along with your contract or your assignment notice.

Please fill it out if you are being paid on Pay Plan B or if you are switching from Pay Plan A to Pay Plan B. Be sure to make a copy of this form for your personal file.

The district deadline to file this form is June 6.

If you do not fill out this form, you could be subject to an additional 20 percent tax by the IRS on any compensation deferred from one year to the next.

You need only to fill out this form once.

Before you leave school for the summer, be sure the district has your correct address and phone number. Please e-mail your cell phone number to CEA ([jnelson@ceahio.org](mailto:jnelson@ceahio.org)) if you will be away this summer. CEA is making every effort to ensure these forms are filed properly and on time, and we may need to contact you.

Call CEA if you have questions.



Once you select the iPay option, you will not receive paper statements after the June 6, 2008, pay date.

CEA encourages all members to sign up for online pay statements. You will help save the environment and will reduce costs for the school district. For questions, call the CEA office at 253-4731 or the Treasurer's office at 365-6460.

## Job fair coming

Each year as staffing is reassessed and numbers are adjusted, staff-reduced teachers are given an opportunity to select positions that have not been filled.

This process, known as a job fair, will take place on three separate dates:

- May 20 for subject certifications (7–12 and 4–9 regular)
- May 21 for special K–12 certificates (i.e., art, PE, music)
- May 27 for elementary-level certificate areas

Each assignment will last for two years.

By definition, teachers are considered staff reduced if:

- They are in an unassigned status.
- They have returned from an unpaid leave of absence exceeding 15 days.
- They have returned from an extended paid leave, but have released their previous assignment.
- They are being reduced from a school due to a decrease in enrollment, school closure, school re-constitution/redesign, or abolishment of a program.

The location of the job fairs will be at Northgate Center, Room G at 4:30 p.m. For more information, contact CEA.

## Get pay statements online

The CCS Treasurer's office is offering you the opportunity to view your pay statements and W-2 forms online 24/7. This new benefit is provided through ADP and is called iPayStatements.

By using iPay, you will have access to your current pay statement on the Tuesday before your regular payday. If you discover errors, there is a possibility they can be corrected before your pay is deposited.

For the next three pay periods, you can go online to the secure ADP Web site to view your statements and to determine how you would like to receive your pay information.

To register:

- ➊ Go to <https://paystatements.adp.com>.
- ➋ Click on *Register Now*.
- ➌ Enter the Self Service Registration Pass Code: CCSBOE-PCSDFC.
- ➍ Select iPayStatements.
- ➎ Enter the required information from your most recent pay statement.
- ➏ Answer the security question, and select a password.



## Know the contract: Classroom reassignment

At this time of year, the substitute pool is shallow, so it's possible you may find yourself asked to fill in for an absent colleague. Our contract provides for this but also ensures that you are compensated for this extra duty.

According to the contract, teacher absences not covered by substitutes are to be divided or rotated among staff, depending upon grade level. Elementary school (in some cases middle school) teachers taking turns filling in for a colleague are to share equally the supplemental pay for that assignment, which is calculated at six times three-quarters of the supplemental hourly rate.

Middle and high school teachers assigned to cover classes during their conference periods each receive supplemental pay equal to three-fourths of the supplemental hourly rate for each 45-minute class period.

If a teacher needs to leave work suddenly due to illness or an emergency, colleagues who fill in will receive a supplemental pay amount adjusted for the number of hours served.

To read more closely on this subject, see Section 209.04 of your contract.



## There may still be seats

The deadline has passed for making a reservation for the CEA Awards & Retirement Banquet May 30 at the Hyatt Regency. But there may be space available.

Call 253-4731 to inquire about seating at the event.

At this 32nd annual dinner, we are honoring our retirees. We also will recognize some of our members and community supporters, including the CEA Friend of Education, the Outstanding Faculty Representative in each CEA district and the Outstanding CEA Member.

Scholarships will be awarded to some very talented students whose parents are members of CEA.

All retirees and senior faculty representatives are invited to attend at no charge. The cost for others attending is \$25.

## TBS keeps teachers front and center

As the elections approach, we have a special opportunity to make our voices as educators heard. It's called TBS, or Teachers for Better Schools.

This is a separate political action committee that advocates for the benefit of teachers in the political arena.

TBS keeps its eye on the political arena. It raises money for political candidates, levy and bond campaigns and other ballot issues affecting Columbus teachers and the school community. At election time, it screens candidates for various offices.

Our process of endorsement is highly respected, and our support is strongly desired by all candidates. CEA does not use any dues money to promote individual candidates or issues.

It's easy to get involved. Contributions can be made by payroll deduction.

Here are the giving levels:

- President's Club—\$5/pay
- Governor's Club—\$3/pay
- Representative's Level—\$1/pay



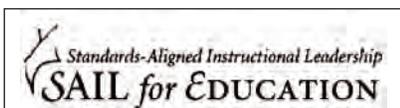
It is important to get involved politically. Ohio's (and the nation's) educational future depends on those who serve us in public office. We need the support of all Columbus teachers. This is the optimal way you can make your voice heard.

For a registration form and more information, visit [www.ceaohio.org/docs/content/TBS\\_Membership\\_Form.pdf](http://www.ceaohio.org/docs/content/TBS_Membership_Form.pdf) or call CEA at 253-4731.

Already, your colleagues are stepping up to take part. We thank these TBS members from CEA District 8 for helping make our voice heard: Kevin Bailey, David Bennett, Melissa Borgman, Jeffery Branson, Michael Burris, Tom Busher, Kendra Cline, Lori Crosby, Kevin Daberkow, Christina Day, Melissa Demoss, Sheila Deschaine, Julie Dowler, Robin Fielding, Carrie Franks, Cathy Fuller, Charlene Gomer, Larry Jackson, Sherry Jackson, Jennifer Kuhns, Denice Lent, Jessica Long, Kimberly Maupin, Deborah McCoy, Andrew Michel, Amy Morris, Roxanne Moses, Alice Munnerlyn, Nirja Munshi, Keila Prost, Martha Ross, Kelly Simmons, Angela Snider, Chastidy Sours, Dianne Stickel, Kaja Swayne, Jayne Wolford and Jill Workman.

## Seeking Applicants

SAIL for Teacher Leadership is an 18-month professional development program blending face-to-face institutes, online support learning and professional coaching. The program is about energizing and mobilizing the untapped attributes and contributions of teachers to strengthen student performance and increase student achievement. It targets teachers who wish to strengthen their teacher leadership skills and extend their influence beyond the classroom in non-administrative roles



such as high school department chair, middle school teacher leader, teacher on special assignment as well as the many informal leadership roles teachers serve on a daily basis. In addition, SAIL has partnered with North Central University, an accredited online university, to offer graduate degrees in Teacher Leadership.

The district anticipates sponsoring two cohorts for the SAIL program for the upcoming school year, one beginning in September and the second beginning in February. If you are interested in applying for this opportunity, please contact Tonya Milligan at 365-8600 or at [tmilligan5868@columbus.k12.oh.us](mailto:tmilligan5868@columbus.k12.oh.us). For online information about SAIL or NCU, please go to [www.sailforeducation.org](http://www.sailforeducation.org) and [www.ncu.edu](http://www.ncu.edu).

## Legislative update: Bills to level playing field

Recently, State Senator Tom Roberts (D- Dayton) introduced three bills that would alter the way charter schools run in Ohio.

Senate Bills 331, 332 and 333 would accomplish the following:

- ➔ Prohibit charter sponsors from renewing contracts with schools that still owe money to the Ohio Bureau of Workers Compensation
- ➔ Repeal the requirement that gives community schools the right of first refusal on unused school buildings
- ➔ Hold community schools to the same standards for student accountability and teacher qualifications as public schools
- ➔ Require community schools to collect and post information about pupils that enroll in public schools after leaving charter schools



The OEA and CEA are encouraged by these bills, and we hope that they move forward. Call your state senator today to urge their support of these bills. The three central Ohio state senators are Sen. Ray Miller 466-5131, Sen. Steve Stivers 466-5981 and Sen. David Goodman 466-8064. Sen. Miller is already a co-sponsor on all three bills.

To find your state senator, visit [www.senate.state.oh.us/senators/index.html](http://www.senate.state.oh.us/senators/index.html).

## Special notes

- ❑ Congratulations to **Kathryn Righter, Kelle Rapp and Tara Brown** (Clinton MS) who will be presenters at the **Midwest Conference for Differentiated Instruction** to be held on **July 9–11** at the Columbus Convention Center.
- ❑ **Lou Komives, Richard Tracy and Anne Gibson** will spend the afternoon at a gathering of friends on **Friday June 6, after 3 p.m.**, at Planks on High Street. Please stop by to visit and to celebrate the beginning of their **retirement**.
- ❑ **Deke Kidwell** (formerly Hufstader) is celebrating her **retirement on Thursday, June 12, from 7–9 p.m.** Contact Melissa Lawson for details at [mlawson@columbus.rr.com](mailto:mlawson@columbus.rr.com) or call 459-4275 by June 5.
- ❑ **MidState Educators Credit Union** is offering **free seminars** this summer on home and car purchasing, obtaining auto and home loans and on the benefits of joining the credit union. To find out more, go to: [www.ceaohio.org/newsPage.aspx?artID=333](http://www.ceaohio.org/newsPage.aspx?artID=333).

See us on the Web at

**[www.Ceaohio.org](http://www.Ceaohio.org)**



Go green and help save the district resources by signing up for online pay statements. Go to: **[www.ceaohio.org/newsPage.aspx?artID=332](http://www.ceaohio.org/newsPage.aspx?artID=332)**