

# The Voice

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Columbus Education Association

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## King Dinner highlights

Despite a treacherous winter storm, a near-capacity crowd filled the Hyatt Regency Union Ballroom to attend the Columbus Education Association's 30th Annual Dr. Martin Luther King, Jr. Awards Dinner.

CEA President Rhonda Johnson welcomed guests, saying, "This event is dedicated to the late CEA President John Grossman—it is the oldest continuous celebration of the MLK holiday in Columbus, and the award espouses Dr. King's ideals."

Clarence Lumpkin, a nearly 50-year resident of the Linden community and Chairman Emeritus of the Greater Linden Corporation received the Dr. Martin Luther King, Jr. Humanitarian Award.

Unable to vote in his home state of Georgia, the first time Mr. Lumpkin voted was in the jungles of New Guinea by absentee ballot. He was one of many who tried to convince the Columbus Board of Education to provide an equal educational opportunity to students of color before court-ordered desegregation began in 1978.

"I have come a long way," said Lumpkin to the crowd after receiving his award, "but I did not come this far by myself."

Longtime CCS teacher Carole Moyer received the Helen Jenkins Davis Award, named after the first African-American teacher hired by Columbus City Schools. The 2007 recipient of the National Education Association's Horace Mann Award for Teaching Excellence and a National Board Certified Teacher, Moyer has contributed her expertise to the process and is currently the CCS Early Childhood Coordinator.

Moyer, ever modest, downplayed the award and her years of service, saying "I feel like what I have been doing is my reasonable service."

Journalist Roland S. Martin, senior analyst on the *Tom Joyner Morning Show* and a commentator for CNN, delivered the keynote address.

"Around this time every year, we talk about every aspect of Martin Luther King's life," said Martin, "except his education. We talk about people's accomplishments, but not what put them in that position."

Martin called for us not to be afraid of the word "accountability." "The stakes (for our children) are all too high—are you prepared to demand and live change?" asked Martin of the crowd. "If not you, then who? If not now, then when?"



CEA MLK Humanitarian Award Winner Clarence Lumpkin (center), Mrs. Lumpkin (left) and CEA President Rhonda Johnson (right)

## Achievement gap grant

CEA, in partnership with CCS, has been invited to apply for a planning grant from the NEA Foundation's Closing the Achievement Gaps Initiative. The total \$1.3 million grant would provide assistance, planning and implementation of collaborative programs to address student needs. Only eight local associations received this invitation.

Six associations will receive the first segment, \$50,000 each, to fund a six-month planning process beginning in March. During that time, NEA will assess each organization's readiness to work with the school district and community organizations.

NEA then would choose two school districts to receive \$1.25 million each over five years to help teachers discover and share best practices and create community partnerships with agencies and families.

CEA President Rhonda Johnson is recommending that the CEA Legislative Assembly endorse our application.



## 211 training

CCS is beginning the assignment and transfer process. Article 211 of your negotiated agreement details the process. Faculty Representative and administrators will receive an official notice about training sessions from Dean Fowls. Training for principals/supervisors and faculty representatives will be held at Northgate, tentatively on the following dates:

- Elementary: Feb. 11, 9–11:30 a.m. & 1–3:30 p.m. in Rm. D
- High school: Feb. 18, 8-10:30 a.m. and middle school: 12–2:30 p.m. in Rm. D
- Dept./district office supervisors: Friday, Feb. 20, 8–10:30 a.m. in Rm. F

This training is important. Those attending the sessions are expected to train the other members of their interview teams.

## Professional staff survey

Our negotiated contract provides for an annual staff survey of the professional environment, democratic procedures, teacher involvement and co-curricular programs in the school. This means: your opinions about conditions in the building and about how your principal handles discipline and works with staff.

The survey includes items addressing such matters as building cleanliness, sexual harassment, staff and student cooperation and sufficiency of educational resources.

This is your time to make your opinions known. Please participate when this survey is administered. To get the best participation, the survey should be administered during an upcoming staff meeting in February. Your Faculty Representative will collect and turn them in, taking care to assure anonymity.

Teachers generally use the data from the surveys to make decisions when applying at new workplaces. The Association uses the data when we bargain contracts. All surveys are due back to Kingswood by Monday, Mar. 2.

## The early bird gets super severance

The deadline to notify CCS of your retirement and be eligible for super severance pay is Friday, Feb. 27. The district needs to know early for hiring planning purposes. The advantage for you in meeting this early deadline is a larger amount of money for remaining sick leave.

While it remains true that you receive pay for 50 percent of your personal leave days regardless of when you notify CCS, notifying the district by Feb. 27 means you receive more for your sick leave. Article 810 of the *CEA Master Agreement* defines how severance pay is granted.

The example below represents a retiring teacher with a yearly salary of \$82,508 (Master's at Step 30) with a daily rate of \$423.12 (per diem), 410 sick leave days and 30 personal leave days:

<i>Notification by Feb. 27</i>				<i>Notification after Feb. 27</i>			
<u>Sick Leave</u>				<u>Sick Leave</u>			
	Rate	Per Diem	Amount		Rate	Per Diem	Amount
1st 100 days x	25%	x\$423.12 =	\$10,578.00	410 days x	20%	x\$423.12 =	\$34,695.84
2nd 100 days x	30%	x 423.12 =	12,693.60	<i>Plus</i>			
3rd 100 days x	35%	x 423.12 =	14,809.20	<u>Personal Leave</u>			
4th 100 days x	40%	x 423.12 =	16,924.80		Rate	Per Diem	Amount
10 days x	45%	x 423.12 =	1,904.04	30 days x	50%	x 423.12 =	6,346.80
<i>Plus</i>							
<u>Personal Leave</u>							
	Rate	Per Diem	Amount				
30 days x	50%	x 423.12 =	6,346.80				
<b>Total</b>	<b>\$63,256.44</b>			<b>Total</b>	<b>\$41,042.64</b>		

The difference is \$22,213.80. You can see the obvious advantage to notifying the district by Feb. 27. This is an example for illustration purposes and is not intended to be used as the Treasurer's calculations. If you have any questions, call the CEA office at 253-4731.

## Dues deductions for 2008

Looking for a tax deduction? Some CEA members may be able to deduct a portion of their union dues on their income tax returns. These are considered unreimbursed employee expenses and may be deducted on Schedule A (Form 1040) Line 21, or Schedule A (Form 1040 NR) Line 9.

This type of deduction is subject to a minimum: It must amount to more than two percent of the adjusted gross income. For more details, consult IRS Publication 529 available at [www.irs.gov](http://www.irs.gov) and search for *union dues*; or go to [www.ceaohio.org/GD/Templates/Pages/cea/ceaPrimary.aspx?page=2&TopicRelationID=231](http://www.ceaohio.org/GD/Templates/Pages/cea/ceaPrimary.aspx?page=2&TopicRelationID=231).

The table below shows your deductions for CEA dues for the 2008 tax year.

Full-Time	Half-Time
Plan A (21 Pays) \$761.75	Plan A (21 Pays) \$427.29
Plan B (26 Pays) \$761.21	Plan B (26 Pays) \$427.29
Switched from:	
Plan A to B \$708.77	
Plan B to A \$814.19	



## CEA elections

The deadline to declare candidacy for CEA positions is Jan. 30. CEA is allocated 90 delegates for the OEA representative assemblies. But the Association also needs alternates who can fill in if someone can't make it. If we elect the alternates now, we will save the Association the time and cost to hold another election in the fall.

The following positions are open in the Columbus Education Association Spring 2009 elections:

- Governors for Districts 3 and 6
- High School Governor-at-Large
- NEA delegates to the 2009 Representative Assembly
- OEA delegates to the 2009–2010 Representative Assemblies

Candidates may campaign from Feb. 2–13. Voting will take place in all buildings/units from Feb. 17–Mar. 2. The Elections Committee will tabulate votes on Mar. 3.

## Thank you for giving

We want to thank schools that have turned in their pledges to assist the community as part of this year's United Way fund drive. Know that because of you, families have access to shelter, health screenings, workforce assistance and other vital services. CEA says thank you to: Brookhaven HS, CEC-Nurses, Cranbrook ES, East HS, Easthaven ES, Gables ES, Hamilton ES, Independence HS, Johnson Park MS, West Mound ES and Woodcrest ES.

## Special notes

- ❑ The **Spring 2009 Fee Waiver applications** will be in all buildings on **Monday, Jan. 26**. Completed applications are **due back to Northgate by Friday, Feb. 6, by 5 p.m.** If you are a Priority I or II status, include the proper documentation with your fee waiver application. **Your priority status will change without the proper documentation.**
- ❑ **CEA and NEA Member Benefits** business partners are sponsoring a **free workshop, 23 Financial Mistakes You Can't Afford to Make**. Join us **Tuesday, Jan. 27, at 4:15 p.m.** at the **CEA office, 929 E. Broad Street**. Items to be discussed include home financing, life insurance, retirement plans and many other areas of financial interest. Call Ezetta Murray at 253-4731 to register. Refreshments will be provided.
- ❑ The **CEA Catastrophic Leave Fund** needs you to donate days. **Joetta Gregory** is a teacher in need of your help. Joetta is a Social Studies TOSA who has been approved to receive 45 days once colleagues make donations. **Call Cathy Tysen** in Labor Relations at 365-5636 to make your donation.
- ❑ **CEA-R is collecting funds** to purchase a granite paver **in memory of John Grossman** for the STRS Discovery Park. If you would like to contribute, make checks payable to CEA. Send to Marilyn Allen at the CEA office.
- ❑ The **David and Joanne Katonak Arts Enrichment Fund** is a newly established **grant opportunity** for all Columbus City Schools **arts teachers**. Applicants may apply for **up to \$750** to enhance student experiences in the arts. Applications must be submitted by Feb. 6. If you have questions, please contact Linda Wright (365-5024) or John Farley (365-8733). For applications, contact Betty Warnock at 365-8733 or e-mail [bwarnock@columbus.k12.oh.us](mailto:bwarnock@columbus.k12.oh.us).
- ❑ **Blue Jacket Tickets** are available from the CEA office for the following date: **Feb. 3, St. Louis (4)**. Call CEA at 253-4731 to purchase tickets.