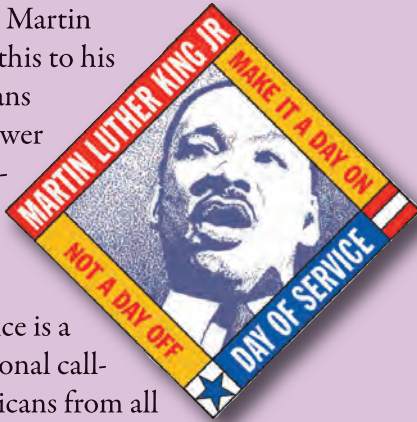


The CEA Voice

Make it a Day of Service

“Life’s most persistent and urgent question is: What are you doing for others?” Dr. Martin Luther King, Jr. once said this to his flock. On Jan. 17, Americans across the country will answer the question by coming together on MLK Day to serve their neighbors and communities.



The MLK Day of Service is a part of the President’s national call-to-service initiative. Americans from all walks of life are asked to our most pressing national problems, to bridge social barriers and to move our nation closer to the “Beloved Community.”

Visit MLKday.gov to find resources for organizations and individuals who wish to serve, including marketing materials, advice on working with the media, project examples and checklists, tool kits, posters, web banners, a photo library, an MLK Day fact sheet—and more—to inform and inspire your planning efforts.

Be sure to register at www.serve.gov/recruit.asp once you have a plan. Here are some of last year’s projects:

- AmeriCorps members and volunteers completed necessary repairs, building wheelchair ramps and providing energy-efficient upgrades for elderly and disabled homeowners affected by Hurricanes Katrina, Rita, Gustav and Ike in New Iberia, La.
- Volunteer New Hampshire collected more than 3,000 pounds of non-perishable food and personal hygiene items during the statewide 2010 MLK Food Drive.
- Volunteers from 24 Enterprise Rent-A-Car branches collected and distributed books to students at after-school programs and helped launch the Speak Out & Listen Up campaign. Nearly 7,000 people participated in service projects and reflected on the teachings of Dr. King.

What is IPay?

IPay is the paperless method of viewing your pay statement each pay day.

Why should IPay be considered and what benefits are available?

1. With an IPay statement, you can see your information on Tuesday before the Friday payday. If you have any questions or issues, contact CCS Payroll before payday for early resolution.
2. How many times have you tried to find an old pay statement and just couldn’t locate it? With IPay you no longer have to attempt to locate your hard copy pay

statement. Rather, simply retrieve your statement from the IPay website and, if necessary, print your pay statement(s).

3. Your pay statement history will remain on the IPay website for a period of three years (the current year and the prior two years).

You may enroll in IPay with any of your pay statements you receive beginning with the paydays Dec. 17, 2010, and continuing through Feb. 25, 2011. Please remember the sooner you enroll, the sooner your available history begins to build. If you were receiving payroll payments from Columbus City Schools from December 2009–February 2010, you will already have some history on the IPay website. Once you enroll, your pay statements will be available for viewing and printing.

Don’t miss your opportunity to build your personal history of pay statements. Enroll during the above-noted paydays in order to take advantage of this benefit and help conserve resources.

W-2s are available online through IPay, and 2010 W-2s will be posted by Jan. 31, 2011. CCS Payroll will also mail paper copies by Jan. 31 as required.

Get more Severance

Retiring soon? To be eligible for super severance pay, you must notify CCS of your retirement by Friday, Feb. 1.

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 unused sick leave. Article 810 of the *CEA Master Agreement* defines how severance pay is granted.

While it remains true that you will receive pay for 50 percent of your personal leave days regardless of when you notify CCS, notifying the district by Feb. 1 means you receive more for your sick leave. The example below represents a retiring teacher with a yearly salary of \$86,001 (Master’s at Step 30) with a daily rate of \$441.03 (per diem), 410 sick leave days and 30 personal leave days.

Notification by Feb. 1*				Notification after Feb. 1*			
Sick Leave				Sick Leave			
	Rate	Per Diem	Amount		Rate	Per Diem	Amount
1st 100 days	x 25%x	\$441.03	= \$11,025.75	410 days	x 20%x	\$441.03	= \$36,164.46
2nd 100 days	x 30%x	441.03	= 13,230.90				
3rd 100 days	x 35%x	441.03	= 15,436.05				
4th 100 days	x 40%x	441.03	= 17,641.20				
10 days	x 45%x	441.03	= 1,984.64				
+ Personal Leave				+ Personal Leave			
	Rate	Per Diem	Amount		Rate	Per Diem	Amount
30 days	x 50%x	441.03	= 6,615.45	30 days	x 50%x	441.03	= 6,615.45
Total			\$65,933.99	Total			\$42,779.91

The difference is \$23,154.08. You can see the obvious advantage to notifying the district by Feb. 1.

If you have any questions, call CEA at 253-4731.

**This example is for illustration purposes only and is not intended for use as an official calculation.*

Article 211 Training

With the new year comes new opportunities as CCS directs its attention to the process of assignments and transfers to assure appropriate staffing for the 2011–2012 school year. Faculty representatives, principals and other district administrators will soon be receiving official notification about this year's Article 211 training dates. This important training provides updates on the procedures and policies of the Article 211 process and prepares participants to transfer the training back to their school or department interview team members. To assure consistent implementation throughout the district, it is very important that everyone (Senior FRs, principals and administrators) attend this training.

The dates for this year's training are as follows:

- **Tuesday, Feb. 8:** Regions II, III and IV High Schools, 7–12 Schools and Career Centers, 8–10 a.m./Northgate, Rm. G; Regions II, III and IV Elementary and Middle Schools, 1–3 p.m./Northgate, Rm. G
- **Thursday, Feb. 10:** Regions I and V High Schools, 7–12 Schools & Career Centers and District Programs/Offices, 8–10 a.m./Northgate, Rm. D; Regions I and V Elementary and Middle Schools, 1–3 p.m./Northgate, Rm. D

Keep watching *The Voice* for information as it becomes available about Article 211. Read Article 211 of your negotiated agreement for details. E-mail Dean Fowls with questions or concerns at dfowls@columbus.k12.oh.us.

Vote for CEA's Columbus' Best

The 4,500+ members of the Columbus Education Association live and spend money in virtually every community in metropolitan Columbus. With so many members living and working in the area, the members of CEA create a local economic powerhouse.

In these tough economic times, you have probably become quite selective about where you spend your free time and your hard-earned money. CEA wants to know what establishments you recommend to family or friends when they want to know the best place to eat, shop or play.

Please take the First Annual CEA's Columbus' Best electronic survey to let us know the area's best in restaurants, arts and entertainment, festivals, parks and shopping establishments. Your participation could help create new discount opportunities for our members at area establishments and assist the newly-formed CEA Social Committee when planning activities and events.

The link to the survey was sent to your personal e-mail address and will close Sunday, Jan. 17, at 11:59 p.m. Members will be unable to take the survey on a district computer or while connected to the CCS network. If you have questions or have not received the e-mail containing the survey link, please send an e-mail to phayes@ceaohio.org.

The CEA's Columbus' Best results will be published in a special edition of *The Voice* later this winter.

Accepting applications for courses overseas

Applications are being accepted for 2011 summer/fall graduate field courses and a master's program in international conservation studies in 12 countries throughout Africa, Asia, Australia and the Americas. New in 2011 are courses in Australia and Guyana.

Created in 2004 by Miami University's Project Dragonfly and the Cincinnati Zoo & Botanical Garden, Earth Expeditions graduate courses and now the Global Field Program (GFP) master's degree bring together graduate students, scientists, educators and community leaders at critical conserva-

tion field sites worldwide. In addition to Australia and Guyana, sites for 2011 include the Amazon, Baja, Belize, Borneo, Costa Rica, Kenya, Mongolia, Namibia, Thailand and Trinidad.

Tuition for seven graduate credits and all basic in-country expenses are covered in the \$1,250 course costs. Accepted students are responsible for airfare.

Earth Expeditions and the GFP, which can be completed part-time from anywhere in the United States or abroad, are open to educators and other professionals from all disciplines and settings, regardless of grade level or academic focus. For information and to apply, please visit Earth Expeditions at www.EarthExpeditions.org and Global Field Program at www.MastersGFP.org.

Thanks for attending

We thank everyone who participated in CEA's Legislative Assembly (LA) on Dec. 2. This is the best way to keep abreast of and to have a voice in the policies and positions of your Association. The Assembly consists of Faculty Representatives, Governors and CEA officers. The LA is the policy-making body of the Association. The buildings/units listed below were represented at the last CEA Legislative Assembly. If your building/unit was represented but not listed, please contact CEA.

6th St. Annex, A.G. Bell Program, Alpine ES, Alum Crest HS, Art, Arts Impact MS, Avondale ES, Beechcroft HS, Berwick K–8, Binns ES, Briggs HS, Broadleigh ES, Brookhaven HS, Buckeye MS, Cassidy ES, CEA, Centennial HS, Clinton ES, Columbus Africentric ECSS, Columbus City Prep. School for Girls, Columbus Downtown HS, Columbus Global Academy, Como ES, Devonshire ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Academy, École Kenwood K–8, Fifth Ave. K–8, Forest Park ES, Ft. Hayes CC, Hudson Comm. Ed. Ctr., Hudson St. Warehouse, Huy ES, Independence HS, Indian Springs ES, Indianola K–8, Innis ES, I-PASS @ Mifflin MS, Juvenile Detention Ctr., Kingswood Center, Leawood ES, Liberty ES, Lindbergh ES, Linden K–6, Linden-McKinley 7–12, Maize ES, Marion-Franklin HS, Maybury ES, Medina MS, Mifflin HS, Monroe MS, Music, Neil Avenue Center, Northgate Center, Northland HS, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, OT/PT, PAR, Parkmoor ES, Parsons ES, Psychologists, Ridgeview MS, Shady Lane ES, Shepard Center, Southmoor MS, Southwood ES, Speech & Language, St. Vincent, Starling MS, Stewart ES, Sullivant ES, Tutors, Valley Forge ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Whetstone HS, Windsor K–6, Woodcrest ES, Woodward Park MS, Work Study and Yorktown MS.

Special notes

- ❑ Congratulations to **Cara Boettner**, Beechcroft HS; **Elizabeth Higginbotham**, Sherwood MS; and **Jane Ann Holden**, Gables ES, the 2010–11 awardees of the **Katonak Arts Enrichment Award**. Recipients were chosen from 42 applications from CCS art teachers.
- ❑ The **declaration period** for **CEA elections** will end on **Feb. 4**. Contact CEA if you are interested in running for any of these open seats: 2011–2012 OEA Delegates; 2011 NEA Delegates; Governors for Districts 1, 4, 5 and 10 (formerly District 11); Middle School Governor At-Large; and Minority Governor At-Large. **Campaigning** is Feb. 7–18, with **voting** Feb. 22–Mar. 7 and **ballot tallying** Mar. 8.
- ❑ The CEA Travel Group is planning a **trip to Egypt** with a tentative date of June 9–22, 2011. The trip includes eight nights at a five-star hotel in Cairo and four nights on a cruise on the Nile. The price is \$1,995 plus approximately \$1,500 for airfare. Contact **Carol Wagner** or **Ezetta Murray** at 253-4731 for details.
- ❑ The following buildings/units have most recently completed their **United Way** campaigns: **Burroughs ES** and **Monroe MS**.