Jump into the PAR pool
Serving as a PAR Consulting Teacher (CT) is one of the best ways to give back to your colleagues. PAR Consulting Teachers evaluate and assist entry-year teachers and experienced teachers who may be having difficulties in the classroom. You provide coaching, feedback and support services to interns and interventions. PAR consultants also serve as mentors for participants in the Ohio Resident Educator program.

Candidates must have a bachelor’s degree in education, an active teaching license with the Ohio Department of Education, a minimum of seven years of teaching experience (at least three years in CCS) and outstanding evaluation results.

Consultants receive supplemental contract pay equal to 20 percent of the base pay. Selection is not a guarantee of active assignment. In the spring, consultants receive notification of any scheduled PAR assignments. Some consultants may not be activated until after the start of the school year. Selected individuals remain in their current assignments until the PAR Panel determines the need for a consulting teacher. Assignments are generally three years, unless the PAR Panel determines that their service to the program is no longer needed. Consultants have the right to return to their previous assignments.

Submit a résumé; a letter of interest; a 20-minute videotape of a lesson or work session; and reference letters from your building principal or your immediate supervisor, from your Senior Faculty Representative (or district governor if you are a faculty representative) and from two teachers from your building/unit to CEA President Rhonda Johnson at the CEA office.

The application deadline is Feb. 4. Interviews begin Jan. 22. Go to www.ceaohio.org, click on “Professional Development,” then click on “Peer Assistance and Review” to download the job description.

Retiring soon? Increase your severance
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 and planning purposes. Meeting this early deadline means a larger amount of money paid to you for unused sick leave.

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. Article 810 of the CEA Master Agreement defines how severance pay is granted.

To estimate the amount of your severance pay, access the intranet under “Treasurer’s Office,” “Payroll,” and use the severance pay estimator. You will need your latest pay stub to obtain the necessary information.

Notification letters go to Cynthia Picciano, Executive Director of Human Resources, Columbus City Schools. The letter should include your name, your employee ID and your last day of service. You should hand deliver the letter and take a copy to be time-stamped for your records.

The example below represents a retiring teacher with a yearly salary of $86,001 (Master’s at Step 31) with a daily rate of $441.03 (per diem). 410 sick leave days and 30 personal leave days.

<table>
<thead>
<tr>
<th>Notification by Feb. 1*</th>
<th>Notification after Feb. 1*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sick Leave</strong></td>
<td><strong>Sick Leave</strong></td>
</tr>
<tr>
<td>Rate</td>
<td>Per Diem</td>
</tr>
<tr>
<td>1st 100 days x 25%</td>
<td>$11,025.75</td>
</tr>
<tr>
<td>3rd 100 days x 35%</td>
<td>$15,436.05</td>
</tr>
<tr>
<td>10 days x 45%</td>
<td>$1,984.64</td>
</tr>
<tr>
<td>Rate</td>
<td>Per Diem</td>
</tr>
<tr>
<td>30 days x 50%</td>
<td>$6,615.45</td>
</tr>
</tbody>
</table>

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

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

*This example is for illustration purposes only and is not intended for use as an official calculation.
The school district is in dire need of substitute teachers for all levels. A large number of subs with regular teacher certificates/licenses have been given full-time jobs as teachers. If you have retired, know someone who is retired or has at least a bachelor’s degree, have the person apply at the CCS Human Resources Department at 270 East State Street.

Many requests for subs are going unfilled and this means some classes, especially elementary music, art and physical education, never have substitutes to replace them. One principal has even admitted to teaching a class. The job of substitute teacher is one of the most important in the school system. Subs help you do your job. Be kind to our substitutes so they want to work in our buildings. Make them welcome and a part of your staff.

**CEA joins the Columbus Education Commission**

The 25-member Columbus Education Commission has begun meeting. This body, formed by Mayor Michael Coleman and City Council President Andrew Ginther, unites key community leaders to help improve the outlook for our city’s youth. The commission will meet through April and hear from residents, national experts and business leaders as it considers recommendations and will share that information with the community.

- Define “Success”–What does “college and career ready” look like?
- Understand the state and federal education policy framework
- Use technology and data analytics to improve student performance
- Recruit and retain the best teachers and principals
- Determine how the educational system and employers can work together to create successful outcomes for students and businesses
- Encourage the growth of high performing charter schools
- Access the best care for our children’s health needs
- Give all our children the opportunity to explore their passions and talents and create a culture of learning in the entire community
- Make the facilities used by the district optimal
- Decide the best way to organize public education in the 21st century
- Strategize how the Columbus business community can best support public education

Commission members include Rhonda Johnson, CEA President; Lois Carson, CSEA President; and Carol Perkins, School Board President. Co-chairs are George Barrett, chairman and chief executive officer of Cardinal Health; Judge Algenon Marbley of the United States District Court; and Kathleen Ransier, a partner with Vorys, Sater, Seymour & Cayless.

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Special notes

- CEA would like to recognize the following veteran whose names were not listed in the Nov. 12, 2012, edition of The Voice: Navy—Frank Smith ★
- Open positions in the CEA Spring Elections are as follows: Governors in District 3 (unexpired term ending July 31, 2015), Districts 2, 7, 8 and 9 (three-year terms beginning August 1, 2013); delegates to the 2013 NEA RA and the 2013–14 OEA RAs. The declaration period ends Jan. 18. The formal campaign period is Jan. 19–Mar. 4. Voting is Feb. 19–Mar. 4. Votes will be tabulated on Mar. 5. Declaration forms are available at the CEA office. Call CEA Elections Committee Chairperson Michele Mays at 253-4731 with questions.