

The CEA Voice

www.ceaohio.org

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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.

our recipient of the Helen Jenkins Davis Award. She is the first African-American woman to receive a doctorate in math education. Her students place at the top of national and international competitions in math and robotics.

Don't delay. Get your tickets today. Reservations can be made by calling CEA at 253-4731. Tickets are \$30 and tables of eight are \$240.

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.



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 questions, call CEA at 253-4731.

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

Get your tickets for the MLK dinner

Don't miss CEA's 34th Annual Dr. Martin Luther King, Jr. Awards Dinner, Thursday, Jan. 17, at the Hyatt Regency in Columbus. We are lucky to welcome one of the most dynamic speakers in the country, Michael Eric Dyson.

Hear this author, scholar, ordained minister and media commentator talk about the toughest and most controversial issues of our day.

That's not the only highlight of the evening. We also will honor this year's award winners. The Dr. Martin Luther King, Jr. Humanitarian Award will be presented posthumously to Napoleon A. Bell for his significant contributions to the African-American community in the areas of housing, education and political engagement.

Sybil Yvonne Brown, math teacher at Northland HS, is

CCS needs subs

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 ways to:

- ▶ 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 spaces for learning, parental engagement and community pride
- ▶ 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 & Pease. The commission will devise a report with its recommendations and will share that information with the community.

Read more at www.reimaginecolumbuseducation.org.



CEA President Rhonda Johnson was at the table at the first Columbus Education Commission meeting.

PAR CEU classes

The Peer Assistance and Review (PAR) office will be offering a series of professional growth opportunities for teachers of all skill and grade levels. All participants will receive 0.2 CEUs and materials will be provided.

- 1/15 Revisiting Classroom Management
- 1/22 Using Assessment Data to Guide Instruction
- 1/29 I LEAD: Understanding the New Teacher Evaluation
- 2/5 Strategies for Addressing Individual Behavioral Issues
- 2/12 Smartboard Techniques
- 2/19 Using Your PLC to Meet State Mandates
- 2/26 Support Personnel Do What?
- 3/5 Stress Management: Techniques to Prepare You and Your Students for Testing
- 3/12 Safe Learning Environments for All
- 3/19 Blackboard: Getting Ready For Next Year

Register today on PD Planner for any or all of these sessions. Classes will be held Tuesdays from 4:30–6:30 p.m. at Arts Impact MS, 680 Jack Gibbs Blvd. Call the PAR Office at 365-5110 for more information.

Absence forms are back

After a long absence, the paper absence form has been reinstated. Starting now, you may use the paper forms. You do not need to go back and report your previous absences. The forms are important. CEA asked they be used because they give each of you something in writing in case the principal or the treasurer's office makes a mistake. Follow these steps to use the forms:

If you are absent, make one phone call to SEMS or your principal/designee. When you return, complete the absence form within three days. You should receive a copy of the signed form. One copy stays with your building or department for four years. Attendance correction forms should be sent to Human Resources, as in the past. Find these forms on the CCS Intranet under HR–SEMS.

Please contact Human Resources Staffing and Systems (365-5759) or Employee Relations (365-5636) if you have questions or concerns.

Your emergency contact information

If you have not posted information on the district's Employee Self-Service website, you should think about logging on. This is the place where you update your personnel information. One of these is your emergency contact information. We live in the digital age now, and we need to keep everything up to date. Here's how to use the system:

- ▶ Once you have successfully logged in, click on the Employee Self Service tab on the left side of the screen.
- ▶ Click on "Personal Information."
- ▶ Click on "Change" in the area or areas you wish to edit.

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.