

The Voice

www.ceaohio.org

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Columbus Education Association

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What are you doing for others?

Dr. Martin Luther King, Jr. once said, "Life's most persistent and urgent question is: 'What are you doing for others?'"

Each year, Americans across the country answer that question by coming together on the King Holiday to serve their neighbors and communities.

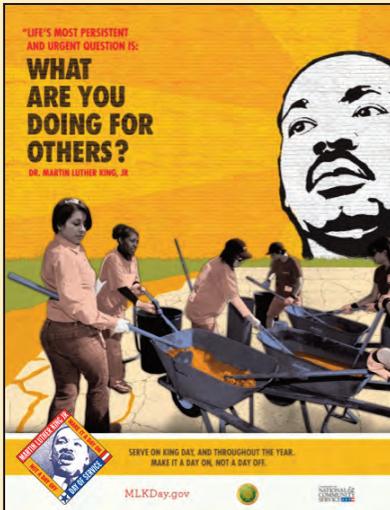
The MLK Day of Service, Jan. 21, is a part of United We Serve, the President's national call for Americans from all walks of life to work together to provide solutions to our most pressing national problems.

The MLK Day of Service empowers individuals, strengthens communities, bridges barriers, creates solutions to social problems and moves us closer to Dr. King's vision of a beloved community.

The King holiday offers a chance to start the year off right by making an impact in your community. Join the hundreds of thousands of people who serve on MLK Day and throughout the year.

Visit <http://mlkday.gov/> to get resources such as videos and project ideas. Fill in your zip code in the *Find a Project* box to locate a volunteer opportunity in your community or plan your own project. Scholastic, Inc. and the Corporation for National and Community Service are offering free guidelines to help students in grades 3–5 learn about Dr. King's legacy of service. Check out the National Service blog included on the site to read what others around the country are doing to honor Dr. King's memory. You can also download the poster shown above.

Let's keep working together to keep Dr. King's vision alive.



Know your school safety procedures

We don't like to imagine a time when we might have to lock down our classrooms because of a threat. Sadly, those times do occur. We were all reminded of this during the terrible tragedy in Newtown, Conn. We want to remind you of these procedures and impress upon you that it's imperative to follow all safety procedures in the building, even during a drill. According to Columbus City School's Emergency Plan, here are the lockdown levels and accompanying procedures:

Level One—Exterior doors and windows are locked and secured. Free movement within the school building is permitted. A Level One lock-

down may be released by a PA announcement. (This response usually used for an outside threat.)

Level Two—Students in halls and restrooms should move to the nearest classroom. Classroom doors and all exterior doors and windows are immediately locked. Students are permitted to move around the room.

Level Three—The same procedures are involved as a Level Two except that students are not permitted to move around the classroom. Windows, and door window panels, should be covered as safety permits. Students are to sit on the floor, out of sight of any windows or doors, usually along an inside wall. Additionally, the lights should be turned off in your classroom, if practicable. Teachers should take attendance and include the names of people who have entered and are not usually in their classes.

Level Two and Three lockdowns will only be released by police or school administrators or designated staff coming to each classroom to give the all clear. Directions or announcements given on the school PA during a Level Two or Three lockdown should never be followed.

No guns for teachers

Imagine a time when teachers have to earn CEUs in firearms management. Coursework might include loading and shooting, proper use of ear protection, and deployment of bullet-proof vests. We could fit that in between our briefings on the new common core curriculum.

Would you feel comfortable knowing there's a firearm in your classroom?

The question is not so far-fetched, given that some public officials believe teachers and principals should be armed and should take peace-officer training on how to use guns.

We believe this is short-sighted thinking. What we do believe is that (1) school safety plans should be in place and should be strictly followed by all school personnel (2) mental health should have parity with physical health and (3) laws need to be made to ban assault weapons and high-capacity magazine clips.

OEA President Patricia Frost-Brooks has released the following statement:

The Ohio Education Association welcomes Attorney General Mike DeWine's work to make sure safety plans are up to date and on file for all Ohio schools, and we agree school safety must be a paramount issue. Each school district should develop its plan, train relevant personnel and make careful decisions on school safety and security measures.



Assigning teachers guns is not the answer to preventing tragedies such as the recent one in Connecticut. Instead, we need to address the gaps in our mental health system, and learn to identify and help those most at risk of hurting others and themselves. Bans on assault weapons and clips and re-examination of conceal-and-carry laws also would do far more to address potential violence in our classrooms than would arming our teachers. There are many things we can do to help identify and defuse violent situations. The bottom line for us is this: If we wanted to be police officers, we would have chosen that field over education. So take this idea off the table. There are better ways.

Apply for PAR by Feb. 4

Now is the time to apply for a position as PAR Consulting Teacher. This is one of the best ways to give back to your colleagues. PAR CTs 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.

Each candidate 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. To apply, you must submit a letter of interest, a résumé, 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. Send your documents 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.

Super severance: Feb. 1

Retiring? To be eligible for super severance pay, you must notify CCS of your retirement by Friday, Feb. 1. 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 (must be a workday). You should hand deliver the letter and take a copy to be time stamped for your records.

Thanks for representing us

Thanks to the Faculty Representatives who regularly attend the CEA Legislative Assembly. This important forum is where we consider policy and make recommendations that affect our working conditions. These meetings are open to all CEA members. When you attend, you will see what your FR does for you. We want to thank our FRs who attended the Dec. 6 LA: A.G. Bell Program, Alpine ES, Alum Crest HS, Art, Avalon ES, Avondale ES, Beechcroft HS, Berwick K-8, Binns ES, Briggs HS, Brookhaven HS, Burroughs ES, CEA Office, CAHS, Cassady ES, Cedarwood ES @ Stockbridge, Centennial HS, Champion MS, Clinton

ES, Columbus Africentric EC SS, Columbus City Prep. School for Boys, Como ES, Dana ES, Devonshire ES, Dominion MS, East Columbus ES, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Academy HS, École Kenwood K-8, Fairmoor ES, Fairwood K-6, Fifth Ave. K-8, Forest Park ES, Ft. Hayes Arts & Academic HS, Gables ES, Gifted & Talented, Guidance Counselors, Highland ES, Hilltonia MS, Hudson Comm. Ed. Ctr., Independence HS, Indian Springs ES, Indianola K-8, Juvenile Detention Ctr., Liberty ES, Lincoln Park K-6, Lindbergh ES, Linden STEM Academy K-6, Livingston K-6, Maize ES, Marion-Franklin HS, Maybury ES, Mifflin HS, Moler K-6, Music, Neil Avenue Center, North Linden ES, Northgate Center, Northland HS, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, OT/PT, PAR, Parkmoor ES, Phys. Ed., Psychologists, Ridgeview MS, Salem ES, Scottwood ES, Shady Lane ES, Sherwood MS, South HS 7-12, South Mifflin STEM Academy K-6, Special Ed. Transition Coord., Speech & Language, Starling MS, Sullivant ES, Tutors, Valley Forge ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West HS, West Broad ES, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Academy K-6, Winterset ES, Woodcrest ES, Woodward Park MS and Yorktown MS.

Deduct your CEA dues

Tax time is approaching, and 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.

Full Dues	
Plan A (21 Pays)	\$824.33
Plan B (26 Pays)	\$825.83
Switched from:	
Plan A to B	\$765.83
Plan B to A	\$884.33
Half Dues	\$460.42
Quarter Dues	\$250.71

This type of deduction is subject to a minimum. It must amount to more than 2 percent of your adjusted gross income. Consult *IRS Publication 529* for more details. Visit www.irs.gov. Search for "union dues."

The table above shows your deductions for Association dues for the 2012 tax year.

Last chance to get a ticket

Today is the last day to reserve a seat or table at the CEA 34th Annual Dr. Martin Luther King, Jr. Dinner. Join us Thursday, Jan. 17, at the Hyatt Regency Columbus as we welcome keynote speaker Michael Eric Dyson, author, scholar, ordained minister and media commentator, addressing the toughest and most controversial issues of our day.

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

Don't delay. Get your tickets today. Call CEA at 253-4731. Tickets are \$30 each and tables of eight are \$240 each.

Special notes

- ❑ CCS will issue paper W-2s through the U.S. mail by Jan. 31 as required by IRS regulations. The Payroll Department will initiate an email blast once the ESS availability date for W-2s is determined.
- ❑ 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. Campaigning 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 at 253-4731 with questions.