

## ***Thinking About Applying for a 110?***

If you have reached that time where you are looking towards retirement, here are some important guidelines and dates to remember as you decide.

If you are contemplating applying for post-retirement employment (aka, the “110”), the following items must be given to the principal or building supervisor prior to February 16, 2009

- Retirement Notification Memorandum
- A letter of Resignation from Employment due to Retirement
- Student Achievement Performance Plan
- Leadership Plan

The principal or building supervisor will review the application with his/her executive director and either recommend the application be accepted or not. CCEA advises members to ask the building administrator whether or not the application will be recommended for acceptance.

On or before March 2, the recommendations will be sent to Steve McGrath in the office of Human Resources.

On or before March 16, 2009, the Assistant Superintendent of Human Resources will notify the principal and teacher of approval or disapproval of the post-retirement status. If approved, a post-retirement employment contract will be sent to the teacher.

**See More on the Back!!**

## ***Mini-Observations Or Walk –Throughs***

There have been many questions being sent our way lately regarding the “walk-through observations. Someone asked Dr. Chesley about them at the last Superintendent Forum. The primary concerns we have heard were that the walk throughs are not providing any feedback to the teacher being “observed” and that information from these are showing up in evaluations. Sr. Chesley said that this is allowable as anecdotal information.

There is an excellent article in Education Week about this process by a retired administrator. He shares that he did not call them walk through but mini-observations. He believed the term walk through meant he did not stop and see anything. He said he took no notes while in the room but observed for five minutes. He provided oral feedback to every teacher he observed within two days. It might be in the hallway or even the parking lot but he purposely wanted it to feel non-threatening and gave the teacher time to answer any questions about what was observed. This process developed trust between the administrators and the teachers in the building. He also said he focused on the same things with every visit. Please read this article by Kim Marshall and share it with your administrators.



March 5	Executive Board Meeting
March 9	School Board Meeting– Peakview Elementary
March 12	AR Meeting, CCEA Officer Election Nominations Close
March 14	Youth Adult Summit- Grandview High School
March 27	Traditional Calendar Spring Break Begins



## **POLICY POINTERS 4119 & 4151.6**

1. Remember the spending cap by the District of \$2,550,000.
2. This cap represents sick leave payout and retirement compensation.
3. Payments are granted based on years of service with the District, not just teaching.
4. Applicants who apply by March 15 will be paid according to the schedule under section D in this policy.
5. Payments are made by seniority, if sufficient funds exist to pay everyone under a step on the schedule they will all receive their payments.
6. If funds will not allow full payment on a step, the remaining funds will be divided equally by the participants on that step.
7. Longevity payments received will be subtracted from the schedule in Section D.
8. The Accumulated Sick Leave Application is form 4151.6
9. Payments will be made in increments of months up to 36 and not

### ***Non-Contact Day Reminders***

Remember that we negotiated the February non-contact day to be teacher directed for elementary teachers and that all non-contact should be 50% teacher driven.

## **FROM THE PRESIDENT**

*Jody Dasher*

There are many issues facing us this spring as we enter the bargaining season. As most of you have heard by now, there are problems in the economy. The tax revenues being lower than predicted by the state government is causing a shortfall in the billions of dollars. The District is being informed of potential rescissions from the money promised for this school year. The numbers are not final but the outlook is not good,

As we receive these negative reports, we in K-12 are very fortunate to have Amendment 23 in place. The Constitutional amendment guarantees us COLA plus 1%. There may be some legislative work done to try to adjust the peripheral amounts that surround this money such as the extra money for growth and at risk students. The good news is that we will not be quite as hard hit as other agencies of the Colorado government. Higher Education is being told to raise tuition costs to offset the money not coming to them. This will indirectly impact all of us as we take college courses for license renewal or horizontal advancement, or if we are paying for children in college.

We will not know the outcome of these budgetary problems until well in to the bargaining season. Your Executive Board will be communicating with your building AR so check with them. We are trying to keep the web site up to date with news items with state and national fiscal implications.

Another way to stay informed is to subscribe to the CEA Capitol Connection. Send an email to [lyris@list.nea.org](mailto:lyris@list.nea.org). In the *Subject* line write, your *first and last name and Cherry Creek Education Association*. In the message area, please write, *subscribe ceacapitolconnection*. These email messages will keep you informed of events going on at the Capitol.

As we move forward, we may need you to communicate with legislators at both the state and national level. The last election has certainly shown how powerful the use of email has become.