



School News

Important Dates Coming Soon

The shows go on

High school students are taking the stage and working behind the scenes this play season. Maurice J. McDonough High School's production of "Alice in Wonderland" is Nov. 8 to 10. North Point High School will stage "Fame" on Nov. 8 to 10. Thomas Stone High School's "High School (Non) Musical" is Nov. 15 through 17. That same weekend — Nov. 15 to 17 — Westlake High School will stage "Spy School." St. Charles High School will perform "Jungalbook," a dramatization of Rudyard Kipling's "The Jungle Book," Nov. 30 and Dec. 1 to 2. La Plata High School rounds out the season with the family-friendly show, "The Happy Elf" Dec. 17 and 18. For more about the shows, tickets, times and other information, go to <https://tinyurl.com/ycuklhf8>.

Vote for Junior Reporters

Three Charles County Public Schools (CCPS) students are among the contestants in WTOP's Junior Reporter Contest. Among other prizes, the winners receive \$500 for themselves and \$1,000 for their school. Students in the semifinals are Jai'Varn Hatton, a fourth grader at Mt. Hope/Nanjemoy Elementary School; Brianna High, a junior at La Plata High School; and Kaitlyn Moyer, a fifth grader at William A. Diggs Elementary School. Voting is open through Nov. 9 at <https://wtop.com/contests/reporter/#VOTENOW>.

Retirement planning

A closed retirement planning session for CCPS employees enrolled in the State of Maryland Pension System is 5 to 8:30 p.m. Nov. 15 in the board room of the Jesse L. Starkey Administration Building in La Plata. Guest speakers and retirement planning handouts will be provided. RSVP by Nov. 9 to Jill Potter at 301-934-7202 or jpotter@ccboe.



Wrap stars

Dana Moyer, a learning resource teacher at Dr. James Craik Elementary School, found herself in a bind Oct. 31 when she, along with other Craik teachers and administrators, participated in a Mummy Race as part of a Positive Behavioral Interventions and Supports (PBIS) assembly. Third- fourth- and fifth-grade students wound toilet paper around their teachers before they raced each other. The assembly capped off the day that saw students participating in a Book Character Parade dressed as their favorite people — real and fictional.

CCPS transitions from MetLife to Prudential

Charles County Public Schools (CCPS) is transitioning all tax-sheltered annuity, also known as 403(b), retirement plans from MetLife to Prudential Retirement. The change is effective Jan. 2, 2019.

A CCPS committee selected Prudential as the new 403(b) provider after reviewing several companies that offer similar services. Prudential provides identical coverage as MetLife, including plan investment options, but the fees paid by CCPS and employee account holders will be lower.

The transition of all accounts — an estimated 3,000 accounts including those for both active and retired employees — will start at the end of December.

A blackout period will occur with the transition to ensure all information transfers

accurately from MetLife to Prudential. The transfer also includes any 403(b) plan rolled over to MetLife by a CCPS employee from a previous employer.

With the change to Prudential, account holders will have access to a transition website, online financial planning tools, online account management and financial education resources, and personalized customer service.

In addition to online customer service features, Prudential offers phone assistance 24 hours per day, seven days a week.

During the blackout period, account holders will not be able to access their funds or make withdrawals. Any distribution payments made from 403(b) plans will be placed on hold. Prudential will work to ensure all ac-

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On the cover

CCPS employees pictured on the front cover from left are, Tricia Harrington, special education teacher at Dr. Thomas L. Higdon Elementary School; Laura Kelly, art teacher at Higdon; and Sarah Kilikewich, a Reading Recovery teacher at J.P. Ryon Elementary School, who was recognized by the Board of Education at its Oct. 9 meeting.

Nov. 23 paycheck info

The payday on Friday, Nov. 23, 2018, is a CCPS holiday. All paper paychecks will be mailed Tuesday, Nov. 20, to the employee's home address on file with the Office of Human Resources. All printed direct deposit vouchers will be sent to schools and departments for distribution on Monday, Nov. 26. No exceptions will be made. All employees are encouraged to sign up for direct deposit.

Carson Scholars

Student nominations for the Carson Scholars Fund are being accepted. The Carson Scholars Fund each year recognizes students for academic achievement, humanitarian qualities and community service. Each selected recipient receives a \$1,000 college scholarship. Recipients are eligible for an annual renewal as long as they maintain high academic standards and a commitment to their communities. The nomination deadline is Dec. 14. Visit <https://carsonscholars.org/scholarships/important-dates-and-deadlines/> for more details.

No 'ordinary' days

We know that students and staff are doing awesome things during the day, even if they think it's just another school day. Students testing the water quality of the Tidal Basin during a field trip to Washington, D.C.; a librarian arranging a "book tasting" for kids to narrow down their preferred titles and genres; high school students in Project Lead the Way: Biomedical Sciences investigating a simulated crime scene. PR liaisons in schools have captured those activities and others, sharing them on their school's social media platforms and with the Office of Communications. Invite your school's PR liaison to an interesting lesson or activity. If they have time in their schedule, they can help you get your class in the spotlight.



Charles County Sheriff Troy Berry, center, leads a swearing-in ceremony Nov. 2 for members of Daniel of St. Thomas Jenifer Elementary School's Safety Patrol. Parents, family members, Jenifer students and staff gathered for the occasion.

Jenifer Elementary inducts safety patrols

When elementary school safety patrols put on the safety green belts and sashes, they represent more than themselves, Superintendent Kimberly Hill said during an induction ceremony Nov. 2 at Daniel of St. Thomas Jenifer Elementary School.

"You represent student leadership," Hill said.

"Those of you who have decided to serve, you are a big part of what we need to keep schools safe," said Jason Stoddard, director of school safety and security.

Susie Davis, Jenifer's technology facilitator and safety patrol coordinator, said the patrols work corroboratively and celebrate

each other's successes.

"This group of students has become an integrated team," she said.

Charles County Sheriff Troy Berry pointed out that the patrols wear a badge, much like he and police officers do.

"The badge is not a right," Berry said. "It's a privilege."

Students selected to serve as patrols are tasked with several duties, most importantly keeping their peers safe.

"I thought it could be really fun," said fifth grader Johanna Tolson. "And at the same time, it's a nice opportunity to help others."

Prudential

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count holders over the age of 70 and a half who are required to take specific distribution amounts per year receive the necessary payments to avoid a tax penalty.

Payroll deductions during the blackout period will remain the same for employees who are actively contributing to their 403(b) account.

Introductory information about the transfer process will be sent by mail from CCPS and Prudential to all account holders next month.

This information will include finalized account blackout dates, services available through Prudential and other important dates for 403(b) account holders.

CCPS benefits staff, along with Prudential representatives, will hold a meeting in January for employees to learn more about their new Prudential accounts.

Attendees will also learn more about the financial planning tools and online services available through Prudential.

The meeting date, time and location will be announced next month.

Account holders will also receive information from Prudential about registering and accessing their account.

Questions about CCPS staff benefits, retirement accounts and more can be directed to the CCPS Office of Benefits at 301-934-7459 or BenHotline@ccboe.com.

CCPS now offering supplemental group term life insurance

Charles County Public Schools (CCPS) is now offering a supplemental group term life insurance plan for eligible employees.

Employees who work 20 plus hours per week can sign up for the plan during open enrollment, set for Oct. 29 through Nov. 30.

The term is one year and employees do not have to re-enroll annually. The plan is provided by ReliaStar Life Insurance, part of the Voya Company. Eligible employees can sign up online through the CCPS benefits website at <https://ccboe.hrintouch.com>. Select the "Register or Reset your Account" option.

The plan offers supplemental life insurance of \$20,000 to \$500,000 in \$10,000 increments. Employees can elect up to \$250,000 in coverage without providing any evidence of insurability, or complete a health questionnaire.

This plan benefit provides options for those employees who may be excluded from standard life insurance policies for pre-existing medical conditions.

Plan payments are set up for payroll deduction, but are not a pre-tax deduction.

This is different from the two currently available life insurance plans for eligible employees: the Board of Education sponsored plan and the American General Life Insurance plans.

Deductions for these plans are pre-taxed for employees.

Deductions for the new supplemental plan are taken as an after-tax payment.

Employees who sign up for the supplemental plan can also add benefits for their spouse and children. Spousal coverage is available in increments of \$10,000 up to a maximum of \$50,000. Spousal coverage is not subject to evidence of insurability, and it cannot exceed the amount chosen by the policyholder.

Employees can choose coverage for their children, with a benefit of either \$5,000 or \$10,000.

Costs are determined by age as follows (monthly rate shown for one individual per \$1,000 of coverage)

Ages 25 and under – \$0.05

Ages 25 to 29 – \$0.06

Ages 30 to 34 – \$0.08

Ages 35 to 39 – \$0.10

Ages 40 to 44 – \$0.13

Ages 45 to 49 – \$0.22

Ages 50 to 54 – \$0.36

Ages 55 to 59 – \$0.56

Ages 60 to 64 – \$0.88

Ages 65 to 69 – \$1.58

Ages 70 and older – \$2.83

Rates are subject to change annually in January, but are guaranteed for the full plan term of one year. The monthly cost for eligible children, per child, is \$1 for \$5,000 of coverage and \$2 for \$10,000.

Employees who want benefits for either their spouse or eligible children must have a policy for themselves.

Employees who sign up for supplemental life insurance through CCPS and retire must convert the policy through Voya to an individual whole life insurance policy. Staff who purchase the insurance and terminate their employment with CCPS can also convert their policy with Voya. Retirees and former CCPS employees who convert a policy with Voya will still receive the same monthly plan rates offered to current staff. Age reductions also apply. The benefit amount reduces to 65 percent of the original coverage once the policyholder turns 70, and reduces again to 50 percent of original coverage at age 75. Visit <https://presents.voya.com/EBRC/BOEOCC> for more information and to access a life insurance needs calculator. Questions about CCPS staff benefits and retirement accounts can be directed to 301-934-7459 or BenHotline@ccboe.com.

Nominate an outstanding school leader for Principal of the Year

Charles County Public Schools (CCPS) is looking for nominees for its annual Principal of the Year award.

The award honors exemplary leaders for not only their leadership, but for their commitment to providing an exceptional learning environment for students.

The principal chosen for the honor will also represent CCPS as the county finalist for the *Washington Post* Principal of the Year award.

Each year, the *Post* selects an overall award recipient for its Principal of the Year award from among finalists in the Washington, D.C., metropolitan area.

Principals can be nominated by staff, students, parents, colleagues or community members, but are not eligible if they have received the honor in the past.

Criteria for nominees includes five years of experience as a principal, three of which are required to be with CCPS, and a commitment to maintain their position as a principal with the school system for the 2019-20 school year.

Additional nomination criteria are:

- Manage effectively;
- Demonstrate and encourage creativity and innovation;
- Foster cooperation between the school and community;
- Maintain a dialogue with students, parents and staff;
- Encourage team spirit;
- Stay aware of developments in the field of education;
- Demonstrate leadership and exemplify commitment; and
- Continue to play an active role in the classroom.

Nomination materials must be submitted electronically, which is a change from previous award years.

Materials should include a nominee career summary, 200-word biography, minimum of four statements of support, descriptions of contributions in each criteria area and headshot photograph.

More details are posted online at <https://tinyurl.com/y98axmxa>. Deadline for submission of nominations is Friday, Dec. 7.

Materials should be sent by email to Ramona DiBenedetto in the CCPS Office of Human Resources at rdibenedetto@ccboe.com. Call 301-934-7242 with questions.

Board of Education to meet Nov. 13

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The Board of Education's next monthly meeting is Tuesday, Nov. 13, at the Jesse L. Starkey Administration Building on Radio Station Road in La Plata.

The public portion of the meeting begins at 1 p.m. The meeting is televised live on Comcast Channel 96 and Verizon FiOS Channel 12, and is rebroadcast throughout the week.

Board meetings are streamed live on the Charles County Public Schools (CCPS) website, www.ccboe.com. Click on the middle of the main page to start the live streaming. The following is a meeting agenda and is subject to change.

Executive session – 11:30 a.m.

Call to order – 1 p.m.

Pledge of Allegiance – North Point High School

Superintendent's update to the Board

Reports of officers/boards/committees

- Correspondence/board member updates
- Education Association of Charles County update
- American Federation of State, County and Municipal Employees update
- Student Board member update
- Bridge program
- Maryland Report Card
- Every Student Succeeds Act (ESSA) update
- Grading policy

- Project status update
- High school athletic expenditures
- 2019 legislative positions

Unfinished business
New business and future agenda items

- New business
- Future agenda items

Recognition – 4:30 p.m.

- Students
- Staff

Public Forum – 6 p.m.

Action items

- Minutes
- Personnel
- 2019 Legislative positions

Adjournment



Personnel

Apply for positions online at www.ccboe.com/jobs/currentopenings.php. All teaching positions require a bachelor's degree and MSDE certification requirements.

School Bus Driver — 10-month position. A high school diploma is required with five years of successful work experience as a school bus driver in Maryland preferred. Drivers must annually pass the Maryland school bus drivers physical examination. Applicants must meet all federal, state and local school bus driver requirements. Apply by Nov. 9.

Building Service Worker — John Hanson Middle School, 12-month position. The ability to read and write, while being physically capable of performing manual labor is required. Building service workers must be willing to work overtime as required in cases of emergency. Apply by Nov. 12.

Secretary — Mattawoman Middle School, 11-month position. Good computer literacy skills, including knowledge of Microsoft

Word, Excel and PowerPoint is required. Applicants must be able to work with pupils, teachers, parents, administrative personnel and school employees. The ability to collaborate with others, follow up and work independently is a must. Apply by Nov. 12.

Technology Education Teacher — location to be determined, 10-month position. A bachelor's degree is required and applicants must meet certification requirements as established by the Maryland State Department of Education. Apply by March 29.

Spanish Teacher — location to be determined, 10-month position. A bachelor's degree is required and applicants must meet certification requirements as established by the Maryland State Department of Education. Apply by March 29.

Behavior Specialist — Jesse L. Starkey Administration Building, 12-month position. A current Board Certified Behavior Analyst (BCBA) or Board Certified Assistant Behav-

ior Analyst (BCaBA) certification, and an advanced degree in education, psychology or a related field is required. At least three years of experience in providing behavior analysis to students with challenging behaviors is required with experience working in the school setting preferred. Position open until filled.

New Teacher Mentor (elementary) — hourly position. Master's degree or an Advanced Professional Certificate is required and the mentor must hold a Maryland Teaching Certificate or be working toward renewal. Mentors should have minimum of five years of successful teaching experience. Minimum of two years of experience in a leadership role and experience in mentoring and/or instructional assistance to staff is preferred.

Extra pay positions:

Fifth-Grade Water Safety Instructor — must have American Red Cross Lifeguard Certification and instructional experience. Call 301-934-7255.