

We are More than a Letter Grade

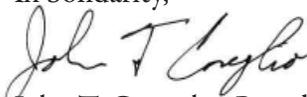
Dear Brothers and Sisters,

Last week, Ohio released its annual State Report Card for the Columbus City Schools. Our overall grade was a deafening F. This grade disappoints and insults every single CEA member considering the many hours, hard work and tireless sacrifices that our members make every single day for our students and their families.

We all know that giving our District a single letter grade is a horrible idea. Simply put, it is a letter grade that rewards affluence and punishes poor districts with tarnished reputations. Instead of stigmatizing struggling districts and threatening a state take-over, the Ohio General Assembly should be fully funding districts like Columbus, providing adequate resources to fully serve the many needs of our students. Let's be honest, the state deserves its own F for failing to solve the unconstitutional school funding crisis that it has permitted to continue decade after decade.

Together, we should be proud and celebrate the many gains that were achieved. We know the super human accomplishments that are made every day in Columbus City Schools. I applaud each one of you for giving your very best and believe you have earned an A.

In Solidarity,



John T. Coneglio, President
Columbus Education Association

2019 CCS Insurance Premiums

CCS has a self-funded insurance plan. In this type of insurance plan, claims are paid from the money collected for members' insurance benefits. Claims are only paid out when they occur. If claims are consistently lower than expected, money collected from members' insurance premiums remain in reserve. Higher-than-expected claims result in a quicker depletion of the self-funded plan reserve and cause future premium costs to increase.

Our bargaining unit members' usage of the self-funded insurance plan in 2018 was lower than in 2017 and 2016 and had fewer higher-than-expected claims. As a direct result of these positive experiences, the amount required to fund expenses for 2019 from the CCS self-funded insurance plan will amount to a 2.3 percent increase in premiums. In comparison, insurance premiums rose by 8.2 percent in 2017 and 4.5 percent in 2018.

The Joint Insurance Committee declined to make any plan design changes. Typical plan design changes such as increasing copays for primary, specialist, urgent care and/or emergency room visits would have ultimately cost bargaining unit members and their families more money out of pocket than they would have saved in lowered premiums.

Life's unexpected events can threaten a family in more ways that you can imagine. A diagnosis of cancer, a disabling injury, a stroke or a heart attack could be devastating. Fortunately, the district's insurance benefits, negotiated by your Association protect your family and your

financial security. Any increases in insurance premiums are always difficult, but our benefit-rich health insurance plan leaves you in a better position than your peers in other school districts and in the public and private sector. Listed below are the 2019 insurance rates for bargaining unit members.

2019 Contribution Rates for Medical Benefits for Teachers

Medical – 21 Pay Plan	Select	Choice
Employee only	\$49.11	\$57.46
Employee plus Child	97.93	114.56
Employee plus Spouse (grandfathered rates)**	97.93	114.56
Employee plus Spouse*	274.17	290.80
Employee plus Children	144.50	169.05
Family (Employee plus Spouse and Child(ren)(grandfathered rates)**	144.50	169.05
Family (Employee plus Spouse and Child(ren))*	404.51	429.06

Medical – 26 Pay Plan	Select	Choice
Employee only	\$39.66	\$46.41
Employee plus Child	79.10	92.53
Employee plus Spouse (grandfathered rates)**	79.10	92.53
Employee plus Spouse*	221.45	234.88
Employee plus Children	116.71	136.54
Family (Employee plus Spouse and Child(ren)(grandfathered rates)**	116.71	136.54
Family (Employee plus Spouse and Child(ren))*	326.72	346.55

Dental	21 Pay Plan	26 Pay Plan
Employee only	\$3.98	\$3.22
Family	3.98	3.22

* CEA bargaining unit members who add their spouse after May 31, 2009, will pay a higher rate contribution to include their spouse for Health Coverage.

** CEA bargaining unit members as of May 31, 2009, so long as they are continuously employed by the Board, shall be entitled to enroll a spouse for primary coverage at these rates if a qualifying event occurs. * CEA bargaining unit members as of May 31, 2009, who have continuously covered their spouse on their health coverage since May 31, 2009, shall be allowed to continue spousal coverage at these lower rates during their continuous employment with the district.

Eligible Tutors

Medical – 21 Pay Plan	Select	Choice
Tutors (15-25 scheduled hours)		
Employee only	\$225.88	\$234.23
Employee plus one (Child or Spouse)	450.41	467.04
Family (Employee plus Spouse and Child(ren))	664.53	689.07
Tutors (Over 25 scheduled hours)		
Employee only	128.66	137.01
Employee plus one (Child or Spouse)	256.54	273.17
Family (Employee plus Spouse and Child(ren))	378.50	403.05

Medical – 26 Pay Plan	Select	Choice
Tutors (15-25 scheduled hours)		
Employee only	182.44	189.18

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Employee plus one (Child or Spouse)	363.79	377.22
Family (Employee plus Spouse and Child(ren))	536.73	556.56
Tutors (Over 25 scheduled hours)		
Employee only	103.92	110.66
Employee plus one (Child or Spouse)	207.21	220.64
Family (Employee plus Spouse and Child(ren))	305.71	325.54

Dental	21 Pay Plan	26 Pay Plan
Tutors (15-25 scheduled hours)	19.90	16.08
Family (15-25 hours)	19.90	16.08
Tutors (Over 25 scheduled hours)	11.14	9.00
Family (15-25 hours)	11.14	9.00

Vision Care is fully paid for by Columbus City Schools. Tutors are not eligible for Supplemental Life Insurance.

Latchkey Teachers

Medical – 21 Pay Plan	Select	Choice
Employee only	\$128.66	\$137.01
Employee plus one (Child or Spouse)	256.54	273.17
Family (Child or Spouse)	378.50	403.05

Medical – 26 Pay Plan	Select	Choice
Employee only	103.92	110.66
Employee plus one (Child or Spouse)	207.21	220.64
Family (Child or Spouse)	305.71	325.54

Dental	21 Pay Plan	26 Pay Plan
Employee only	11.14	9.00
Family	11.14	9.00

Vision	21 Pay Plan	26 Pay Plan
Employee only	1.24	1.00
Family	1.24	1.00

Latchkey Teachers are not eligible for Basic or Supplemental Life Insurance.

What are Your Ideas for Bargaining?

In preparation for negotiations, your Association will be hosting two Bargaining Town Hall meetings. At these meetings, CEA members will learn how the bargaining process works and have the opportunity to share ideas and concerns for the upcoming member surveys on bargaining.

Both Town Hall meetings will be held at Linmoor Education Center (2001 Hamilton Ave.). Light refreshments will be provided. The meetings will be on Tuesday, Sept. 25 and Tuesday, Oct. 9, from 4:30–6:30 p.m. Please note that the agenda for both meetings is identical. You must be a CEA member in order to attend these meetings. To *RSVP*, go to <http://bit.ly/ceabargaining18>.

Don't Be Slow on SLOs

The Joint Evaluation Panel will be offering a work session for bargaining unit members who need to revise one or both of their Student Learning Objectives (SLOs). On Tuesday, Oct. 16, from 4:30–6:30 p.m., individuals working through the revision process of their SLO(s) can go to Forest Park ES or Berwick K–8 to participate.

Members of the Joint Evaluation Panel will be present at both locations to help you through the process and answer questions that you may have regarding your revisions. The sites will have computers and/or chrome carts available for individuals to access the ILEAD portal.

CEA Fall Fling was Fabulous!

The CEA Fall Fling was fabulous! We danced. We chatted. We laughed. We ate. The Fling, held Sept. 14 at the Hilton Columbus at Easton, was a great gathering full of fellowship, fun and prizes. CEA President John Coneglio welcomed and thanked CEA members for their hard work. He stated, "This party is about celebrating

us." Interim Superintendent John Stanford, fellow Association Presidents and candidates for local offices stopped by to meet central Ohio's hardest-working teachers. We loved seeing old friends and meeting new members.

We would like to thank our volunteers for a great Fling: Tom Busher, Melissa Charles, Gerry Curran, Cassandra Daniels, Carla Davis, Joe Decker, Stacie Dieffenderfer, Angel Dyer-Sanchez, Marty Flood, Katherine Goldman, Channon Gross, Michelle Hansen, Dawn Hasselbach, Tracie Helmbrecht, CJ Jamison, Jeannette Johnson, Lisa R. Johnson, Dana Kemmerling, Juli Knecht, Ben Mayfield, Rebecca McGrath Hinkle, Meredith Mucha, Scooter Mullins, Joan Powers, Kathryn Righter, Kim Shenk, Taraja Shepard Allen, Denise Sizemore and Kari Yates.

Special Notes

- The **deadline to submit teacher-developed Student Learning Objectives** into the ILEAD portal is **Friday, Sept. 28**. Additionally, teachers' first scheduled conferences with their evaluator should be accomplished by **Friday, Sept. 28**.
- Sick Leave Bank enrollment ends Friday, Sept. 28**. Donate two days in order to be able to borrow up to ten days. The donation form is available on the CCS Intranet under "Human Resources" or the CEA website under the "Forms" tab.
- The **application deadline to be a member of the CEA Negotiations Team has been extended to Friday, Sept. 28**. To apply to be on the Negotiations Team, please send a **cover letter** and **résumé** to the attention of Teri Mullins, CEA Bargaining Chair, via email (tmullins@ceaohio.org) or fax (614-253-0465). Hard copies can be delivered to the CEA Office (929 East Broad Street). **All application materials must be received by 4:30 p.m., on Friday, Sept. 28**. The selective interviewing process will be used.
- The **CEA Member Scholarship Fund is now open for applications**. This benefit is for our members with children who are college seniors. The fund provides **\$1,250 in tuition assistance for each senior attending a four-year college or university**. Eligible students are college seniors between September 2018 and June 2019 with a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members. Go to <http://bit.ly/2018CEAFall> to download the application. The **deadline is Friday, Oct. 19, 4:30 p.m.** Call Kathy Wilkes at 614-253-4731 with questions.
- Bargaining unit members** who are planning on **retiring** at some point in the 2018–2019 school year **can be exempted from the Ohio Teacher Evaluation System**. To exercise this option, you must **submit the notice of retirement by Friday, Nov. 2**, to Human Resources. To download a copy of the retirement/resignation notification form, go to <http://bit.ly/ccsretireresign> or feel free to draft your own. Your Association **strongly recommends hand delivering** your notice of retirement and **obtaining a timestamped copy**. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at 614-253-4731.

CEA Pre-Paid Legal Services Plan OEA/NEA Attorney Referral Program

At Cloppert, Latanick, Sauter and Washburn, we have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

Contact us today and allow our experience to work for you.
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