

Insurance Rates for 2020

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. 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 2020 insurance rates for bargaining unit members.



Contribution Rates for Medical Benefits for Teachers		
Medical – 21 Pay Plan	Select	Choice
Employee only	\$47.78	\$55.90
Employee plus child	95.29	111.47
Employee plus spouse (grandfathered rates)**	95.29	111.47
Employee plus spouse*	266.77	282.95
Employee plus children	140.60	164.49
Family (Employee plus spouse & child(ren) (grandfathered rates)**	140.60	164.49
Family (Employee plus spouse & children)*	393.59	417.48

Medical – 26 Pay Plan	Select	Choice
Employee only	\$38.59	\$45.15
Employee plus child	76.96	90.03
Employee plus spouse (grandfathered rates)**	76.96	90.03
Employee plus spouse*	215.46	228.54
Employee plus children	113.56	132.85
Family (Employee plus spouse & child(ren) (grandfathered rates)**	113.56	132.85
Family (Employee plus spouse and children)*	317.90	337.20

Dental	21 Pay Plan	26 Pay Plan
Employee only	\$3.98	\$3.18
Family	3.98	3.18

Life Insurance	21 Pay Plan	26 Pay Plan
Basic Life \$50,000 (Complimentary Coverage)	\$0.00	\$0.00
Supplemental Coverage	4.17	3.37

Contribution Rates for Medical Benefits for Job Share Teachers		
Medical – 21 Pay Plan	Select	Choice
Job Share Percentage	50%	50%
Employee only	\$241.27	\$249.39
Employee plus child	481.10	497.28
Employee plus spouse (grandfathered rates)**	481.10	497.28
Employee plus spouse*	566.84	583.02
Employee plus children	709.83	733.72
Family (Employee plus spouse & child(ren)) (grandfathered rates)**	709.83	733.72
Family (Employee plus spouse & child(ren))*	836.33	860.22

Medical – 26 Pay Plan	Select	Choice
Job Share Percentage	50%	50%
Employee only	\$194.87	\$201.43
Employee plus child	388.58	401.65
Employee plus spouse (grandfathered rates)**	388.58	401.65
Employee plus spouse*	457.83	470.90
Employee plus children	573.33	592.62
Family (Employee plus spouse & child(ren)) (grandfathered rates)**	573.33	592.62
Family (Employee plus spouse & child(ren))	675.50	694.79

* CEA bargaining unit members hired after May 31, 2009, will pay higher rate contribution to include their spouse for health coverage.
 ** 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.

Dental	21 Pay Plan	26 Pay Plan
Employee only	\$21.61	\$17.45
Family Coverage	21.61	17.45

Vision	21 Pay Plan	26 Pay Plan
Employee only	\$2.29	\$1.85
Family Coverage	2.29	1.85

Supplemental Life Insurance	21 Pay Plan	26 Pay Plan
(\$25,000)	\$2.09	\$1.68

Contribution Rates for Medical Benefits for Eligible Tutors		
Medical – 21 Pay Plan	Select	Choice
Tutors (15–25 scheduled hours)		
Employee only	\$219.78	\$227.90
Employee plus one (child or spouse)	438.25	454.43
Family (Employee plus spouse & child(ren))	464.58	670.47
Tutors (Over 25 scheduled hours)		
Employee only	125.18	133.30
Employee plus one (child or spouse)	249.62	265.80
Family (Employee plus spouse & child(ren))	368.29	392.17

Medical – 26 Pay Plan		
Tutors (15–25 scheduled hours)	Select	Choice
Employee only	\$177.52	\$184.08
Employee plus one (child or spouse)	353.97	367.04
Family (Employee plus spouse & child(ren))	522.24	541.53
Tutors (Over 25 scheduled hours)		
Employee only	101.11	107.67
Employee plus one (child or spouse)	201.61	214.68
Family (Employee plus spouse & child(ren))	297.46	316.75

Dental	21 Pay Plan	26 Pay Plan
Employee only	\$19.65	\$15.87
Family (15–25 hours)	19.65	15.87
Employee only (over 25 hours)	11.00	8.88
Family (over 25 hours)	11.00	8.88

Vision insurance is fully paid for by Columbus City Schools. Tutors are not eligible for supplemental life insurance.

Contribution Rates for Medical Benefits for Latchkey Teachers		
Medical – 21 Pay Plan	Select	Choice
Employee only	\$125.18	\$133.30
Employee plus one (child or spouse)	249.62	265.80
Family (child or spouse)	368.29	392.17

Medical – 26 Pay Plan	Select	Choice
Employee only	\$101.11	\$107.67
Employee plus one (child or spouse)	201.61	214.68
Family (child or spouse)	297.46	316.75

Dental	21 Pay Plan	26 Pay Plan
Employee only	\$11.00	\$8.88
Family	11.00	8.88

Vision	21 Pay Plan	26 Pay Plan
Employee & Family (same)	\$1.29	\$1.04

Our health is always a priority.



The CEA Master Agreement is set to expire in less than 1,059 days.

Calendar Survey Out Now

On Friday, Sept. 13, CEA sent members an email containing a link to an online calendar survey. The link was sent to members' personal email addresses. The results of this survey will determine the calendar for the 2020–2021 and 2021–2022 school year. This survey will close at 11:59 p.m. on Sunday, Sept. 29. If CEA does not have your personal email address, you will not be able to complete the survey. Additionally, if you have opted out of receiving emails from SurveyMonkey, you will be unable to take the survey without opting back in. If you have not received the email with the survey link, send an email from your personal email address to tellcea@ceaohio.org with your first and last name and school/unit.

Stop. Think. Call CEA.

When your administrator pressures you to quickly provide a written or verbal statement about an incident that you witnessed or were involved in, stop, think, and call CEA. Do not be insubordinate, but do let your administrator know that you have the right to representation before making any statements.

A number of our members have needlessly incriminated themselves because of statements they provided to their administrators.

If you get called into a meeting with your principal or supervisor for an unspecified reason, it is your right under the law (NLRB v. Weingarten) to:

- Ask the principal or supervisor to clarify the reason for the meeting. Don't refuse to attend, but ask why.
- Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says you shouldn't or can't.
- Set the meeting at a time when your representative can attend—the administrator is obligated to do so.
- Take up to five school days to schedule the meeting to make sure your representative can be there.
- Request the representative of your choice, not your principal's choice. You can be represented by your FR or by a staff member from the CEA office. FRs do not have to participate in hearings if they don't feel comfortable doing this kind of work.

CEA suggests representation any time the purpose of the meeting is for one of the following situations:

- Any type of disciplinary action
- Investigation meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of sick or personal leave
- Allegations of abuse
- Parental, student, or community complaint

For more information about professional behavior, read Article 404 of the *Master Agreement*.

Professional Leave: Don't Wait

CEA is fortunate to have in its contract (Section 702.16), an item that provides us time to refresh ourselves with professional development. There is \$200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course, attending a conference or workshop, or traveling in a teacher education program. Forms to apply for professional leave are available on the "Forms" section of the CEA website or on the CCS Intranet, along with the full leave guidelines and the deadline schedule for applications, based on the activity date. Here is a rundown of some of the requirements for bargaining unit members who wish to utilize professional leave:

- Preference will be given to workshops offered in the Columbus area and in the State of Ohio.
- Submit conference/activity travel requests forms for approval no less than two weeks in advance of the Professional Leave Committee meeting.
- Trips outside the continental United States are not eligible for approval.
- Summer activities are encouraged provided there are funds available from the current fiscal year.
- Professional leave cannot be used for activities to obtain college credits or certification.
- Applicants are limited to \$1,800 over a two (2) year period.
- Preference will be given to staff who have not utilized the fund within the last two years.

- Generally, no more than two teachers per building will be approved for the same activity.
- Generally, the total number of teachers attending an out-of-state conference will be limited to five or fewer across the district.

At the September meeting of the Joint Professional Leave Committee, nearly \$61,711.64 of professional development was approved for bargaining unit members. The fund is usually depleted before winter break; if you have been thinking about some special training activity, apply as early as possible. Remember, the purpose of professional leave, whether it is for a conference, workshop, or longer program, is to improve the performance of teachers in the classroom.

Apply for TLI

The CEA, in collaboration with NEA, the National Board of Professional Teaching Standards, and the Center for Teaching Quality, is seeking 40 more CEA members to participate in the 2019 cohort of the Teacher Leadership Initiative (TLI). In the coming months, hundreds of teachers from multiple sites across the country will be selected to participate. Those who are selected and complete the entire experience will receive a \$500 completion honorarium and earn 18 CEUs for their work. The deadline to submit your online application is Friday, Oct. 18. To submit your application, go to <http://bit.ly/cea19tli>. Be sure that your application is complete. Applicants will be notified of selection by the end of October. For information about applying for this program, contact Dorothy Wilson at (614) 253-4731.

Only CEA Members' Children Receive Free College Scholarships

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 Sept. 2019 and June 2020 with at least 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/fallceaschol19> to download the application. The deadline is 4:30 p.m. on Friday, Oct. 18. If you have questions, call Kathy Wilkes at (614) 253-4731.

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. Participants will receive 0.2 CEUs and materials will be provided. Register today on PD Planner for this session,

Nuts and Bolts of Classroom Management

Tuesday, Sept. 24, Hudson Lindquist Room

This class will be held from 4:30–6:30 p.m. Call the PAR office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

Special Notes

- ❑ **Sick Leave Bank enrollment ends Monday, Sept. 30. 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 **Columbus Early Career Educators (CECE)** will meet to network and hang out on **Friday, Sept. 27**, at **World of Beer, Easton at 4:30 p.m.** Come meet some amazing folks and have a great time with other early career educators!

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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