Insurance Rates for 2022

CCS has a self-funded insurance plan. In this type of insurance plan, claims are paid from the money collected from members' insurance premiums and remain in reserve, negating or blunting any premium increase. Higher-than-expected claims result in a quicker depletion of the self-funded reserve and cause premium costs to increase.

From July of 2019 until June 2020, the amount of money paid by our plan for medical claims increased 10.3 percent compared to July of 2020 through June 2021. Large claims, categorized as a single claim exceeding $100,000, nearly doubled from $5.5 million dollars to $10.1 million dollars between those two time periods. Three certificated members' combined claims totaled nearly $4 million.

Here are some drivers for the escalation in cost of claims for members of the CEA bargaining unit:
- Price inflation has caused an increase in the cost of goods and services of health care providers.
- New medical techniques and more aggressive treatments of conditions also have resulted in an increase of costs for members.
- Ongoing changes in STRS benefits over the past few years have resulted in a higher number of retiring employees who have used CCS insurance for high-cost claims prior to enrolling in STRS insurance.

The Board pays their share if premiums increase—up to eight percent. Once premium costs exceed that amount, CEA bargaining unit members are responsible for funding the entire amount of any increase above eight percent. After our meeting with insurance plan consultant, AON, your Union was informed that due to the increased usage of our health care plan, bargaining unit members' insurance premium costs for the 2022 calendar year would increase by 10.5 percent if no changes were made to the insurance plan.

In order to lower the premium increase by 2.5 percent, the Joint Insurance Committee investigated multiple plan design changes to offset the significant increases to our rates. The plan design changes approved by the committee lowered the premium increase from 10.5 to 8 percent. These changes contain cost increases to the following provisions of the plan: deductibles, out of pocket maximums, copays for Emergency Room, Urgent Care and Specialist visits and copays for prescription drugs for both 30-day and 90-day supplies. To view what you will pay (8 percent) versus could have paid (10.5 percent), go to [https://bit.ly/3FQDU](https://bit.ly/3FQDU) (chart 1). To view a complete listing of plan design changes, go to [https://bit.ly/3ts6Q](https://bit.ly/3ts6Q) (chart 2).

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 insurance benefits in CCS protect your family and your financial security. These increases in premiums will be difficult, but they leave you in a better position than your peers in other school districts and in the public and private sector.

Sick Leave Bank

Our Sick Leave Bank, negotiated by your Union, can help bridge the gap between paychecks if bargaining unit members run out of their accumulated sick leave. It's easy to join the Sick Leave Bank. Simply deposit two days and fill out the application form, which can be downloaded at [https://bit.ly/2122SLB](https://bit.ly/2122SLB). The deadline to apply to join the sick leave bank is Sept. 30. Anyone who exhausts his or her sick leave may apply to borrow up to 10 days from the bank. These borrowed days will be "paid back" as additional days are earned. In order to borrow days from the Sick Leave Bank, bargaining unit members must fill out a withdrawal form, which can be downloaded at [https://bit.ly/2122SLB](https://bit.ly/2122SLB).

Faculty Representative Training Held

There was a training session conducted for SrFRs on Aug. 19. The following buildings/units were in attendance:


Special Fall Election: District 4

Continued on Page 2

The CEA Master Agreement is set to expire in fewer than 343 days.
Grievance Update

Your Association works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise bargaining unit members to work our problems at the building level first, we know this isn’t always possible. We will regularly inform you of the grievances on which CEA is working. You can review the text of each grievance in its entirety by going to http://bit.ly/3BuY86F.

Continued from Page 1

Now Forming: 2021–2022 Bargaining Team

Your Union is now forming the Bargaining (Negotiations) Team. Our current contract is set to expire in August 2022. This posting begins our process for the next round of negotiations. Our comprehensive team will represent the diversity and varied experience levels of all our members. Inside your contract book, you will find a list of 50 members who helped guide us through the process during our last round of negotiations.

We are looking for members who want to be involved in the future of CEA. As a representative on the Bargaining Team, you will have an opportunity to work as part of a large team of dedicated members. As a part of the team, your responsibilities will include:

• identifying the current needs of teachers,
• communicating and disseminating information to our members, and,
• serving as liaisons to keep members updated throughout the year.

Interested applicants should send a cover letter highlighting your interests and qualifications along with a résumé to:

Kathy Wilkes at wilkesk@ceaohio.org

The selective interviewing process will be utilized to select the Bargaining Team members.

Have You Formed Your ABC?

One of the most important mechanisms of the school building is the Association Building Council (ABC). This group of at least five teachers, organized during the first month of each school year, is an advisory group that assists the principal and the school staff in developing policies and programs for the school. Details can be found in your CEA Master Agreement (Article 202.01). Here are the basics:

• The ABC consists of the building’s Senior Faculty Representative, two other members elected by secret ballot, and two members appointed by the principal.
• All CEA bargaining unit members have the right to have matters placed on the ABC agenda and have the right to speak to the ABC on those items. Most ABC meetings are open to all CEA bargaining unit members in the building.
• The principal is not a member of the ABC and cannot vote on any agenda items, but should be in attendance at all ABC meetings.
• Send a copy of the minutes of your ABC meetings to CEA Vice President Phil Hayes at hayesp@ceaohio.org and your CEA District Governor.

Building/Unit Administrator | Statement of Grievance | Relief Requested | Disposition
---|---|---|---
South Millfin ES | The Master Agreement was violated, misinterpreted and/or misapplied when the principal at Briggs HS, Tonya Milligan, unilaterally implemented a nine period day...
Step 2 hearing held. A settlement was reached. To see the entire response, go to: https://bit.ly/4goLDhZ

South Millfin ES principal Pamela Eberhard-Horton, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education Agreement.

The grievant(s) shall be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Written Reprimand issued on or about June 15, 2021. The grievant(s) shall be made whole in every way, including but not limited to the following: The Board will cease and desist from unilaterally pro-rating supplemental contracts and altering supplemental pay. All affected began.
Step 1 hearing held. Relief requested denied. Step 2 hearing pending.

CCS Administration | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal at Briggs HS, Tonya Milligan, unilaterally implemented a nine period day...
The grievant(s) shall be made whole in every way, including but not limited to the following: The CEA office no later than 4:30 p.m. on Friday, Oct. 15, 2021. Ballots will be collected and tallied by the Election Coordinator.
Step 2 hearing held. A settlement was reached. To see the entire response, go to: https://bit.ly/3ngvILH

The principal reverted to an eight period day as specified in the Memorandum of Agreement on the Eight Period Day in High Schools and Middle Schools.
Step 1 hearing pending.

Briggs HS | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal at Briggs HS, Tonya Milligan, unilaterally implemented a nine period day...
That the principal revert to an eight period day as specified in the Memorandum of Agreement on the Eight Period Day in High Schools and Middle Schools.
Step 1 hearing pending.

Grievance Update

Looking for Professional Development Opportunities?
The Peer Assistance and Review (PAR) program facilitates professional development sessions throughout the school year which are open to all CCS educators. Session topics are relevant to today’s educator and are aligned with areas of the OTES 2.0 rubric. Session descriptions can be found in the CCS PD System (PDS). Fee less to call the PAR Office at (614) 365-5110 for more information. All classes will be conducted via Zoom.

Upcoming sessions:
Sept. 20: Elementary Counselor Collaborative (4–5 p.m.)
Sept. 21: Planning with the Whole Child in Mind (4:30–6:30 p.m.)
Oct. 5: Skills and Techniques to Help Manage Your Classroom (4:30–6:30 p.m.)
Oct. 12: Maximizing Routines and Procedures for Middle and High School Teachers (3–4 p.m.)

Special Notes

□ All Resident Educators are required to attend a Resident Educator orientation session each school year. The sessions are offered on Monday, Sept. 13, and Wednesday, Sept. 15, from 4:30–6:30 p.m. and will be facilitated via Zoom. The Zoom link will be sent to registrants via email the day before the meeting. Register in PDS (course number 42016).

□ Following the District 7 meeting, Faculty Representatives from District 7 will vote to fill the unexpired term of the District 7 Governor.

□ Personal Contact Info: CEA needs your personal (non-CCS) email address and your cell phone number so we can communicate important information to you. CEA needs to communicate critical information to you quickly, and that is not always the CEA Voice. If you are not receiving messages from CEA, send an email with your current information to Michelle Crouse at crousem@ceaohio.org.

□ Professional Leave: 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 or attending a conference or workshop. Forms to apply for professional leave are available in the “Forms” section of the CEA website or the CCS Intranet, along with the full leave guidelines and the deadline schedule for applications based on the activity date.

□ Membership: More than ever, membership in CEA is critical as we approach bargaining for a new contract. CEA is asking that if you know someone new to your building or unit, approach the person and ask them to become a member of CEA. We have made joining CEA simple and quick. Step 1: Click “JOIN” on the homepage at www.cseaohio.org. Step 2: Download the CEA Membership form to your device and complete it.; Step 3: Email the completed form to CEA Membership Coordinator Kathy Wilkes at wilkesk@ceaohio.org. Call CEA at (614) 253-4731 or 253-4743 with questions.

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.

CEA Pre-Paid Legal Services Plan

OEA/NEA Attorney Referral Program

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