

Insurance Rates for 2022

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, negating or blunting future premium increases. However, higher-than-expected claims result in a quicker depletion of the self-funded plan reserve and cause future 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/3l7FQDU> (chart 1). To view a complete listing of plan design changes, go to <https://bit.ly/3tts6qO> (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>. 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>. When you retire or resign, the two days you deposited to join will be returned to you. If you joined the Sick Leave Bank in the past, you do not need to rejoin, nor do you need to make an additional donation.

Faculty Representative Training Held

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

17th Avenue Service Center, Adapted PE, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, Binns ES, BlendEd K-8, Briggs HS, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus Africentric EC SS, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6-12@Brookhaven, Columbus North International HS 7-12, Columbus Scioto 6-12, Columbus Spanish Imm. K-6, Como ES, Cranbrook ES, Devonshire ES, Dominion MS, Duxberry Park ES, Eakin ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, ECE @ Central Enrollment, École Kenwood K-6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, Gifted & Talented, Hamilton STEM Acad. K-6, Highland ES, Hilltonia MS, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Innis ES, Johnson Park MS, Juvenile Intervention Center, Leawood ES, Liberty ES, Lincoln Park K-6, Lindbergh ES, Linden Park ECE, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Moler K-6, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, NPSS Tutors, Nurses, Oakland Park ES, Oakmont ES, Ohio Avenue ES, Olde Orchard ES, Options for Success@Linmoor, OT/PT, Parkmoor ES, Parsons K-6, Part-Time Intervention Specialists, PBIS Coordinators, Psychologists, Ridgeview MS, Salem ES, School Counselors, Scottwood ES, Social Emotional Learning Practitioners, Shady Lane ES, Sherwood MS, Siebert K-6, Social Workers, South HS 7-12, South Mifflin STEM Acad PreK-6, Southland, Southwood K-6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, St. Vincent, Starling K-8, Stewart ES, Sullivant ES, Trevitt ES, Valley Forge ES, Valleyview ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winter-set ES, Woodcrest ES, Woodward Park MS, World Language MS, and Yorktown MS.

Special Fall Election: District 4

Seeking candidates for the unexpired terms of Governor for District 4

A Declaration of Candidacy for CEA Office will be available starting Oct. 4, 2021. The form will be able to be found at

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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 out 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 <https://bit.ly/3BUy86F>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
South Mifflin ES Pamela Eberhardt-Horton	South Mifflin ES principal Pamela Eberhardt-Horton, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education...	The grievant will 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 from the grievant's per...	Step 1 hearing held. Relief requested denied. Step 2 hearing pending.
CCS Administration	The Master Agreement was violated, misinterpreted and/or misapplied when the Board/District unilaterally pro-rated supplemental contracts for members on an ...	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 bargain...	Step 2 hearing held. A settlement was reached. To see the entire response, go to: https://bit.ly/3ngvLLH .
CCS Administration	The CEA board agreement was violated, misinterpreted and/or misapplied When supervisor of school counseling Bill Mitchell, acting as an agent of the board of education...	The grievant(s) shall be made whole in every way, including but not limited to the following: Reinstated as a resource counselor for the 2021-2022 school year; Provide supplemental pay hours she was denied prior to and ...	Step 2 hearing held. Awaiting decision.
Briggs HS Tonya Milligan	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 and that any future schedule variances follow the Reform Panel...	Step 1 hearing pending.

Go to <https://bit.ly/3BUy86F> to see the grievances in their entirety.

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www.ceaohio.org or by calling CEA at (614) 253-4731. It is due at the CEA office no later than 4:30 p.m. on Friday, Oct. 15, 2021. Campaigning begins Oct. 4 and runs through Nov. 16, 2021. Ballots will be in the buildings on Friday, Oct. 29, 2021. Voting will begin on Tuesday, Nov. 2, 2021, and will end Tuesday, Nov. 16, 2021. Ballots will be collected and tallied by the Election Committee on Wednesday, Nov. 17, 2021.

Call Brittany Herb, CEA Election Chair, at (440) 225-2631 with any questions.

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 agendas 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.

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). Feel free 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 contact 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:** Now 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.ceaohio.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 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



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