

## What are Your Ideas for Bargaining?

In preparation for negotiations, your Union will be hosting three virtual Bargaining Town Hall meetings. At these meetings, CEA members will learn how the bargaining process works, have the opportunity to learn about organizing process and events as well as to share ideas and concerns for the upcoming member surveys on bargaining. The Town Hall meetings will be held virtually via zoom. The meetings will occur from 4:30-6:30 p.m. on:

- Tuesday, Oct. 12 Registration: <https://bit.ly/101221CEABTH>
- Tuesday, Oct. 26 Registration: <https://bit.ly/102621CEABTH>
- Wednesday, Nov. 3 Registration: <https://bit.ly/110321CEABTH>

Note that the agenda for all three meetings are identical. You must be a CEA member in order to attend these meetings. To register for the town hall of your choice, simply click the link next to the date of the meeting.

## Insurance Rates for 2022 Employee Benefit Contributions Per Pay Certificated Employees

| Medical 21 Pay Plan                           | Select  | Choice  |
|---|---------|---------|
| Employee only                                 | \$52.13 | \$60.98 |
| Employee plus Child                           | 103.94  | 121.59  |
| Employee plus Spouse (grandfathered rates)**  | 103.94  | 121.59  |
| Employee plus Spouse*                         | 290.99  | 308.64  |
| Employee plus Children                        | 153.37  | 179.42  |
| Family (Employee plus Spouse and child(ren))  | 153.37  | 179.42  |
| Family (Employee plus Spouse and child(ren)*) | 429.33  | 455.38  |

| Medical 26 Pay Plan                           | Select  | Choice  |
|---|---------|---------|
| Employee only                                 | \$42.10 | \$49.25 |
| Employee plus Child                           | 83.95   | 98.21   |
| Employee plus Spouse (grandfathered rates)**  | 83.95   | 98.21   |
| Employee plus Spouse*                         | 235.03  | 249.29  |
| Employee plus Children                        | 123.87  | 144.92  |
| Family (Employee plus Spouse and child(ren))  | 123.87  | 144.92  |
| Family (Employee plus Spouse and child(ren)*) | 346.76  | 367.81  |

\* CEA bargaining unit members or Administrators 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 or Administrators 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 or Administrators 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 | \$3.98      | \$3.22      |
| Family        | \$3.98      | \$3.22      |

| Life Insurance                      | 21 Pay Plan | 26 Pay Plan |
|-------------------------------------|-------------|-------------|
| Basic Life \$50,000 (District Paid) | \$0.00      | \$0.00      |
| Supplemental Life-\$50,000          | 4.17        | 3.37        |

| Vision Buy-Up        | 21 Pay Plan | 26 Pay Plan |
|----------------------|-------------|-------------|
| Employee Only        | \$2.78      | \$2.24      |
| Employee + 1         | 5.55        | 4.49        |
| Employee + 2 or more | 8.95        | 7.23        |

The Base Vision plan is paid 100% by the District.

### Eligible Tutors

| Medical 21 Pay Plan         | Select   | Choice   |
|-----------------------------|----------|----------|
| <b>Tutors (15-25 hours)</b> |          |          |
| Employee only               | \$239.74 | \$248.59 |

|  |          |        |
|--|----------|--------|
| Employee plus one (Child or Spouse)          | 478.05   | 495.70 |
| Family (Employee plus Spouse and child(ren)) | 705.29   | 731.35 |
| <b>Tutors (over 25 scheduled hours)</b>      |          |        |
| Employee only                                | \$136.55 | 145.41 |
| Employee plus one (Child or Spouse)          | 272.28   | 289.93 |
| Family (Employee plus Spouse and child(ren)) | 401.72   | 427.78 |

| Medical 26 Pay Plan                          | Select   | Choice   |
|--|----------|----------|
| <b>Tutors (15-25 hours)</b>                  |          |          |
| Employee only                                | \$193.64 | \$200.79 |
| Employee plus one (Child or Spouse)          | 386.11   | 400.37   |
| Family (Employee plus Spouse and child(ren)) | 569.66   | 590.70   |
| <b>Tutors (over 25 scheduled hours)</b>      |          |          |
| Employee only                                | \$110.29 | \$117.44 |
| Employee plus one (Child or Spouse)          | 219.92   | 234.18   |
| Family (Employee plus Spouse and child(ren)) | 324.47   | 345.51   |

| Dental                        | 21 Pay Plan | 26 Pay Plan |
|-------------------------------|-------------|-------------|
| Employee only (15-25 hours)   | \$19.93     | \$16.09     |
| Family (15-25 hours)          | 19.93       | 16.09       |
| Employee only (over 25 hours) | 11.16       | 9.01        |
| Family (over 25 hours)        | 11.16       | 9.01        |

| Life Insurance                  | 21 Pay Plan | 26 Pay Plan |
|---------------------------------|-------------|-------------|
| Basic Life \$50,000(Board Paid) | \$0.00      | \$0.00      |

Note: Tutors are not eligible for Supplemental Life Insurance

| Vision Buy-Up        | 21 Pay Plan | 26 Pay Plan |
|----------------------|-------------|-------------|
| Employee Only        | \$2.78      | \$2.24      |
| Employee + 1         | 5.55        | 4.49        |
| Employee + 2 or more | 8.95        | 7.23        |

The Base Vision plan is paid 100% by the District.

### Latchkey Teachers

| Medical 21 Pay Plan                 | Select   | Choice   |
|-------------------------------------|----------|----------|
| Employee only                       | \$136.55 | \$145.41 |
| Employee plus one (Child or Spouse) | 272.28   | 289.93   |
| Family (Child or Spouse)            | 401.72   | 427.78   |

| Medical 26 Pay Plan                 | Select   | Choice   |
|-------------------------------------|----------|----------|
| Employee only                       | \$110.29 | \$117.44 |
| Employee plus one (Child or Spouse) | 219.92   | 234.18   |
| Family (Child or Spouse)            | 324.47   | 345.51   |

| Dental        | 21 Pay Plan | 26 Pay Plan |
|---------------|-------------|-------------|
| Employee only | \$11.16     | \$9.01      |
| Family        | 11.16       | 9.01        |

| Vision Base          | 21 Pay Plan | 26 Pay Plan |
|----------------------|-------------|-------------|
| Employee only        | \$5.58      | \$4.47      |
| Employee + 1         | 1.16        | .94         |
| Employee + 2 or more | 1.87        | 1.51        |

| Vision Buy-Up        | 21 Pay Plan | 26 Pay Plan |
|----------------------|-------------|-------------|
| Employee Only        | \$3.36      | \$2.71      |
| Employee + 1         | 6.71        | 5.42        |
| Employee + 2 or more | 10.82       | 8.74        |

The Base Vision plan is paid 100% by the District.  
Latchkey Teachers are not eligible for Basic or Supplemental Life Insurance.

The CEA Master Agreement is set to expire in fewer than 322 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 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/2YcAWxZ>.

| 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 2 hearing held. Step 2 hearing held. Relief denied.      |
| 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 held. Relief denied. Step 2 hearing pending.   |
| CCS Administration                       | As of the filing of this grievance, September 10, 2021, CEA bargaining unit member Amy Price has not received her severance pay consistent with Article 810.01(E) of... | The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: Retired CEA Bargaining Unit Member Amy Price shall be paid severance pay consistent with Article 810... | Step 2 hearing pending.                                       |
| CCS Administration                       | On or about 9/13/2021, CEA bargaining unit member Amy Price received confirmation via the ESS system that her Severance Pay, included in her...                         | The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: Retired CEA Bargaining Unit Member Amy Price shall be paid severance pay consistent with Article 810... | Step 2 hearing pending.                                       |
| Whetstone HS Janet Routzong              | Principal Janet Routzong and/or other Administrators at Whetstone High School acting in their capacity as agents of the BOARD violated, misinterpreted, and/or...       | The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: The BOARD shall cease and desist from violating, misinterpreting, and/or misapplying the...             | Step 1 hearing held. Relief denied. Step 2 hearing scheduled. |
| Berwick K-8 Kyla Mitchell                | Berwick K-8 principal, Kyla Mitchell, in her capacity as agent of the Board of Education of Columbus City Schools, violated, misinterpreted, and/or misapplied...       | The grievant(s) shall be made whole in every way, including but not limited to the following: The Board/District will cease and desist from scheduling classroom teachers for intervention "pull-out" and "push-in" ...       | Withdrawn without prejudice.                                  |
| Mifflin MS Tracey Colson                 | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Mifflin MS, Tracey Colson, subjected the grievant to...                    | That the principal provide a hard-copy apology in writing on CCS letterhead to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the admin...        | Step 1 hearing pending.                                       |
| CCS Administration                       | The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the Administration when the Board/Administration directed principals to...                   | The grievants shall be made whole in every way, including but not limited to the following: The Board shall immediately follow the proper procedure for classroom reassignment of students from...                            | Step 1 hearing pending.                                       |

Go to <https://bit.ly/2YcAWxZ> to see the grievances in their entirety.

## Open Enrollment — It's Required

During Open Enrollment (Oct. 11–29), all benefits-eligible bargaining unit members must do one of the following:

1. Reconfirm any current benefit elections
2. Elect or make changes to benefits (add or delete dependents, update beneficiary information, etc.)
3. Waive coverage

Employee Self Service (ESS) will be used for the 2021 enrollment process. Make sure you are able to log on to ESS PRIOR to the start of Open Enrollment. Benefit choices made during Open Enrollment will be effective Jan. 1, 2022.

## How To Request Remote Work

If a CEA bargaining unit member is subject to a federal, state, or local quarantine order or advised by a health care provider to quarantine due to exposure or possible exposure to COVID-19 while the member was acting within the scope of the member's employment for the Board, or required to self-isolate and the member does not have symptoms of COVID-19 that prevent the member from completing the member's duties, the member may elect to work remotely during the period of quarantine or isolation.

Additionally, if a CEA bargaining unit member is subject to a federal, state, or local quarantine order or advised by a health care provider to quarantine due to exposure or possible exposure to COVID-19 not related to the member's employment with the Board, the member may request to complete the member's duties remotely instead of taking sick or other applicable leave, and the District will consider and approve such requests in accordance with District needs.

If you are subject to quarantine or required to self isolate and you wish to apply for remote work, use the following form to communicate your request <https://bit.ly/39aHbnS>. It is important that you enter your absence as sick leave. Any sick days used during this time will be refunded back to the date of the district's receipt of your application. Please note that requests for remote work cannot be approved for bargaining unit members who must remain at home to take care of family members who are subject to an isolation or quarantine order.

## Only CEA Members' Children Get 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 \$1,500 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2021 and June 2022 with at least a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have been 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 <https://bit.ly/3bCI0J7> to download the application form. The **deadline is 4:30 p.m., Friday, Oct. 15.** If you have questions, call Kathy Wilkes at (614) 253-4731.

## It's Mini Grant Time!

This year the CEA Mini Grants Committee is pleased to announce two big changes to the Mini Grant application process. First of all, the committee determined there was a desperate need to add an SEL Mini Grant. Additionally, the entire process has gone paperless.



Members who wish to apply for fall 2021 Mini Grants will need to scan the QR Code above. A blank Google form will appear; this is the new grant application. Read and follow all directions to not delay the processing of your proposal. If members need assistance with this new application process, reach out to Tracie Helmbrecht at (614) 398-1201. **All fall 2021 proposals must be submitted by 4:30 p.m., Oct. 27, 2021.**

## 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:

**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 Note

- Special Fall Election: District 4 is seeking candidates for the unexpired terms of Governor for District 4. A Declaration of Candidacy for CEA Office is available to download at [www.ceaohio.org](http://www.ceaohio.org) or by call CEA at (614) 253-4731. It is due at the CEA office no later than 4:30 p.m., Friday, Oct. 15, 2021. Campaigning began 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.**

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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