

CEA Member Scholarship Fund
is open for applications.
Go to <https://bit.ly/30YVyr>
Deadline:
Friday, Oct. 13, 4 p.m.

John Coneglio
President

www.ceaohio.org

October 2, 2023

2024 CCS Insurance Premiums

CCS has a self-funded insurance plan. In this type of 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 2023 was higher than in 2022, and had higher-than-expected claims. Spending on our pharmacy plan increased by 13 percent, nearly double the expected trend. Approximately 14 percent of the total amount spent by our insurance plan was to cover GLP-1 drugs (Ozempic, Jardiance, etc.) which typically cost \$1,000 or more for each month of use. Also due to inflation, increased utilization and rising medical prices the amount required to fund expenses for 2024 from the CCS self-funded insurance plan will amount to a 5.4 percent increase in premiums. This compares to a 7.9 percent increase in 2023 and an 8 percent increase in 2022. 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 than we 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 2024 insurance rates for bargaining unit members: *(Employee Benefit Contributions Per Pay)*

Certificated Employees

Medical 21 Pay Plan	Select	Choice
Employee Only	\$59.30	\$69.38
Employee + Child	118.24	138.32
Employee + Spouse (Grandfathered Rates)**	118.24	138.32
Employee + Spouse*	331.03	351.11
Employee + Children	174.46	204.10
Family (Employee + Spouse & Child(ren))(Grandfathered)**	174.46	204.10
Family (Employee + Spouse & Child(ren))*	488.40	518.04

Medical 26 Pay Plan	Select	Choice
Employee Only	\$47.89	\$56.03
Employee + Child	95.50	111.72
Employee + Spouse (Grandfathered Rates)**	95.50	111.72
Employee + Spouse*	267.36	283.58
Employee + Children	140.92	164.86
Family (Employee + Spouse & Child(ren))(Grandfathered)**	140.92	164.86
Family (Employee + Spouse & Child(ren))*	394.48	418.42

* CEA bargaining unit members who add their spouse after May 31, 2009, will pay a higher rate contribution to include their spouse for medical 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 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
Employee + Child	\$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	4.51	3.65

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

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

Eligible Tutors

Medical 21 Pay Plan	Select	Choice
Tutors (15-25 hours)		
Employee Only	\$272.73	\$282.81
Employee + One (Child or Spouse)	543.83	563.91
Family (Employee + Spouse & Child(ren))	802.33	831.97
Tutors (over 25 scheduled hours)		
Employee Only	\$155.34	\$165.42
Employee + One (Child or Spouse)	309.75	329.83
Family (Employee + Spouse & Child(ren))	456.99	486.63

Medical 26 Pay Plan	Select	Choice
Tutors (15-25 hours)		
Employee Only	\$220.28	\$228.42
Employee + One (Child or Spouse)	439.24	455.46
Family (Employee + Spouse & Child(ren))	648.05	671.99
Tutors (over 25 scheduled hours)		
Employee Only	\$125.46	\$133.60
Employee + One (Child or Spouse)	250.17	266.39
Family (Employee + Spouse & Child(ren))	369.12	393.06

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 (District 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+	8.95	7.23

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

Latchkey Teachers

Medical 21 Pay Plan	Select	Choice
Employee Only	\$155.34	\$165.42
Employee + One (Child or Spouse)	309.75	329.83
Family (Employee + Spouse & Child(ren))	456.99	486.63

Medical 26 Pay Plan	Select	Choice
Employee Only	\$125.46	\$133.60
Employee + One (Child or Spouse)	250.17	266.39
Family (Employee + Spouse & Child(ren))	369.12	393.06

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	\$0.58	\$0.47
Employee + 1	1.16	0.94
Employee + 2+	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+	10.82	8.74

Note: Latchkey Teachers are NOT eligible for Basic or Supplemental Life Insurance.

The CEA Master Agreement is set to expire in fewer than 686 days.

Grievance Update

CEA works 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 regularly inform you of grievances we are working to resolve. To view each grievance in its entirety, go to <https://bit.ly/46118nG>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
Ridgeview MS Natalie James	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ridgeview MS, Natalie James, failed and/or refused to adjust the grievant's class load.	That the grievant be made whole in every way, including but not limited to adjusting the grievant's class load for the second semester of the 22-23 school year, and that NO REPRISALS be taken against the grievant or any other...	Arbitration requested, pending arbitrator selection and hearing dates.
Cassady ES Amber Hall	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Cassady ES, Amber Hall, subjected the grievant to repeated and/or extreme verbal abuse in...	That the principal apologize in writing to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to control such behavior in...	Awaiting Step 2 response.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Master Agreement by unilaterally modifying the online application...	All CEA bargaining unit members who applied and were denied continuing contract status during the 2022-2023 school year on the basis of not having received "accomplished" or "skilled" overall ratings, but who have met all...	*See note at bottom of grievance report. https://bit.ly/46118nG
PAR Administrator Rhonda Rice	The Columbus City Schools Board of Education and/or its Agents violated, misinterpreted, and/or misapplied negotiated provisions of the 2022-2025 CEA-CCS Master Agreement when they...	Grievant shall be made whole in every way, including but not limited to the following: Grievant shall immediately be paid in full for supplemental wages owed based upon her 2022-2023 Peer Assistance and Review supplemental...	Step 2 hearing pending.
CCS Administration	CCS Hearing Officer Dianne McLinn, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education Association-Columbus City Schools 2022-...	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 7, 2022 from the grievant's personnel and discipline...	Step 2 hearing held. Awaiting response.
Career & Technical Education Department Jennifer Meade	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master agreement when the grievant was given a...	The grievant shall be made whole in every way including but not limited to removing the Written Reprimand from all personnel files. Removing the Letter of Direction that is included and lead to the Written Reprimand;...	Grievance denied at Step 2 hearing.
CCS Administration	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master agreement when it was determined that...	Both grievants shall be made whole by immediate repayment of the classroom reassignment pay that has been calculated, plus 5% interest compounded annually; and that NO REPRISALS be taken against the...	Step 2 hearing pending.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administration unilaterally altered the start and end times of the school day at the JIC.	That the administration revert to the original start and end times in place at JIC, that the grievants be made whole for any expenses incurred as a result of a change (i.e. child care) and that NO REPRISALS be taken...	Step 2 hearing pending.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administration unilaterally changed the schedule at JIC from a nine period day to an eight period...	That the administration reduce the number of teaching sections to five and reinstate the duty period, and that NO REPRISALS be taken against the grievant or any other bargaining unit member due to the filing of this...	Step 2 hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Master Agreement by hiring a bargaining unit member in...	The grievant(s) shall be made whole in every way, including but not limited to: Agents of the Board shall immediately cease and desist from directing bargaining unit members to perform job duties of bargaining...	**See note at bottom of grievance report. https://bit.ly/46118nG
Salem ES Nikki Myers	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Salem ES, Nikki Myers, subjected the grievant to direct verbal criticism/extreme verbal...	That the principal apologize in writing to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to control...	Step 1 Hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when video evidence...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the written reprimand issued on September 14, 2023 from all employee...	Step 2 hearing pending.
Indianola Informal K-8 Brandy Koeth	Indianola Informal K-8 Principal Brandy Koeth, acting in her capacity as agent of the Columbus City Schools Board of Education, violated, misinterpreted, or misapplied provisions...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall provide appropriate administrative support consistent with Article 208.01 and shall immediately cease and...	Step 1 hearing pending.

2023 Mini Grant Application Window Now Open!

The CEA Foundation Mini Grant application window opens today and closes Monday, Oct. 25, 2023, 4:30 p.m. to align with the first Records Day of the year. To apply for this year's grants, sign in to your personal Google Drive and go to <https://bit.ly/ceaminigrant>.

There have been significant changes to the Mini Grants:

- There will only be **one (1)** application window. If you have a project planned for the spring, you will need to apply during this application window.
- Read the application carefully. It works best to complete the application on a Chromebook, laptop, or desktop.
- You must be in your personal Google Drive, not your CCS Drive.
- New Mini Grant email: ceaminigrants@gmail.com. Use this for all questions and communication.
- If you would like to receive guidance and see a real time application being completed, join the Mini Grant Zoom training Oct. 10, 4:30 p.m. This is an optional meeting and will not impact the selection process if you cannot attend.
 - o To attend, log into Zoom: Meeting Code 850 1686 8143, Passcode: MiniGrants

Contact Tracie Helmbrecht at ceaminigrants@gmail.com or text (614) 398-1201 with questions.

The November General Election is Almost Here

There are many local races that matter. For our Union, none is more crucial than Issue 11, the CCS Levy. The Membership Action Team (MAT) will be hosting two canvas dates in the voter-dense Clintonville neighborhood. Join the MAT Team on Saturday, Oct. 14 and Saturday, Nov. 4 from 10 a.m. to 12 p.m. We'll meet at the Rusty Bucket Restaurant (4109 N. High St.) both times and disperse from there to knock on doors and encourage folks to vote yes on the levy. To sign up, go to <https://bit.ly/cea23canvas>.

PAR/CEU Classes

The Peer Assistance and Review (PAR) program facilitates professional development sessions which are open to all CCS educators. Session descriptions can be found in the **CCS PD System (PDS) #57848**. Call the PAR Office at (614) 365-5110 for more information. Upcoming sessions include:

Oct. 3	CCS 101: Infinite Campus, Behavior Support, ESS, ELL, and IT Self Support (4:30-6:30 p.m. at Hudson Professional Library)
Oct. 4	iReady is Done What Can I Learn from the Data to Impact my Teaching (4:30-6:30 p.m. at Hudson Professional Library)
Oct. 17	Equity: Creating a Culturally Relevant School Community (4:30-6:30 p.m. at Columbus Metropolitan Library Main Library Rm 3B)
Oct. 19	Yo Girl! You Got Drama? (4:30-6:30 p.m. at Hudson Professional Library)
Oct. 24	RESA Support for RE2's and 3's (4:30-6:30 p.m. at AIMS Cafetorium)

Special Notes

Make a donation to the Catastrophic Sick Leave Bank: The following members have been approved for Catastrophic Leave and are in need of donated days: **Jimmie Beall, Lincoln Park ES;** and **Sarah Helvey, Independence HS**. To donate, complete the **Catastrophic Sick Leave Donation Form**, available on the CEA and CCS websites. Submit the completed form to leavesofabsence@columbus.k12.oh.us.

Join the CEA Mini Grant Committee: Support your colleagues and CEA members in creating superior learning environments. Apply to become part of the Grant Committee. Complete an application by going to <https://bit.ly/mingrantcommitteeapplication>. The **deadline for committee applications is Oct. 6, 4:30 p.m.**

Retiring? Avoid OTES: Bargaining unit members who are planning on retiring during the 2023-2024 school year can be exempted from the Ohio Teacher Evaluation System. To take advantage of this, submit your notice of retirement to Human Resources by Wednesday, Nov. 1. You must continue to complete the evaluation process until your retirement has been approved by the Board of Education. To download retirement information or access the Google form to submit notification of retirement, go to <https://www.csoh.us/Page/2340>. If you have questions, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

CEA Special Fall Election: The following elected positions will be filled in the **2023-2024 Special Fall Election:** Governors for High School At-Large, Middle School At-Large, and 1-2 OEA Delegates and Alternates. The **declaration period begins Monday, Oct. 2**. Declaration forms will be available for download on the CEA website. Declaration forms may also be obtained by contacting Jen Gable (gablej@ceaohio.org). **Declaration forms must be received by the CEA office by Friday, Oct. 13, 4:30 p.m.** Ballots will be sent to building SFRs the week of Oct. 23. The **voting window begins Monday, Oct. 30, and ends Tuesday, Nov. 14**. Members of the Elections Committee will **collect ballots for tally Wednesday, Nov. 15**. Call CEA Elections Chair Brittany Pierce at (440) 225-2631 with any questions. (If there is a run-off election, ballots will be sent to buildings on Friday, Dec. 1. Run-off voting begins Tuesday, Dec. 5 and ends on Monday, Dec. 18. Tally day is Tuesday, Dec. 19.)

For the position of Capital Vice President, declaration begins Monday, Oct. 2 and ends when the election takes place on Wednesday, Nov. 8 at the Capital Representative Assembly.

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.