

## 2023 CCS Insurance Premiums

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. 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 2021 was higher than in 2020, and had higher-than-expected claims. Large claims (individual claims totaling \$100,00 or more) went from a total of \$11 million to \$16 million. Due to inflation, increased utilization and rising medical prices the amount required to fund expenses for 2023 from the CCS self-funded insurance plan will amount to a 7.9 percent increase in premiums. In comparison, a 10.5 percent increase was forecasted for 2021 until plan redesign lowered them to 8 percent.

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 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. 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 2019 insurance rates for bargaining unit members:

### Employee Benefit Contributions Per Pay Certificated Employees

Medical 21 Pay Plan	Select	Choice
Employee only	\$56.24	\$65.79
Employee plus Child	112.15	131.19
Employee plus Spouse (Grandfathered Rates)**	112.15	131.19
Employee plus Spouse*	313.78	333.02
Employee plus Children	165.48	193.59
Family (Employee plus Spouse and child(ren))	165.48	193.59
Family (Employee plus Spouse and child(ren))*	463.25	491.36

Medical 26 Pay Plan	Select	Choice
Employee only	\$45.42	\$53.14
Employee plus Child	90.58	105.96
Employee plus Spouse (Grandfathered Rates)**	90.58	105.96
Employee plus Spouse*	253.60	268.98
Employee plus Children	133.66	156.36
Family (Employee plus Spouse and child(ren))	133.66	156.36
Family (Employee plus Spouse and child(ren))*	374.16	396.87

\* 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
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	4.51	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 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	\$258.68	\$268.23
Employee plus one (Child or Spouse)	515.81	534.86
Family (Employee plus Spouse and child(ren))	761.01	789.13
<b>Tutors (over 25 scheduled hours)</b>		
Employee only	\$147.34	156.89
Employee plus one (Child or Spouse)	293.79	312.83
Family (Employee plus Spouse and child(ren))	433.46	461.57

Medical 26 Pay Plan	Select	Choice
<b>Tutors (15-25 hours)</b>		
Employee only	\$208.93	\$216.55
Employee plus one (Child or Spouse)	416.62	432.00
Family (Employee plus Spouse and child(ren))	614.66	637.37
<b>Tutors (over 25 scheduled hours)</b>		
Employee only	\$119.00	\$126.72
Employee plus one (Child or Spouse)	237.29	252.67
Family (Employee plus Spouse and child(ren))	350.10	372.81

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	\$147.34	\$156.89
Employee plus one (Child or Spouse)	293.79	312.83
Family (Child or Spouse)	433.46	461.57

Medical 26 Pay Plan	Select	Choice
Employee only	\$119.00	\$126.72
Employee plus one (Child or Spouse)	237.29	252.67
Family (Child or Spouse)	350.10	372.81

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 1,066 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 regularly inform you of the grievances on which CEA is working. To review the text of each grievance in its entirety, go to <https://bit.ly/3R3ZXAI>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the Administration when the Board/Administration directed principals to reassign...	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 elementary bargaining unit members without a...	The CEA Board of Governors voted to advance this grievance to arbitration.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2019-2022 CEA/CCS Master Agreement when griev...	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 or about January 11, 2022 from all employee personnel records, other than...	Step 2 hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2019-2022 CEA/CCS Master Agreement when it was...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately return the \$614 that was removed from his classroom and personal lock boxes on or around August 16, 2021 and remove...	Step 1 hearing held. Requested relief denied.
South HS 7-12 Christy Nickerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South 7-12, Christy Nickerson, failed to provide appropriate administrative...	That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRISALS be taken against the...	Step 2 hearing held. Awaiting response.
Marion-Franklin HS Lucas Cech	The CCS Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2019-2022 CEA/CCS Master agreement when the principal...	The grievant shall be made whole by immediately ceasing direct, verbal criticism in front of students and other staff members; that the extreme and/or repeated verbal abuse (in front of students and other staff members) immediately cease;...	Step 1 hearing filed.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement...	Grievants shall be made whole in every way, including but not limited to the following: Professional Learning and Licensure Teacher on Special Assignment (TOSA) positions will be immediately restored to the CEA bargaining unit...	Arbitration hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement...	Grievants shall be made whole in every way, including but not limited to the following: Project Connect positions will be immediately restored to the CEA bargaining unit. Grievants shall be made whole, with interest for any loss of pay...	Arbitration hearing pending.
CCS Administration	As of the date of filing of this grievance, June 27, 2022, CEA bargaining unit Members with the job title of "Tutor" as defined by Article 1001, have not received...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: All CEA Bargaining Unit members with the job title of "Tutor" as defined in Article 1001 of the Master Agreement...	Step 2 hearing held. Awaiting decision.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the administration failed to pay bargaining unit members their perfect attendance...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: All CEA Bargaining Unit members who are to be paid the perfect attendance stipend shall receive their stipend prior to the...	Step 2 hearing held. Awaiting response.

## Fall Fling: Coming October 7!

Everyone needs to attend the CEA Fall Fling this year. Join us Friday, Oct. 7, from 4-8 p.m. at the Hilton Columbus at Easton, 3900 Chagrin Dr. Your Association just welcomed more than 300 new members this school year. Help them celebrate their new endeavor and welcome them to the CEA family. Our annual party features music, great food, and prizes. Get to know your colleagues. Meet candidates for public office and local elected officials. Admission is free. Beer and wine: just \$2. If you can volunteer to assist at the party, contact Teri Mullins at [mullinst@ceaohio.org](mailto:mullinst@ceaohio.org).

## Retiring? Avoid OTES

Bargaining unit members who are planning on retiring at some point in the 2022-2023 school year can be exempted from the Ohio Teacher Evaluation System. If you would like to exercise this option, you must submit the notice of retirement to Human Resources no later than Tuesday, Nov. 1. You must continue to complete the evaluation process until your retirement has been approved by the Board of Education. Go to <https://www.csoh.us/Page/2340> to download retirement information or access the Google form to submit notification of retirement to Human Resources. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

## 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 \$2,500 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2022-June 2023 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. To download the application, go to <https://bit.ly/3KRu2C0>. The **deadline is 4 p.m., Friday, Oct. 14.** If you have questions, call Kathy Wilkes at (614) 253-4731.

## Special Note

- The following elected positions will be filled in the 2022-2023 **Special Fall Election: OEA Delegates, District 1 Governor, and District 4 Governor.** The **declaration period begins Monday, Oct. 3.** Declaration forms will be available for download on the CEA website. Declaration forms may also be obtained by contacting Michelle Crouse ([crousem@ceaohio.org](mailto:crousem@ceaohio.org)). **Declaration forms must be received by the CEA office by 4:30 p.m., Friday, Oct. 14. Ballots will be sent to building SFRs by Oct. 28. The voting window begins Tuesday, Nov. 1, and ends Thursday, Nov. 15.** Members of the **Elections Committee will collect ballots for tally Friday, Nov. 16.** Call **Elections Chair Brittany Pierce** 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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[www.cloppertlaw.com](http://www.cloppertlaw.com)

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