

2026 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.

Due to increased utilization and a variety of other factors, CCS Insurance premiums will increase by 7.8 % with a number of plan design changes. Your Union and the district are partnering to offer several Zoom meetings to fully explain these changes to our insurance. The last meeting will be held on Wednesday, Sept. 24 (<http://bit.ly/4nkRedT>); it begins at 4:30 p.m. and pre-registration is not required.

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 2025 insurance rates for bargaining unit members:

(Employee Benefit Contributions Per Pay)

Certificated Employees

Medical 21 Pay Plan	Select	Choice
Employee Only	\$65.40	\$76.51
Employee + Child	130.41	152.55
Employee + Spouse (Grandfathered Rates)**	130.41	152.55
Employee + Spouse*	365.09	387.23
Employee + Children	192.41	225.10
Family (Employee + Spouse & Child(ren))(Grandfathered)**	192.41	225.10
Family (Employee + Spouse & Child(ren))*	538.67	571.36

Medical 26 Pay Plan	Select	Choice
Employee Only	\$52.82	\$61.80
Employee + Child	105.33	123.22
Employee + Spouse (Grandfathered Rates)**	105.33	123.22
Employee + Spouse*	294.88	312.77
Employee + Children	155.41	181.81
Family (Employee + Spouse & Child(ren))(Grandfathered)**	155.41	181.81
Family (Employee + Spouse & Child(ren))*	435.08	461.48

* 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 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	\$4.43	\$3.58
Employee + Child	\$4.43	\$3.58

Life Insurance	21 Pay Plan	26 Pay Plan
Basic Life \$50,000 (District Paid)	\$0.00	\$0.00
Supplemental Life-\$50,000	5.54	4.48

Vision Buy-Up	21 Pay Plan	26 Pay Plan
Employee Only	\$4.13	\$3.33
Employee + 1	8.25	6.67
Employee + 2+	13.30	10.74

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

Eligible Tutors

Medical 21 Pay Plan	Select	Choice
Tutors (15–25 hours)		
Employee Only	\$300.80	\$311.91
Employee + One (Child or Spouse)	599.80	621.94
Family (Employee + Spouse & Child(ren))	884.92	917.61
Tutors (over 25 scheduled hours)		
Employee Only	\$171.33	\$182.43
Employee + One (Child or Spouse)	341.63	363.77
Family (Employee + Spouse & Child(ren))	504.03	536.72

Medical 26 Pay Plan	Select	Choice
Tutors (15–25 hours)		
Employee Only	\$242.95	\$251.93
Employee + One (Child or Spouse)	484.45	502.34
Family (Employee + Spouse & Child(ren))	714.74	741.14
Tutors (over 25 scheduled hours)		
Employee Only	\$138.38	\$147.35
Employee + One (Child or Spouse)	275.92	293.81
Family (Employee + Spouse & Child(ren))	407.10	433.50

Dental	21 Pay Plan	26 Pay Plan
Employee Only (15–25 hours)	\$22.17	\$17.90
Family (15–25 hours)	\$22.17	\$17.90
Employee Only (over 25 hours)	12.41	10.03
Family (over 25 hours)	12.41	10.03

Life Insurance	21 Pay Plan	26 Pay Plan
Basic Life \$20,000 (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	\$4.13	\$3.33
Employee + 1	8.25	6.67
Employee + Family	13.30	10.74

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

Latchkey Teachers

Medical 21 Pay Plan	Select	Choice
Employee Only	\$171.33	\$182.43
Employee + One (Child or Spouse)	341.63	363.77
Family (Employee + Spouse & Child(ren))	504.03	536.72

Medical 26 Pay Plan	Select	Choice
Employee Only	\$138.38	\$147.35
Employee + One (Child or Spouse)	275.92	293.81
Family (Employee + Spouse & Child(ren))	407.10	433.50

Dental	21 Pay Plan	26 Pay Plan
Employee Only	\$12.41	\$10.03
Family	12.41	10.03

Vision Base	21 Pay Plan	26 Pay Plan
Employee Only	\$0.58	\$0.48
Employee + 1	1.16	0.94
Employee + Family	1.86	1.51

Vision Buy-Up	21 Pay Plan	26 Pay Plan
Employee Only	\$4.71	\$3.81
Employee + 1	9.41	7.61
Employee + Family	15.16	12.25

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

OPEN ENROLLMENT PERIOD
OCT. 6–24, 2025

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. Go to: <https://www.ceahio.org/wp-content/uploads/2025/09/Grievance-250922-06.pdf>.

Now Forming: 2025-2026 Bargaining Team

Our current Master Agreement has a reopener clause that will take CEA back to the table with the district in March of 2026. Our first step for the next round of negotiations is to form a Bargaining Team. We are looking to create a diverse team of CEA members representing the various experience levels within our bargaining unit.

As a representative of the bargaining team, you will have the opportunity to work as part of a large team of dedicated members. As part of the team, your responsibilities will include:

- Identifying the current needs of teachers
- Communicating and disseminating information to our members
- Serving as a liaison to keep members updated throughout the year
- Attending bargaining related meetings and trainings

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

Teri Mullins, CEA Bargaining Chairperson,
CEA Office, Route 2

All cover letters/resumes need to be submitted by Tuesday Sept. 30, 2025. The selective interviewing process will run from Oct. 1–16, via zoom, to select Bargaining Team Members.

Join the New Special Education Caucus! All CEA members are invited to join.

CEA is excited to announce the launch of the Special Education Caucus — a new group created by and for members who are passionate about supporting our students with disabilities and the educators who serve them.

The Caucus will be a place to:

- Connect with other special education professionals across the district.
- Share resources, strategies, and solutions.
- Advocate for the needs of both students and staff.
- Make sure special education voices are heard within CEA.

Whether you're an intervention specialist, related service provider, or simply a member who cares deeply about special education, you are welcome!

Here is the membership form to join: <https://forms.gle/ThsefQWJy7X69Zch8>.

Attention: Mid-Career Educators

We are excited to invite you to participate in the Mid-Career World Café, a collaborative gathering designed to share experiences, insights, and ideas that can help shape the future of Ohio's Educator and Support Staff community.

To help us prepare and ensure the conversations reflect the priorities and interests of participants, we kindly ask you to complete this short form: bit.ly/3K9WFOQ.

Your input will guide the topics of discussion and ensure the event is meaningful and relevant to your journey as a member of OEA, such as:

- Mentorship Matters: Mid-career educators emphasized the need for mentors to be compensated for their time and expertise.
- This recognition is essential to building strong, sustainable support systems within our schools.
- Relevant Professional Development: PD must be meaningful and applicable to the realities of mid-career educators. Generic or disconnected training does not serve our growth or our students.
- Mental Health & Wellness: Burnout is real. There is a clear call for mental health initiatives that support educators in maintaining balance, resilience, and well-being.

Details:

Event: Mid-Career World Café

Date & Time: Nov. 1 or Nov. 8, 2025 (Pick ONE date) 10 a.m.–2:30 p.m. (Lunch provided)

Location: **Ohio Education Association HQ** – 225 E Broad St. Columbus OH 43215

Please complete the form by October 27, 2025. We look forward to learning from your perspective and building a space where Mid-Career Educators and Support Staff can connect, share, and inspire one another. More information regarding meeting times and dates to come!

Learning Walks

Your Union has received many phone calls, emails and text messages regarding the district's "Learning Walks" with concerns about whether they are evaluative as well as how they are being conducted. In August, CEA members approved a Conceptual Agreement that contains the following new language regarding non-evaluative classroom visits:

Section **211.09 A. Nonevaluative Classroom Visits** refer to classroom visits by board employees for the purpose of improving instructional practices, curriculum implementation, and student learning. Any written nonevaluative feedback generated from the visit shall not become part of any teacher's personnel file or evaluation.

Joe Hernan, Director of Math, Innovation and Technology provided this email to summarize how he has described the purpose of "Learning Walks" to administrators:

"Learning Walks are short, non-evaluative classroom visits that give us a clear picture around curriculum implementation and instructional practices. The tool helps us collect consistent data, provide teachers with supportive feedback, and spot trends across classrooms and schools. That information guides the kind of professional learning and instructional

support we offer.”

“They’re not about evaluating teachers—they’re about making sure our curriculum is implemented with fidelity and using what we see to strengthen teaching and learning across the district.”

If your administrator is doing something different, call CEA.

See You at the CEA Fall Fling!

The Fling is right around the corner! Join us for the CEA Fall Fling this year. Mark your calendar for **Friday, Oct. 3**, from **4–8 p.m.** at the **Hilton Columbus at Easton**, 3900 Chagrin Dr. Your Association just welcomed more than 200 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 are just \$5.



Retiring? Avoid OTES

Bargaining unit members who are planning on retiring during the 2025–2026 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 Friday, Oct. 31. 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.ccsoh.us/Page/2340>. If you have questions, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

Wellness will be partnering with Lifecare

Alliance to host a staff flu shot clinic at the CEA Fall Fling on Friday, October 3 from 4–8 p.m. located at Columbus Hilton Easton, 3900 Chagrin Drive. Flu shots are available at no cost to you. If you have insurance, it will be submitted as a claim.

No appointment is needed, just bring your ID and insurance card with you. Family members are welcome to attend, and no one will be turned away without insurance.

Available Vaccines: **Trivalent** (all ages, egg-free, no preservative) and **High-Dose Trivalent** (ages 65+, egg-free, no preservative)

Staff who receive their flu shot will be able to earn a \$25 gift card. To learn how to receive your gift card, visit the Wellness website ccsoh.us/wellness and click on the FLU SHOT INFORMATION tab.

Fight Flu and Earn a Gift Card from Wellness

Staff who receive a flu shot before Dec. 31 will earn a \$25 gift card from the CCS Staff Wellness Initiative. After you receive your flu shot, visit the Flu Shot Information tab on the Wellness website, ccsoh.us/wellness, and fill out the flu shot form. You do not need to receive your flu shot at a CCS location in order to be eligible for the gift card. As a reminder, gift cards are a form of compensation and are subject to employee payroll tax.

Questions? Email wellness@columbus.k12.oh.us.

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 between Sept. 2025–June 2026.** 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. 2025–June 2026 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.

Download the application at <https://bit.ly/41MTvX4>. The **deadline is Friday, Oct. 10, 4 p.m.** If you have questions, call Kathy Wilkes at (614) 253-4731.

Religious Leave

Our contract ensures that educators have the right to participate in their religious traditions. Section 702.11 of the *CEA Master Agreement* allows bargaining unit members to be absent, with pay, for a maximum of three days to observe established religious holidays throughout the school year. This leave is not deducted from any other time off. Remember that a request for religious leave must be made in writing to the Human Resources Department at least five school days prior to the holiday.

Special Fall CEA Election

Due to three vacancies on the CEA Board of Governors, there will be a Fall Special Election. CEA is seeking candidates for the unexpired terms of Governor for District 2 (2028), District 4 (2026) and District 7 (2028). A Declaration of Candidacy for CEA Office will be available on the CEA website or by calling CEA at (614) 253-4731. The declaration period begins Monday, Sept. 29, and ends Monday, Oct. 13. Declaration forms are due at the CEA office no later than 4:30 p.m., Monday, Oct. 13, 2025. Campaigning begins Monday, Sept. 29, and ends Nov. 11, 2025. Ballots will be in the buildings on Oct. 24, 2025. Voting will begin on Monday, Oct. 27, 2025, and ends Tuesday, Nov. 11, 2025. Ballots will be collected and tallied by the Election Committee on Wednesday, Nov. 12, 2025. Call Brittany Pierce, CEA Election Chair, at (440) 225-2631 with any questions.

Join the Sick Leave Bank

The *CEA Master Agreement* provides a very important benefit: our Sick Leave Bank. Every year, some of us experience devastating illnesses and injuries requiring long recovery periods; or, we simply haven't accumulated enough sick leave to cover extreme situations. You can help by donating **two sick days** to the **Sick Leave Bank**. It's easy. The donation form is available on the **CCS Intranet** under "**Human Resources**" or the **CEA website** under "**Forms**." The **deadline for donations is Tuesday, Sept. 30**. Any bargaining unit member who exhausts their sick leave may apply to borrow up to 10 days from the bank. They will be required to pay back the borrowed days as additional days are earned. **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.** In order to withdraw days from the Sick Leave Bank, bargaining unit members must complete a Sick Leave Bank Withdrawal Form, located on the CEA website.

Special Notes

Transplant Needed for CEA Member: Robyn Chernack, Intervention Specialist (**Cedarwood ES**), is in need of a kidney donation from a living donor. Such donations are typically very successful and ideal when made by living donors. Eligible donors have matching blood types and are free of diseases including high blood pressure, diabetes, cancer, kidney and heart disease. Donors are able to lead normal lives. To become a donor, go to: bit.ly/40y23zN.

Make a donation to the Catastrophic Sick Leave Bank: When someone experiences a life-threatening illness or injury, and they are out of accrued time, they can apply for catastrophic leave. When approved, sick leave days can be donated, allowing them to remain in paid status and receive healthcare benefits. The following members have been approved for Catastrophic Leave and are in need of donated days: **Katrina Callaghan, Northland HS;** and **Kellie Wilburn, Eastmoor Acad.** 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.

CEA Members: If you are not receiving electronic communications from CEA, email tellcea@ceaochio.org with your name and non-CCS email address. This issue can usually be resolved quickly.

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

WE'RE BACK!

SEPTEMBER

SOCIAL

FRIDAY SEPT. 26TH 4:30 PM

@ OHIO BREWING CO.

421 E. SECOND AVE. COLUMBUS 43201

free parking lot available on site

Come meet fellow early career educators & enter for a chance to win our raffle giveaways!

Questions? Email columbuscece@gmail.com

Sensible

Sugar

Program

Join Now at:

bit.ly/3K20o00

STARTS OCTOBER 1

WHY JOIN ???

In 21 days, you will learn how to control your added sugar intake, so that you can enjoy the sweet stuff without the guilt. Throughout the duration of this program, you will learn:

☒

What is considered an appropriate amount of added sugar intake

☒

How our bodies handle sugar

☒

How to identify added sugars in foods

☒

How to accurately track added sugar intake

☒

The Pros and Cons of added sugars vs. artificial sweeteners

☒

And more!

If you have existing medical conditions and you're unsure if this program is for you, please consult your medical provider before starting.

WHAT TO EXPECT

Educational Material

Evidence-based educational material will be delivered once a week per email to those that choose to participate.

Tracking

Support and guidance on tracking your added sugar intake throughout the 21 days.

Support

Ask questions directly to a Registered Dietitian via an anonymous link and receive ongoing support.

ccsoh.us/wellness

Update your home mailing address with CCS Human Resources after you move. CEA uses this information to communicate with you about important issues when an email or text will not suffice.