



2025 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 2024 was lower than in 2023 and had lower than expected claims. Due to inflation, increased utilization, and rising medical prices, the amount required to fund expenses for 2025 from the CCS self-funded insurance plan will amount to a 2.3% increase in premiums. This compares to a 5.4% increase in 2024 and is the lowest increase in many years. 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 2025 insurance rates for bargaining unit members:

(Employee Benefit Contributions Per Pay)

Certificated Employees

Medical 21 Pay Plan	Select	Choice
Employee Only	\$60.64	\$70.95
Employee + Child	120.94	141.48
Employee + Spouse (Grandfathered Rates)**	120.94	141.48
Employee + Spouse*	338.58	359.12
Employee + Children	178.44	208.76
Family (Employee + Spouse & Child(ren))(Grandfathered)**	178.44	208.76
Family (Employee + Spouse & Child(ren))*	499.55	529.87

Medical 26 Pay Plan	Select	Choice
Employee Only	\$48.98	\$57.31
Employee + Child	97.68	114.27
Employee + Spouse (Grandfathered Rates)**	97.68	114.27
Employee + Spouse*	273.47	290.06
Employee + Children	144.13	168.61
Family (Employee + Spouse & Child(ren))(Grandfathered)**	144.13	168.61
Family (Employee + Spouse & Child(ren))*	403.49	427.97

* 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	\$4.42	\$3.57
Employee + Child	\$4.42	\$3.57

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	\$2.78	\$2.24
Employee + 1	5.55	4.49
Employee + 2+	8.96	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	\$278.96	\$289.27
Employee + One (Child or Spouse)	556.25	576.79
Family (Employee + Spouse & Child(ren))	820.66	850.98
Tutors (over 25 scheduled hours)		
Employee Only	\$158.88	\$169.19
Employee + One (Child or Spouse)	316.82	337.26
Family (Employee + Spouse & Child(ren))	467.43	497.74

Medical 26 Pay Plan	Select	Choice
Tutors (15-25 hours)		
Employee Only	\$225.31	\$233.64
Employee + One (Child or Spouse)	449.27	465.86
Family (Employee + Spouse & Child(ren))	662.85	687.33
Tutors (over 25 scheduled hours)		
Employee Only	\$128.33	\$136.65
Employee + One (Child or Spouse)	255.89	272.48
Family (Employee + Spouse & Child(ren))	377.55	402.02

Dental	21 Pay Plan	26 Pay Plan
Employee Only (15-25 hours)	\$22.12	\$17.87
Family (15-25 hours)	22.12	17.87
Employee Only (over 25 hours)	12.39	10.01
Family (over 25 hours)	12.39	10.01

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	\$2.78	\$2.24
Employee + 1	5.55	4.49
Employee + Family	8.96	7.23

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

Latchkey Teachers

Medical 21 Pay Plan	Select	Choice
Employee Only	\$158.88	\$169.19
Employee + One (Child or Spouse)	316.82	337.36
Family (Employee + Spouse & Child(ren))	467.43	497.74

Medical 26 Pay Plan	Select	Choice
Employee Only	\$128.33	\$136.65
Employee + One (Child or Spouse)	255.89	272.48
Family (Employee + Spouse & Child(ren))	377.55	402.02

Dental	21 Pay Plan	26 Pay Plan
Employee Only	\$12.39	\$10.01
Family	12.39	10.01

Vision Base	21 Pay Plan	26 Pay Plan
Employee Only	\$0.58	\$0.48
Employee + 1	1.16	0.94
Employee + Family	1.87	1.51

Vision Buy-Up	21 Pay Plan	26 Pay Plan
Employee Only	\$3.36	\$2.72
Employee + 1	6.71	5.43
Employee + Family	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 323 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/4gyBS3b>.

Building/Unit Admin.	Statement of Grievance	Relief Requested	Disposition
Cassady ES Amber Hall	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Cassady ES, Amber Hall, subjected the...	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...	Awaiting Step 2 hearing.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-...	Grievant shall be made whole in every way, including but not limited to the following: The Board shall remove all references to the Written Reprimand...	Board of Governors voted to approve moving the issue to...
CCS Administration	Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provision of the 2022-2025...	The grievant shall be made whole in every way, including but not limited to the following, the Written Reprimand issued on May 8, 2024, shall be withdrawn...	Requested to be filed at Step 2.
CCS Administration	On or about June 27, 2024, Executive Director of Labor Management and Employee Relations John Dean, acting in his capacity as agent...	Grievants shall be made whole in every way, including but not limited to: The BOARD shall immediately implement all programs/initiatives approved by the...	Advanced to arbitration.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement...	Grievants shall be made whole in every way, including but not limited to the following: All eligible CEA bargaining unit members shall immediately be paid...	Filed at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the MOU - Working Agreement for Building...	Grievants shall be made whole in every way, including but not limited to: The board shall immediately rescind notices of nonrenewal and issue one year limited...	Advanced to arbitration.
CCS Administration	During the 2023/2024 School Year, grievant performed BOARD authorized supplemental services for which she has not been compen...	Grievant shall be made whole in every way, including but not limited to the following: Grievant shall immediately be paid in full for all 2023-2024 BOARD...	Filed at Step 1.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to provide students...	The grievants shall be made whole in every way, including but not limited to the following: That the Board/ Administration provide students equitable access to...	Step 2 held. Awaiting response.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration's unilateral expansion of the...	The grievants shall be made whole in every way including, but not limited to the following: The Board/Administration shall immediately rescind the directive...	Step 2 held. Awaiting response.

Bargaining Update

CEA will be hosting two town hall meetings in preparation for negotiations. At these meetings, CEA members will learn how the bargaining process works and will to share ideas and concerns for the upcoming member surveys on bargaining. The first town hall meeting will be held virtually via zoom. The meeting is from 4:30-6:30 p.m. on Thursday, Oct. 10. You must be a CEA member in order to attend these meetings. Registration information will be coming soon!

Instructional Research & Application Experience

In addition to the many professional learning experiences offered through the district, classroom teachers now have the opportunity to participate in an individualized, teacher-driven Instructional Research & Application Experience during or outside of the school day, facilitated through the Office of Academic Coaching & Development.

What's Involved?

- **Personalized Learning:** Teacher identifies a relevant need for a group of students and engages in inquiry-based research and real-time data analysis with an instructional coach while applying a teacher-chosen strategy aimed at addressing a student goal. For instance, work towards students achieving a 95% completion rate on daily bell-ringers with 80% accuracy.
- **CEUs and Compensation:** In addition to the bonus of improving outcomes for a group of students, teachers earn .5 CEUs for completing the study, and if they choose to complete the study outside of the school day, they also receive a stipend that is the equivalent of up to 5 hours at the extended hourly rate.

Teachers may go to <https://bit.ly/3B7MDsX> when they are ready to start an Instructional Research & Application Experience or save the link for a later time. Contact ccscoaching@columbus.k12.oh.us with questions, or visit the FAQ at bit.ly/3MYtjgp.

PAR Presents...

The Peer Assistance & Review (PAR) Program facilitates professional development sessions which are open to all CCS educators. Call the PAR Office at (614) 365-5110 for more information.

Sept. 24 Nov. 12 Jan. 14	Critcut in the Classroom (PDS #70739) This is a series and participants must attend all sessions to receive CEUs 889 E. 17th Ave Columbus 43211 • 4:30-6:30 p.m.
Oct. 1	Agriculture in our Everyday Lives (PDS #6557) 2548 Carmack Rd 43210

Mini Grant Application Window Opens Soon

The CEA Foundation Mini Grant application window opens Oct. 2, 2024, and will close at 4:30 p.m., Oct. 23, 2024, to align with the first Records Day of the year. To apply for this year's CEA Foundation Mini Grants, make sure to sign in to your personal Google Drive and go to <https://bit.ly/ceaminigrant> or scan the QR Code. There are four Mini Grants CEA Members may apply to:



Mini Grant	Who is Eligible to Apply	Maximum Award Amount
Early Career Educator	CEA Members in years 1-5	Up to \$450
General	All CEA Members	Up to \$400
SEL/PBIS	All CEA Members	Up to \$400
STEAM/STEM	All CEA Members	Up to \$600

A few reminders:

- **This is the only 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.
- There is a new Mini Grant email: ceaminigrants@gmail.com.
- There are two ways to contact the Mini Grant Committee if you have questions during the application process. Go to ceaminigrants@gmail.com or call or text Tracie Helmbrecht at (614) 398-1201.

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. 2024-June 2025 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 bit.ly/3WZxtNI. The deadline is **Monday, Oct. 11, 4 p.m.** If you have questions, call Jen Gable at (614) 253-4731.

Retiring? Avoid OTES

Bargaining unit members who are planning on retiring during the 2024-2025 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, 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>. Questions, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

Special Notes

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: **Shirley Caldwell, Sherwood MS; Erin McIntyre, West Mound ES (Building Sub); Jewellia Reedus, CEC (displaced).** To donate, complete the Catastrophic Sick Leave Donation Form, available on the CEA and CCS websites. Submit the completed form to leavesofabsnce@columbus.k12.oh.us.

Deadline: Join the Sick Leave Bank by Monday, Sept. 30! Donate two of your sick days to the Sick Leave Bank. The **donation form** is available on the **CCS Intranet** under "**Human Resources**" or the **CEA website** under "**Forms.**" Any member of the Sick Leave Bank who exhausts their sick leave may apply to borrow up to 10 days from the bank.

Correction: Windsor STEM Acad. was in attendance for the Sept. 12 CEA Legislative Assembly. We apologize for the error.

Professional Leave: At the beginning of each school year, there is \$200,000 available to bargaining unit members to pursue professional development opportunities outside the school district. These include taking a course, 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. Apply as soon as you know the date of your conference.

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