

**MEMORANDUM OF UNDERSTANDING**  
**FEBRUARY 24, 2022**  
**Memorandum of Understanding – 2021-2022 School Year (MOU #3)**

This Memorandum of Understanding (“MOU”) is entered into on this 24<sup>th</sup> day of February 2022, by and between the Columbus Education Association (“CEA”) and the Columbus City School District Board of Education (“BOARD”).

From the date of the execution of this agreement through the last teacher workday of the 2021-2022 school year, the parties agree as follows:

1. Members of the CEA bargaining unit will continue to provide learning opportunities for students, consistent with the CEA-CCS 2019-2022 Master Agreement (“AGREEMENT”), the Memorandum entitled “Memorandum of Understanding – BlendED 2021-2022” dated June 2, 2021, the Memorandum entitled “Memorandum of Understanding - 2021-2022 School Year” dated June 2, 2021, and the Memorandum entitled “Memorandum of Understanding - 2021-2022 School Year (MOU #2)” dated August 24, 2021 except as specifically amended herein, and consistent with this Memorandum of Understanding (“MOU”).
2. On the scheduled Professional Development Day on March 9, 2022 as well as on Records Day scheduled for March 23, 2022, CEA bargaining unit members may participate remotely offsite.
3. The BOARD shall provide each CEA bargaining unit member with ten (10) KN-95 and/or N-95 face masks. Additional KN-95 and/or N-95 face masks shall be available upon request.
4. Beginning March 7, 2022, and for the remainder of the 2021-2022 School Year, bargaining unit member pay for all class coverage when a substitute is not available shall be calculated consistent with the provisions of Article 209.04 of the CEA-CCS Master Agreement, except that the hourly rate shall be paid for the purpose of this Article at one hundred and fifty (150) percent. The BOARD intends to provide payment under this provision not later than three (3) pay periods following the pay period in which it is earned. The parties agree that the grievance process outlined in Article 110 of the Master Agreement is an appropriate mechanism to address disputes arising under this provision.
5. For the duration of the 2021-2022 School Year, CEA bargaining unit members who are not teachers of record (i.e. TOSAs, Instructional Coaches, etc...) may choose to provide class coverage upon the request of the BOARD on a voluntary basis. Such coverage shall be provided at the sole discretion of the bargaining unit member and there shall be no reprisal of any kind for a CEA bargaining unit member who declines request(s) to provide such coverage. Bargaining unit members covered by this paragraph shall be eligible for pay for duties which must be performed outside of the contractual day due to providing class coverage, which shall be submitted on a timesheet and paid at one hundred and fifty (150) percent of the contractual hourly rate outlined in Article 903 of the Master Agreement.
6. Students in grades 10 and 12 will learn remotely on Tuesday, March 1, 2022. Teachers of these students will provide asynchronous lessons to these students. Students in grades nine 9 and 11 will complete required tests. Teachers with students in grades 9-12 will provide onsite testing support. To facilitate the transition to asynchronous lessons on March 1, 2022, the Board will provide teachers with a menu of available online learning platforms reasonably available to all teachers. This information will be provided not later than the end of the day February 25,

2022. Each teacher will be required to make an appropriate assignment from this material. A teacher may elect to provide a custom lesson outside of the learning platforms at their discretion. Teachers that do not have an available online learning platform for their class subjects will provide an appropriate lesson. There will be no observation of CEA bargaining unit members who are assigned students in grades 9-12 for evaluation purposes on March 1, 2022.

7. CEA and the BOARD agree that the Memorandum of Understanding regarding Social and Emotional Learning Practitioners (pp. 150 of the Master Agreement) shall be extended for one (1) year, to expire on the last teacher workday of the 2022-2023 School Year.

8. The BOARD and CEA agree that this memorandum is not precedent-setting, and that except as explicitly modified by this MOU, the Memorandum entitled "Memorandum of Understanding – BlendED 2021-2022", the Memorandum entitled "Memorandum of Understanding - 2021-2022 School Year" dated June 2, 2021, or the Memorandum entitled "Memorandum of Understanding - 2021-2022 School Year (MOU #2)" dated August 24, 2021, during the terms of these MOUs, all provisions of the AGREEMENT remain in full force and effect.

9. This Memorandum of Understanding expires on the last teacher workday of the 2021-2022 school year.

For CEA:



\_\_\_\_\_  
John Coneglio, President

2/24/22

\_\_\_\_\_  
Date

For the BOARD:



\_\_\_\_\_  
Dr. Talisa Dixon, Superintendent

2/24/22

\_\_\_\_\_  
Date