

Grievance Settlement Agreement

The following negotiated settlement agreement is entered into between the Columbus Education Association (“CEA”) and the Board of Education of Columbus City Schools (“BOARD”). This agreement resolves grievance #CE 2324-014, filed by CEA on November 10, 2023 alleging violation of provisions of the CEA-CCS 2022-2025 Master Agreement (“AGREEMENT”) including but not limited to Articles 206.08, 211.07, and 401 of the CEA-CCS Master Agreement.

The parties agree:

1. Effective February 1, 2024, the BOARD and CEA agree that classroom observations and related tasks conducted by non-BOARD employees (i.e. vendors) shall occur on a voluntary basis only, at the sole discretion of CEA bargaining unit members. Observations and related tasks conducted by BOARD employees shall continue to be governed by the provisions of the AGREEMENT.
2. The BOARD denies any liability in connection with the alleged claim.
3. This agreement completely resolves Grievance # CE 2324-014, filed by CEA on November 10, 2023. No further grievance, appeal, or complaint will be filed by CEA regarding alleged violations of these sections which occurred prior to the execution of this agreement.
4. If either party fails to meet the requirements of this agreement, the grievance will be reinstated.
5. The terms of this settlement agreement are not intended to create a case precedent or form the basis of a past practice between or among the parties.
6. This Settlement Agreement expires at the end of the final contract day of the 2024-2025 school year.



John M. Dean, Director, Employee Relations
For the BOARD

1/18/24

Date



John Coneglio, President
For CEA

January 18, 2024

Date