



**Office of Talent
Division of Labor Management &
Employee Relations**

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Mission: Each student is highly educated, prepared for leadership and service, and empowered for success as a citizen in a global community.

March 13, 2024

John Coneglio, President
Columbus Education Association
929 E. Broad St.
Columbus, OH 43205

Via Electronic Mail

Dear Mr. Coneglio,

This letter is being sent to memorialize the District's interpretation this portion of Article 109.03(I)(15) of the Master Agreement:

Resignations to be effective for the next school year or during the school year will result in insurance benefits being terminated on the last day of the month of the effective date of the employee's resignation.

It is the District's interpretation that a certificated employee could submit a resignation notice at any time during the contract year with an effective date of a July 1 and benefits would be maintained through July 31. As an example, a teacher could submit a resignation notice on February 1 with an effective date of July 10 and the employee's benefits would be maintained pursuant to Article 109.03(I)(15) of the Master Agreement through July 31.

This interpretation will be applied for all resignations at the conclusion of the 2023-2024 contract year with effective dates on or after July 1. If you have any questions or concerns with this interpretation or would like additional clarification, please contact me at your convenience.

Sincerely,

John M. Dean
Executive Director
Labor Management & Employee Relations

Human Resources Supporting Vision: Maximizing Human Capital for Student Success

The Columbus City School District does not discriminate based upon sex, race, color, national origin, religion, age, disability, sexual orientation, gender identity/expression, ancestry, familial status, genetic information or military status with regard to admission, access, treatment or employment. This policy is applicable in all district programs and activities.