

**MEMORANDUM OF UNDERSTANDING
BUILDING SUBSTITUTE ALTERNATIVE LICENSURE PATHWAY**

This Memorandum of Understanding (“MOU”) is entered into this 24th day of October 2024, by and between the Columbus Education Association (“CEA”) and the Columbus City School District Board of Education (“Board”). In consideration of the parties’ mutual interest in retaining dedicated Board employees, the parties agree to the following provisions regarding the creation of an alternative licensure pathway for CEA bargaining unit Building Substitutes:

1. No later than October 25, 2024, the Board shall send electronically to all Building Substitutes a communication which includes the following alternative licensure pathway for the 2025-2026 school year available to all Building Substitutes:
2. Building Substitutes interested in full-time teaching within Columbus City Schools may elect to seek an Alternative Resident Educator License pathway through the State Board of Education, Office of Educator Licensure (“SBOE”). Building Substitutes who elect this option must notify the Board no later than November 22, 2024. Building Substitutes that provide this notification to the Board and who are actively pursuing the Alternative Resident Education License, will be permitted to apply for vacant positions consistent with their anticipated area of licensure for the 2025-2026 school year after the completion of the Article 211 Job Fair.
3. The Board agrees that those candidates who successfully complete the pathway and provide to the Board, no later than May 1, 2025, a Statement of Eligibility for the Alternative Resident Educator license from the SBOE, shall be assigned to their selected vacancy (if a selection was made). A candidate that was not selected for a vacancy pursuant to Paragraph 2 above, will be placed in a vacancy that exists on June 1, 2025, if available. Placement preference for building substitutes who complete the Alternative Resident Educator license pathway pursuant to this agreement will continue until the first teacher work day of the 2025-2026 school year.
4. Upon placement in a vacant position, CEA bargaining unit members shall be reimbursed up to \$800 for the cost of an SBOE-approved Intensive Pedagogical Training Institute or Alternative Resident Educator Institute in the first payroll of October 2025 provided that the Building Substitute is employed as a full time teacher within Columbus City Schools, except that reimbursement will not occur if the Board offered this course to the employee at the Board’s expense during the 2024-2025 school year on a pre-paid basis at a university partner.
5. Building Substitutes who successfully complete an ODE Intervention Specialist, Math, Science, Physical Education, or Adaptive Physical Education Alternative Resident Educator pathway pursuant to this agreement and select or accept assignment into a vacancy requiring this licensure for the 2025-2026 school year, shall additionally receive a one-time “high needs licensure” bonus of one-thousand dollars (\$1000), payable in the final payroll of the 2025-2026 school year. An employee must complete the 2025-2026 school year in the accepted assignment on active pay status and receive pay on the payroll date immediately preceding the date on which the bonus is made to be eligible for this payment.

6. The BOARD and CEA agree that this Memorandum is not precedent-setting, and that except as explicitly modified by this Memorandum, all provisions of the Master Agreement and the Building Substitute Working Agreement between the parties remain in full force and effect.
7. This Memorandum shall remain in full force and effect until midnight of the day before the first regular teacher contract day of the 2026–2027 school year.

For CEA:

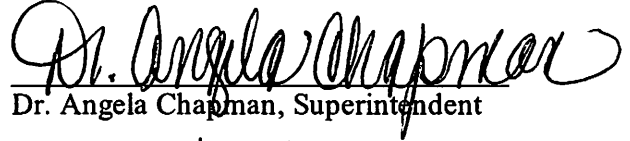


John Coneglio, President

10/24/24

Date

For the Board:



Dr. Angela Chapman, Superintendent

10/24/24

Date